



ATRI News

April/May 2009

New Illinois Green CAR Program Certifies Auto Recyclers for Environmental and Safety Successes

by David Kendziorski

Illinois Green CAR Program Manager

Leading automotive recycling facilities throughout Illinois have been recognized for participating in the Illinois Green Certified Automotive Recyclers Program (Illinois Green CAR). The Illinois Green CAR program was developed by Auto & Truck Recyclers of Illinois (ATRI), and is one of a handful of state certification programs accredited by the national Automotive Recyclers Association (ARA). In 2008, the program had ten participating recyclers:

- ABC Auto Parts & Wreckers, Riverdale
- Auto Parts City, Gurnee
- Bionic Auto Parts & Sales, Chicago
- I-55 Auto Salvage, Channahon
- Rhodes Auto, Streator
- Rockford Auto Parts, Rockford
- Route 14 Auto Parts, Woodstock
- Scotty's Auto Parts, Virginia
- Speedway Auto, Joliet
- Stafford's Auto Parts, Montgomery

To become Illinois Green CAR certified, the recycling facilities are required to meet 27 environmental, safety, business, and licensing standards. Leading recyclers working in cooperation with state and federal regulatory agencies and environmental groups developed these standards. Each

facility was audited to verify that the standards were being met. The participating facilities also received a guidance manual, training, on-site assistance, and an annual certificate of compliance. Certified Illinois recyclers who also belong to ARA are also nationally recognized and fully certified through the ARA CAR program, and they are eligible to participate in the coveted Gold Seal program.

In 2008, all participating facilities met the standards and were awarded Illinois Green CAR certification (Auto Parts City in Gurnee was still under construction). This is a remarkable achievement during the program's first year, and demonstrates the outstanding industry leadership in Illinois! However, the Illinois Green CAR program is not just for auto recyclers who are already meeting all of the standards. The program will be most valuable for facilities that want to make improvements and are looking for professional guidance and the opportunity to learn from other industry leaders.

The Illinois Green CAR program will help recyclers improve their operations, comply with applicable governmental regulations, improve the

Green... continued on page 19

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The ATRI NEWS

The ATRI News is published six times per year for the Auto & Truck Recyclers of Illinois. None of the material in this publication necessarily reflects the opinion of ATRI, its officers, directors, staff, members or its Publisher. Statements of fact and opinion are the responsibility of the author alone.

Articles and letters suitable for publication will be published in the next scheduled newsletter as space permits. Material should be sent to:

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Shorewood, IL 60404
illautorecyclers@aol.com

Articles may be edited for length and format.

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President's Perspective

David Anderson, ATRI President

This is the final letter I will be writing as President of ATRI, and it is also the first newsletter by our new publisher R. J. McClellan Inc., I hope you all enjoy it.

I would like to take this opportunity to thank the Members, Board Members, and Suppliers, for your support. My experience leading ATRI has been very rewarding, educational and fun. Everyone talks about how difficult it is to lead an association but I did not think so, I have really enjoyed it. Kudos' to our Executive Director, Michelle Lechner, who keeps me well informed, and up to date on all of the issues facing Illinois recyclers. I have enjoyed traveling to the ARA National Convention, and meeting new people. Additionally, I really believe my own salvage yard is a better place because of my ATRI commitment.

I was fortunate to be part of the launch of the highly successful Illinois Green Car Program. Going green is the way of the future, and there is piece of mind knowing that your yard is meeting the necessary regulations required for compliance. If you are not part of Illinois Green Car you should really take another look, just give Michelle a call



and she can tell you all about it.

This is an ever changing industry and we never know what's around the next corner; legislatively or environmentally. I was also fortunate to experience the creation of the mercury switch removal law. I lobbied in Springfield, met some State Representatives and Senators, attended some negotiation meetings, and it was truly amazing to see how an idea becomes law. There is a lot to the whole legislative process, and I am glad I got to be part of that experience.

ATRI has grown in numbers and we are striving to make more benefits available to the members. Being a part of your state association enables you to keep up to date on the latest, and the greatest, that goes on in this industry. I have met so many people and learned so many things there are too many to list. It is inexpensive to be a member and well worth the cost.

Joe Watson from ABC Auto Parts in Riverdale, IL is the incoming President and will bring with him a lot of family and business connections. Joe is young and enthusiastic, and has many good ideas for the future of ATRI. One idea is providing different trainings on a variety of subjects to be held four times a year. I will continue to serve on the ATRI board and am looking forward to having Joe as our next President. Again, thank you all for your support, it has been my pleasure.

David Anderson

"Slow and steady wins the race."

Aesop, Day by Day

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Executive's Viewpoint

Michelle Lechner, Executive Director

So how do you like our new newsletter? We are very pleased to announce that R. J. McClellan is now doing our newsletter and I hope you enjoy reading it.

ATRI has so much going on I don't know where to start. Legislatively we are still dealing with the Copart issue and the whole licensing issue in Illinois. In October, I attended the ARA National Association Convention in Kansas City, and I have to say, it was very educational and informative, and of course it is always good to see my association peers. I attended the Affiliate Chapter meeting along with other executives, and it is always a learning experience to see what others are doing in their states. I come away with some really good ideas to present to the ATRI board. There are industry leaders who are providing ATRI with positive direction in dealing with these legislative issues and we are grateful that we can count on them to assist us. We do feel like we are being heard, and we hope to make great strides for the recycling industry in Illinois.

ATRI had its first winter outing in February and it was both educational and fun. The Eagle Ridge Resort in Galena, IL provided a perfect setting for our event. I wish more members would attend the ATRI events, seems I am always hearing what does the association do for us, however, it seems to always be the same ones who attend, mostly board members. You will read



an article in this newsletter about several trainings ATRI will be doing and it is truly a member benefit so don't miss out. If you have any ideas of your own that you would like to see ATRI take on please let me know.

I want to give kudos's to two of our members that were featured in the Locator's Upfront Magazine, one

of them is Caleb Beasley from Decatur Auto Parts in Decatur, IL he was voted most "Up & Coming" and the other is Jim Watson from ABC Auto Parts in Riverdale, IL who was voted "Lawmaker". Jim is a past President of ATRI and continues to serve on the ATRI Board as our legislative liaison. We want to commend both of these members for their outstanding efforts and it's an honor to have them as ATRI members.

ATRI has continued to grow and I can't help but think there are more and more who want to be

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informed and updated on a continuing basis. More than ever, I want this message to reach those who are concerned about their business during these hard times we are facing, and think about how we can better represent this industry in a positive manner to those who will continue to buy used parts. Used parts is the way of the future, its economical and thinking green is the future of this industry as well.

Speaking of going green, I am pleased to announce that all of the members who are participating in the Illinois Green Car Program are in compliance, WOW!!! That's incredible and I am sure they have found piece of mind knowing that fact. If you would like more information on the

Illinois Green Car Program keep reading and call me for more information.

Lastly, I would like to invite you all to the Upper Midwest Convention and Trade Show that will be held in Eau Claire, WI. May 1 & 2. This is a huge event and we don't want you to miss out on it, so mark your calendars. As I always say, its one weekend a year that is an educational, networking, relaxing and a fun event that you all deserve. For more information you can go to www.illinoisautorecyclers.com and you can also find a complete agenda in this newsletter.

Keep Recycling,
Michelle Lechner
Executive Director

Safety Training for ATRI Members

We are experiencing changes in the economy; a sudden downturn in commodity prices such as car bodies, aluminum, converters has forced us to work harder and smarter for the same money or less. People who had no interest in responsible auto recycling are finally going away due to the depressed market and we; the dedicated, licensed, regulated auto recyclers, are left to continue what some of have been doing for four generations. In

order to help us safely and responsibly continue recycling automobiles ATRI has created a program of training for its members. On the first Saturday of even numbered months ATRI will be hosting workspace safety sessions designed to decrease liability, increase safety and promote inter-yard communication. The training sessions will be held at a number of locations, be hosted by different recycling facilities, will begin in the morning and will be ended by lunchtime.

The first training session is 'Heartsaver First Aid' an American Heart Association course.

Cost is \$50 per person and teaches first aid and CPR.

Date: June 6th, 2009

(See more information on page 25 of this newsletter.)

Protect yourself, your customers, your company and your employees. Get several members of your staff signed up for First Aid and CPR training today.

By Joseph Watson



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LOCATOR Upfront

25

Most Influential Recyclers

As Seen In Locator UpFront
Winter Issue:

CALEB BEASLEY

2008

Most Influential Up & Coming



UP & COMING

Caleb Beasley Decatur Auto Parts, Inc., Illinois

Caleb Beasley, general manager of Decatur Auto Parts, Inc. in Decatur, Ill., has worked at the family auto-recycling business since he was 12. Now, at 30, he has an impressive list of accomplishments: QRP Midwest board member, QRP Midwest Vice President 2007, QRP Midwest President 2008 plus involvement in the Collision Industry Conference and in the ARA Gold Seal committee.

"He always volunteers his time to our industry, which I find to be a very admirable quality," said Dave Barzoff, B Auto Parts, East St. Louis, Ill. "He is willing to put forth the time and effort to make his goals a success."

Mel Hunke, executive director of QRP Midwest, Lenexa, Kan. said Beasley's quiet, lead-by-example style has driven more people to QRP. ☒



BY ERIN SANDAGE • PHOTO: YOU'VE BEEN FRAMED PHOTOGRAPHY

Content courtesy of Locator Upfront®
To see the complete issue, go to www.partslocator.com/UPWI2009.pdf.

LOCATOR Upfront

25

Most Influential Recyclers

As Seen In Locator UpFront
Winter Issue:

JIM WATSON

2008
Most Influential Lawmaker



LAWMAKER

Jim Watson
ABC Auto Parts, Illinois

Jim Watson is a familiar voice in the auto recycling industry. He served as past president of ARA in 2006, tackling those issues that an individual cannot do by himself. Today, even after his presidency has ended, Watson continues to be at the forefront of pending policy like NMVTIS (National Motor Vehicle Title Information System).

"There is no more eloquent spokesperson for the professional automotive recycler than Jim Watson," said Michael E. Wilson, ARA executive vice president, Fairfax, Va. "Jim's 25-plus years of involvement on the political stage in Washington continues to pay dividends for the entire industry."

When not lobbying, educating about the industry or sending out newsletter updates, Watson spends his time back at the family business, ABC Auto Parts in Blue Island, Ill. The business has been a mainstay in the Midwest for more than 70 years. A third generation auto recycler, Watson has been involved in the industry for 23 years.

"Jim has an intuitiveness and a sense to be able to think of the other things that aren't exactly what's written or printed," said Shannon Nordstrom, Nordstrom's Automotive, Inc., Garretson, S.D. "He's a very analytical thinker and applying that to a solid recycling family background makes for quite a set of tools." ❧

BY FELICIA LOWENSTEIN NIVEN • PHOTO: ARTLYNN PHOTOGRAPHY



What is Your Experience Modification?

What is your e-mod? In fact, what is an e-mod? Your experience modifier or e-mod is a number that shows how your organization's workers compensation claims experience compares to the experience of other businesses similar in size and types of jobs.

The average for similar businesses is exactly 1.0. If your e-mod is less than 1.0, then your claims experience is better than average. If it is greater than 1.0, then your experience is worse than the average and probably worse than many of your competitors – so you may have some catch-up work to do. Your e-mod number is a multiplier used in calculating your work comp premium. An e-mod less than 1.0 directly reduces the premium you pay. The lower your e-mod, the greater the reduction in premium; however, the bottom limit is approximately 0.75. And the opposite is also true in that an e-mod of greater than 1.0 will directly increase the work comp premium that you pay.

The better you manage your business when it comes to preventable injuries, the lower your work comp premium. Most businesses that are successful at preventing injuries have the following practices in common.

- They are responsive to safety throughout their organizations and this shapes a culture of safety that influences employee work behaviors. And typically, safety is coordinated by one or two safety point persons.
- Hire with safety in mind. It all starts with the person hired.
- Put into writing the kind of safety focused organization that they are and communicate the focus to employees on a regular basis.
- Regularly train employees to work safely. They spot check their employees work and work habits.

But even the best intentions may still result in a work place injury. Minimizing the injury costs can

present difficult situations for managers and owners. One big question is deciding whether to and how to bring an injured employee back to work at a lighter-duty job.

Although creating a light duty job is hard, bringing an employee back to work after they have been released for light duty by their doctor can have a sizable impact on reducing the amount of the claim. Many employers experienced at managing their e-mod have made light duty, early return-to-work the norm. These employers understand its value and they work closely with the treating doctors to obtain medical releases. Some go to great lengths to accommodate an employee's physical condition or other needs. By bringing an employee back to work as soon as possible, they maintain the work routine and they are ready to go back to their regular job duties more quickly.

There are many reasons individuals own and operate their own businesses. Certainly one of them is to make money and profit. Minimizing work comp claims and having a lower e-mod, both accomplished by focusing on safety, help to drive money and profit to the business's bottom line. Managing your e-mod becomes a win-win!

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Legislative Report

ILLINOIS HB2320
01/07/10 Introduced 02/18/09

Provides that if all spaces provided for execution of an assignment on a certificate of title of a motor vehicle are filled, a dealer may execute an assignment and warranty of title to a buyer by attaching an affidavit, which must be sworn to by the dealer and contain all necessary information to complete the assignment, to the filled title and mailing the documents to the Secretary of State with the transferee's application for a new certificate.

Sponsor: Brauer

Introduced: 02/18/09

Committee: House Vehicle & Safety

02/27/09 Scheduled for Committee Hearing Mar 4 2009 10:00AM

Capitol Building Room 115 Springfield, IL

03/04/09 Placed on Calendar 2nd Reading - Short Debate

ILLINOIS HB3712
01/07/10 Introduced 02/25/09

Reorganizes the language of a provision concerning motor vehicle salvage titles by deleting and adding the same language in different locations. Provides that upon payment of damages on a total loss claim for theft of a vehicle, the Secretary of State may issue an unbranded certificate of title to an insurance company in the insurer's name if the insurer has made a payment of damages on a total loss claim for the theft of a vehicle and has delivered or mailed the certificate of title along with proper fee.

Sponsor: D'Amico

Introduced: 02/25/09

Committee: House

02/25/09 Introduced.

02/25/09 To House Committee on Rules.

03/04/09 Assigned to Executive Committee

NEW TO TRACKING

ILLINOIS SB1586
01/07/10 Introduced 02/19/09

Requires applicants for a certificate of title for a rebuilt vehicle that have personally rebuilt or supervised the rebuild of the vehicle to sign a written affirmation stating that the applicant is a licensed rebuilder.

Sponsor: Forby

Introduced: 02/19/09

Committee: Senate Transportation

02/27/09 Scheduled for Transportation Hearing Mar 4 2009 4:00PM

Capitol 400 Springfield

03/06/09 Placed on Calendar Order of 2nd Reading March 6, 2009

ILLINOIS HB448
01/07/10 Introduced 02/04/09

Amends the Illinois Vehicle Code to double the flat weight tax rates to be paid each registration year for each Class motor vehicle of the second division, except for a Class B truck, recreational vehicles, and farm trucks.

Sponsor: LaShawn

Introduced: 02/04/09

Committee: House Transportation Regulation, Roads & Bridges

02/25/09 Scheduled for Committee Hearing Mar 3 2009 2:00PM

Capitol Building Room 114 Springfield, IL

02/26/09 Confirmed DEAD.

03/05/09 Scheduled for Committee Hearing Mar 10 2009 1:00PM

Capitol Building Room 114 Springfield, IL

DEAD

ILLINOIS HB1050
01/07/10 Introduced 02/11/09

Mercury Switch Removal Act. Makes a technical change in a Section concerning the short title.

Sponsor: May

Introduced: 02/11/09

Committee: House Executive

03/06/09 No further action

ILLINOIS HB1863
01/07/10 Introduced 02/17/09

Mercury Switch Removal Act. Makes a technical change in a Section concerning the short title.

Sponsor: Madigan

Introduced: 02/17/09

Committee: House Executive

03/03/09 Moved to Suspend Rule 25. Suspend Rule 25 - Prevailed

03/04/09 Do Pass / Short Debate Executive Committee. Placed on

Calendar 2nd Reading - Short Debate

ILLINOIS HB1937
01/07/10 Introduced 02/17/09

Illinois Vehicle Code. Makes a technical change in a provision regarding junking and salvage certificates.

Sponsor: Madigan

Introduced: 02/17/09

Committee: House Executive

03/03/09 Moved to Suspend Rule 25. Suspend Rule 25 - Prevailed

03/04/09 Do Pass / Short Debate Executive Committee. Placed on

Calendar 2nd Reading - Short Debate

ILLINOIS HB1938
01/07/10 Introduced 02/17/09

Illinois Vehicle Code. Makes a technical change in a Section concerning certificates of title and salvage certificates.



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Sponsor: Madigan

Introduced: 02/17/09

Committee: House Executive

03/03/09 Moved to Suspend Rule 25. Suspend Rule 25 - Prevailed

03/04/09 Do Pass / Short Debate Executive Committee. Placed on Calendar 2nd Reading - Short Debate

ILLINOIS SB180

01/07/10 Introduced 01/30/09

Amends the Recyclable Metal Purchase Registration Law. Provides that iron, steel, and other ferrous metals are included in the definition of "recyclable metal".

Sponsor: Watson

Introduced: 01/30/09

Committee: Senate Assignments

03/06/09 No further Action

ILLINOIS SB866

01/07/10 Introduced 02/06/09

Junkyard Act. Makes a technical change in a Section concerning public policy.

Sponsor: Cullerton

Introduced: 02/06/09

Committee: Senate Executive

03/06/09 Assigned to Executive. Scheduled for Executive Hearing

Mar 11 2009 2:30PM Capitol 212 Springfield

ILLINOIS SB941

01/07/10 Introduced 02/06/09

Amends the Illinois Vehicle Code. Makes a technical change in a Section concerning stolen, converted, recovered, and unclaimed vehicles.

Sponsor: Cullerton

Introduced: 02/06/09

Committee: Senate Assignments

03/06/09 No further action

ILLINOIS HB183

01/07/10 Introduced 01/14/09

Amends the Illinois Vehicle Code. Prohibits a recyclable metal dealer from acquiring or possessing a vehicle, junk vehicle, vehicle cowl, or essential vehicle parts for the purpose of processing them into a form other than a vehicle unless the recyclable metal dealer is also licensed as a scrap processor. Makes various changes regarding: furnishing documentary proof of ownership to a scrap processor and information to be recorded by a scrap processor.

Sponsor: Acevedo

Introduced: 01/14/09

Committee: House Judiciary I - Civil Law Committee

02/26/09 Hearing held. Scheduled

Committee Hearing Mar 4 2009 8:00AM

Stratton Building Room C-1 Springfield, IL

03/06/09 Scheduled for Committee Hearing

Mar 11 2009 8:00AM Stratton Building

Room C-1 Springfield, IL

ATRI has been active on the member's behalf monitoring and taking action on legislation which could have an adverse affect on our businesses. Most of our activity has been focused on HB 183 and towing legislation regarding the issuance of the COP. We have been monitoring some "shell" bills which could be amended at any time. A bill new to our agenda is HB 3712. Our activity has included meetings with State Police, Cook County Sheriff, Cook County State Attorney, Secretary of State and our elected representatives in Springfield. Our action and participation in the legislative process had given us access to key regulators and enforcement officers in Springfield and Cook County and we have been successful in education them as to what our industry is and the positive impact of our industry. We have made significant amendments in two key pieces of proposed legislation. This is a long process and we do have some real adversaries in this process. As the insurance industry and the auctions look out for their own self interest they put public safety at risk and they create more unregulated competition for us. ATIR will continue to be active on your behalf.

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| <input type="checkbox"/> Other _____ | | |

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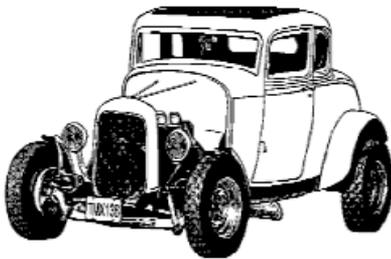
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On Your Own Yard Tours

Friday, May 1

On Your Own Yard Tours

- 8AM – 1PM Golf Outing
- 8AM Breakfast
- 9AM – 5PM Registration
- 10AM – 11:45AM Forklift Training
- Noon – 1PM Air Bag Training
- 1PM – 2PM Lunch
- Dave Kendziorski with Stormtech
- 2PM - 3PM "Financial End of the Industry"
Bernie Hull, Beaman & Associates
- 3PM Beer Truck Opens!!
- 3PM – 7PM TRADE SHOW
- 6PM Dinner at the Trade Show
- 7PM – 9PM Live Auction
- 9PM Hospitality Suite
- "Vendor Appreciation Night"
Hosted by WI, MN, IL, IA & IN

Saturday, May 2

- 8:30AM – 1PM Registration
- 9AM Breakfast
- 9AM – 10AM Breakfast Meeting -- Owners & Manager Round Table;
(Insurance, Auto Recycling, Salvage & Body Shop Industries) Public Purchasing & Processing Vehicles.
- 10AM - Noon "Motivating Employees Using Common Sense" –Bill Klein
- Noon Lunch at the Trade Show
- Noon - 5PM TRADE SHOW
- 4PM – 5PM Airbag Training
- 4PM – 5:30PM Forklift Training
- 4:30PM – 6PM Phone Sales/ Business Etiquette - Dr. Dean Russell
- 6PM – 7PM USER GROUP MEETINGS - CheckMate, Hollander & URG
Includes Digital Photography, Email, Instant Messages
- 4PM Beer Truck Opens!!
- 6:30PM – 9PM Valve Cover Races
- 7PM Dinner
- 9PM Hospitality Suite



Upper Midwest Valve Cover Races

Sponsored by:
Miller Compressing Company

THE RACE:

- Saturday, May 2, 2009 at 6:30 pm
- Cars will be run in heats of two cars each
- The first car to cross the finish line wins the heat, if neither car makes it to the finish line; the car going the furthest in its lane wins the heat
- Cars winning their heat will advance to the next round
- The track has two side by side lanes and cars are gravity driven – think “pinewood derby”
- Entry fee only \$10 per car

THE CARS:

- 12” maximum width
- 30” maximum length
- 10” maximum height
- 10 lbs maximum weight
- One valve cover per chassis
- No switching chassis or cover
- Automotive valve cover with stock gasket surface
- No engines or propulsions of any kind
- Nothing can be mounted forward of either the valve cover or the chassis
- No moving or movable weight

THE CLASSES:

STOCK CLASS: Stock automotive valve cover, no cutting, no additional holes or modifications of any kind

CUSTOM CLASS: Anything goes, either stock or aftermarket valve cover, but must retain stock gasket surface

THE REASON:

- **CASH** prizes
- It's entertaining, competitive, creative and Fun !!
- **SELECT CARS WILL BE SOLD AT AUCTION**

Upper Midwest Golf Outing

Sponsored by
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Insurance for the Recyclers

Join us May 1st at Wild Ridge Golf Course for an 8 am tee time.

Shotgun start starts us off to a fun day at links, enjoy the fabulous golf course & compete for prizes and awards.

The cost is 75.00 per player, which includes green fees, cart & “goodie bag.”

Wild Ridge Golf Course
3905 Kane Rd, Eau Claire
(715) 834-1766

www.wildridgegolf.com
Please call Michelle Lechner at
877-880-2874 with any questions

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Cut off April 23rd



Speakers

Bill Klein – Bill Klein develops and delivers management and leadership training programs. He draws on more than 25 years of experience in management and business training. His lectures, seminars, and break-out sessions have been called motivational and inspirational by participants. Almost without effort listeners gain knowledge and insight on important business and organizational matters. Through his keynote address “Motivating Employees Using Common Sense”, Bill will help supervisors, managers and directors increase the productivity of their employees.

Bernadette “Bernie” Hull- Bernie is a tax manager and business consultant professional with Bauman Associates, Ltd. She joined the firm in 1981 and has more than 27 years of public accounting experience. Her industry expertise includes the automotive industry with particular emphasis working with auto recyclers throughout our region. Bernie, will provide you with the tools and tips you need to help ensure your business is operating efficiently and effectively. Bernie's toolbox will include: * Understanding and Analyzing Financial Statements * Monitoring and Managing Cash Flow * Tips to Reduce Risk of Employee Fraud * Planning and Strategies for Minimizing Taxes * and more!

**All training, seminars and meals
will be held at the
Eau Claire County Expo Center
5530 Fairview Dr
Eau Claire, WI 54701**

**Live and Silent Auctions will be held.
New this year --Yard Art ...
So get creative and donate
something creative made with stuff
from your yard!!**

John Harshaw- John and Kathy Harshaw are owners of Nu-Parts Automotive Products located in Tempe, Arizona. John will be conducting an Air Bag Shipping Training and Certification Course. A “don’t miss” for yard owners and employees!

Dave Kendziorski- Dave is the President of Stormtech, Inc. which specializes in certification and storm water compliance services for the automotive and scrap recycling industries. He has extensive experience implementing compliance programs nationwide.

Dr. Dean Russell- Dr. Russell has earned a Bachelor of Science Degree in Management, a Bachelor of Arts in Business, a Masters of Arts Degree in Human Resources Development and a Doctor of Philosophy in International Business degree focusing on Quality Systems. His program is designed to train all employees in current business etiquette. Fundamentals covered are: Etiquette illiteracy; Face to face types of interaction; Body language; Telephone problems, and expected benchmarks; Email Etiquette: what to do/not to do; Dirty word replacement

Ginny Whelan-ARAU will be conducting the forklift certification. They are very excited to be conducting there 1st training at our convention!! Ginny has worked in the Automotive Recycling industry for the past 30 years. She served as the First Women President of ARA.

HAVE QUESTIONS OR NEED MORE INFORMATION??

**PLEASE CONTACT ONE OF THE
FOLLOWING:**

**Jim 800-472-0281
Sandy 800-229-2886 x2127
Kelly 515-943-3516
Michelle 877-880-2874**



Auto & Truck Recyclers of Illinois Association News

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Registration Form

Company: _____

Address: _____

City/State/Zip: _____

E-mail: _____ Phone: _____ Fax: _____

Attendance fee is 99.00 per attendee, 3 or more attendees from one facility 79.00 each,
Fee includes all meals, beer and seminars for the entire weekend.

ATTENDEES:

Name: _____ Position _____

Name: _____ Position _____

Name: _____ Position _____

Name: _____ Position _____

VALVE COVER RACE: (10.00 per entry see enclosed for rules)

Name: _____ Class: _____

Name: _____ Class: _____

GOLF OUTING: (75.00 per player, includes green fees, cart and goodie bag)

Name: _____ # Golfing: _____

MEALS: # attending _____ Friday Lunch _____ Friday Dinner _____

Sat. Breakfast _____ Sat. Lunch _____ Sat. Dinner _____

AIR BAG TRAINING # Friday _____ # Saturday _____

FORKLIFT TRAINING # Friday _____ # Saturday _____

PAYMENT: Full payment must accompany your registration, check or credit card accepted,
please make checks payable to "Upper Midwest Convention & Trade Show".

Card Holder Name: _____ CVV# _____

Credit Card# _____ Exp Date _____

Mail your registration forms to: Upper Midwest Convention 1750 Velp Ave, Green Bay Wi 54303
or Fax them to 920-494-2675. Any questions call Sandy at 800-229-2886 x2127



Help is Available to Meet the Illinois Green CAR Standards

By David Kendziorski

Illinois Green CAR Program Manager

The Illinois Green Certified Automotive Recycler (Illinois Green CAR) program certifies participating automotive recyclers that meet 27 business, environmental, safety, and regulatory standards. Illinois Green CAR audits are conducted to verify compliance and build credibility and trust. Many different types of assistance are offered, at no additional cost, to help recyclers comply with the standards. This assistance is provided through ATRI-sponsored training sessions, handouts and mailings, articles in this ATRI newsletter, on site guidance (during the Illinois Green CAR audits), and by e-mail or telephone.

The following types of assistance are currently available to recyclers participating in the Illinois Green CAR program:

Storm Water Permit Assistance

With over 30 years of experience as a storm water specialist, I will help explain the IEPA storm water rules, review your compliance documents, and if needed help you make necessary revisions. Any Illinois Green CAR member will receive all the assistance they need to be in full compliance with the current storm water regulations, as well as upcoming future requirements.

Material Safety Data Sheets (MSDS)

Recyclers are required to have MSDS for all hazardous materials that are present at the facility. Illinois Green CAR offers a list of common MSDS for auto recyclers, a compact disk that includes about 60 of the most frequently required MSDS at recycling facilities, and a list of the best web sites where recyclers can easily download the MSDS

they need. The MSDS should be placed in a binder or folder and made accessible to all employees.

Eyewash Station

A hard-piped or 15-minute continuous flow portable eyewash station is required to be properly located at each recycling facility. Illinois Green CAR offers a list of where to purchase eyewash stations and identifies the approved models.

Airbag (Hazardous Materials Transportation) Training

Airbag (hazardous materials transportation) training is required for all recyclers that ship or deliver airbags. The training must be renewed every 3 years. Training is offered at selected ATRI events such as the upcoming annual convention. Illinois Green CAR is working with a service provider to hopefully have the training available on a DVD that could be easily used in-house. We are also looking at how to possibly integrate the ARAPro airbag program available from the Automotive Recyclers Association.

Forklift Training

Forklift and loader operators must receive formal training, at least once every 3 years. Illinois Green CAR will identify where the needed training can be obtained in your area. Training is also offered at selected ATRI events.

Cutting Torch Safety Protocol

Illinois Green CAR will assist recyclers in meeting the cutting torch safety protocol being implemented in 2009 by the Automotive Recyclers



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Association. The safety protocol has been finalized by ARA and will be provided to all Illinois Green CAR members. Expanded training may be offered at future ATRI events.

The Illinois Green CAR program will continue to develop and provide additional services and

guidance materials to help members meet the standards. Let us know how the program can best help your operation. To join Illinois Green CAR or offer suggestions or comments, please contact Michelle Lechner, ATRI Executive Director, at (877) 880-2874 or Illautorecyclers@aol.com.

*“Don’t sit back and take what comes.
Go after what you want.”*

Anonymous, Day by Day

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Auction Way Sales	Alsip, IL	I-55 Auto Salvage, Inc.	Channahon, IL
Auto Acres used Parts, Inc	Milan, IL	Junction Auto Parts	Caledonia, IL
Auto Parts City, Inc	Gurnee, IL	Mack’s Auto Recycling	Urbana, IL
Available Used Auto & Truck Parts	Decatur, IL	New Cats Auto Parts	Chicago, IL
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BC Automotive	Zion, IL	Rhodes Auto S/S/S	Streator, IL
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Bryants Auto Parts & Recycling	Westville, IL	Route 14 Auto Parts	Woodstock, IL
C & J Auto Pars Inc	Chicago, IL	Scotty’s Auto Parts	Virginia, IL
Captain Todd’s Wrecked Cars, Inc.	Springfield, IL	Southwest Auto Salvage, Inc	Lockport, IL
City Auto Wreckers	Aurora, IL	Speedway Auto, LTD	Joliet, IL
City Suburban Auto Wreckers, Inc.	Joliet, IL	Stafford’s, Inc	Montgomery, IL
Decatur Auto Parts	Decatur, IL	Tom’s Auto Inc	Hainsville, IL



Green... continued from cover

image of the auto recycling industry, and enhance their relationship with government agencies, environmental groups, related industries, and other stakeholders. The ATRI Board of Directors, ATRI Executive Director, and Illinois Green CAR Program Manager will continue to work together to provide additional benefits and to encourage more recyclers to participate in the program. Discussions are already underway with the Illinois Environmental Protection Agency and the Illinois Department of Commerce & Economic Opportunity. According to Michelle Lechner, Executive Director of ATRI, "Our association is

working to change the negative views that some people have of the auto salvage and recycling industry. For example, many people do not realize that auto recyclers typically recover and recycle, by weight, 85% of the material in a motor vehicle, making automobiles the number one consumer product being recycled today. The Illinois Green CAR program will recognize those recyclers that are using the safest and environmentally-friendly practices to recycle those vehicles."

For more information, or to find out how to become a certified Illinois Green CAR member, contact Michelle Lechner at (877) 880-2874 or Illautorecyclers@aol.com.

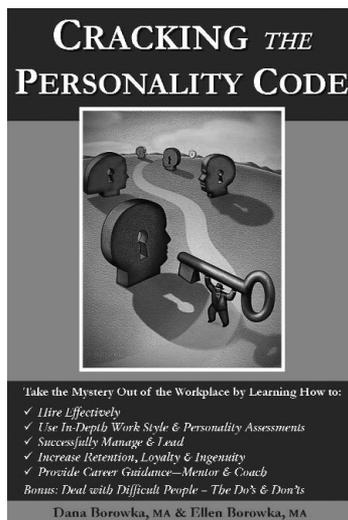
Success at Work Starts with Understanding Excerpt from Cracking The Personality Code

By Dana & Ellen Borowka, Authors of Cracking The Personality Code

Have you ever looked carefully at a seed? It's really amazing to see what is in a little seed. This may help us to learn more about what is inside of us and those we work or live with. For in some ways, we are much like the seed and its growth process.

A seed is made of an embryo, that is, a baby plant that has all it needs to grow, develop, and blossom into what it was created to be. The embryo has the materials to develop its leaves, stems, and roots to gather needed nutrients from water, light, minerals, and such to pro-

duce food and provide support for itself. That's what we're like when we're born. We have all we need to be who we were created to be—all the unique qualities, talents and knowledge that is needed in the world.



The Seed and the Pod

Now the seed has another part that it needs for its growth, and that's its seed covering or pod. The pod provides protection, support, and nutrition to the seed during the growth process. It provides food for the seed until it can produce food on its own, and protects it from harsh elements in the environment. We also have something similar to the pod in our lives to help protect our seed from harm and support it during our growth process. We tend to look at the seed and pod in much like our true and false selves. The true or real self, like the seed, is the life-giving core of our being. The real self holds all the beauty and light of whom we are—it is the



soul of the individual. The true self also has our entire real feelings and thoughts, feelings, and thoughts that may not be acceptable to those around us.

This is where the pod or our false self enters the scene. Like the pod, the false self protects and hides the real self from harsh elements of the environment. The false self responds to the demands, beliefs and possible abuse from our parents or caretakers, family, siblings, peers and other places and people that impact us as we grow. The false self takes on the mistaken beliefs, misguided directions, and sometimes harsh treatment we experience as we are growing up so our true self is never touched. The false self or pod becomes our mask, our facade to the outside world, to conceal and defend our true self, our little seed.

The Pod within Us

The pod, as we become older, begins to be written on by all the things we are told: all our experiences—bad and good—and all the wounds we gather throughout our life. Our pod may have written on it that we are worthless or bad or stupid. We may believe that we are good at certain things, but bad at other things like math or communication. We may think we should not show anger, fear, or pain to others. We may believe that people are not to be trusted or that confrontation is bad. There are many beliefs and ideas that our pod or false self takes in and learns from others. Some might not like the false self, because they think it keeps them from their seed. Actually, though, the pod has kept our seed safe until the time is right for the growth process. Once again, the seed's growth process can

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help us to understand our own growth process, our discovery of ourselves.

Preparing for Growth

The seed will only grow and break through the pod when the environmental conditions are right, when there is just the right amount of warmth, moisture, and oxygen present around the seed. If the environment is too dry or has unfavorable temperatures, then the seed will not come out of its pod. This allows the plant to survive during periods when plant growth is not possible. It's the same for us! Our seed, our real self, is wise and does not allow itself to be in an environment that cannot support it or care for it. So, the seed waits until the time is right—until we are ready and able to have the support, internally and externally, for our seed to grow. This preparation time is very important so we can begin to let go of our pod with all inscribed beliefs and thoughts that do not belong to us and never did.

Some might say they have always been ready to let go of their pod. Yet, it takes honesty and courage to face what is in our pod and to see it is not who we truly are. This means we have to see that those who gave us these beliefs or hurt us were wrong. That is not to say these people were bad, for they learned these misguided ideas from their experiences, too, and they just didn't know any better. That's not always easy to accept about our parents, family, or loved ones. This growth process is not easy either. It takes much work, dedication, and willingness to look at some difficult issues.

A Story of Wheat and Weeds

Now, the seed can't just come out of its pod all at once, but it happens slowly at a gradual pace so that the growth is strong and sure. That means it's okay to allow elements of the pod to remain around the seed until you are ready to let go of those parts.

This process is like the story of a man who planted some wheat in his field. Then during the

night, the man's enemy came and planted weeds among the wheat. When the wheat began to come up through the soil so did the weeds and the man's servants asked him if they should gather up the weeds. The man replied, "No, because while you are gathering up the weeds, you might uproot the wheat with them. Rather, let both grow together. Then at harvest time, we will gather the weeds first, bind them together and burn them. Then we will gather the wheat into my barn."

In the meantime, if you have an issue written on your pod, like a hot temper or fear of confrontation, you can develop healthy and healing ways to deal with the issue. Then as one grows and discovers more about their seed, the elements in the pod will naturally fade.

Self-Discovery

In the plant's growth process, first a root comes out of the pod to test the environment and the seed begins to build its root system to support the plant. Then the seed forms its leaves and stem to come up through the soil to the sunlight. That's what our seed does, too. First, our seed will build a foundation of who we truly are—our values, our ideas, our beliefs—to support our being and growth process. Then when the foundation is laid and our roots are firmly in the ground, we begin to break through the surface and our being begins to shine to the world. We discover who we truly are in just the right time and just the right way.

A good exercise to begin or further your awakening process is to write down on a piece of paper a list of all that is within your seed and what is written on your pod. You might want to draw and write about these qualities in depth. Look at where the elements of your pod came from, where you learned them, and what triggers these in you. You could also make a collage about your seed and pod using pictures, words, and sentences from magazines and newspapers to get a full picture of your growth process.



Everyone Is Unique

It's important to recognize and appreciate our unique qualities. It takes effort and persistence to travel through this process, but remember your seed and pod have all they need to do the work. All that is required is already within you, and that's pretty amazing—just like the plant's little seed.

Appreciating Personality Diversity

Now that you understand your own personality better, take a look at those who work for you. Wouldn't it be great if everyone who worked for us had the exact same personalities that we do? No, it would not.

The most effective managers appreciate the diversity of their subordinates' personalities. That's the view of Management Professor Scott Williams, a business school faculty member at Wright State University in Dayton, Ohio.

"Personality diversity can make communication and coordination of activities more difficult at times, but diversity has its advantages," says Dr. Williams. "Diverse groups that give the extra effort to understand and accept each other's personalities tend to produce higher quality decisions than groups that are either (a) homogeneous or (b) don't manage their diversity well."

According to Dr. Williams, appreciating the diverse personalities of the people we interact with helps us to understand why they act the way they do and how to get the most out of them. Appreciating personality diversity means respecting the strengths and limitations of each individual, and knowing how to capitalize on each individual's strengths.

In his online newsletter *LeaderLetter*, Dr. Williams states that appreciating personality diversity is the opposite of dogmatically expecting everyone to view situations the way you do—no matter how successful you have been using your approach. We don't all think alike, but that's often a good thing.

"People with different personalities have differ-

ent inherent strengths and weaknesses," adds Dr. Williams. "For this reason, the best groups are made up of members with diverse personalities who learn to appreciate and put to use each other's strengths. Managers should promote an appreciation for personality diversity. Discussions of personality inventories, especially when facilitated by an expert, can be an effective way to foster such appreciation."

Before you use in-depth work style assessments for self evaluation or to manage others, you need to select the right instrument. The profile needs to include areas that explore problem solving and stress patterns, leadership and organization style, things to guard against and probing questions to assist with the self evaluation process. For more information on this topic, please see the book entitled, *Cracking The Personality Code* available at www.crackingthepersonalitycode.com.

Dana Borowka, MA, CEO and Ellen Borowka, MA, COO of Lighthouse Consulting Services, LLC have over 25 years

experience in the area of business and human behavioral consulting. They have been helping organizations both nationally and internationally in raising the hiring bar through using in-depth work style assessments. They are nationally renowned speakers and radio personalities on this topic. They have built a well recognized organization that provides expert interpretation of in-depth work style assessments during the hiring process, providing a variety of workshops and assisting those with communication challenges. They are authors of



the book, "Cracking the Personality Code". To order the book, please go to www.crackingthepersonalitycode.com.

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Narrow the Gap in Your Organization Between What We Want and What We Get:

By Dana & Ellen Borowka, Authors of Cracking The Personality Code

Jack was in his late thirties. He had worked for large companies for fifteen years and finally decided to take what he knew and start his own business. He ran the numbers, talked to friends and advisors, and determined that with hard work he could get by in the first year, and from the second year on, do very well.

It was the “hard work” that was the problem. Not the actual work: Jack worked 12–14 hour days. The problem was that Jack only had so many hours in a day. He could not get all the work done. So he decided to hire an office assistant to take tasks off

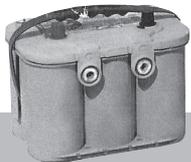
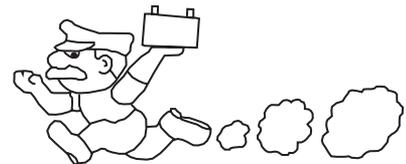
his back and free up time to go after the big bucks.

And then Jack hired a few production employees. Then a shop manager. Next a sales person. Then a bookkeeper, and of course, an office manager. As year #2 rolled on, Jack looked up and he had a—a—a company. A real company, with real people. Eight employees, soon ten, not long until twenty or even thirty.

The more employees, the more variety. Of course, Jack wanted different skills to match up with the different challenges faced by the firm. The problem to which Jack awoke at the dawn of year

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#3 was two-fold: employees who varied from what he wanted in terms of skills and capability; and employees who just didn't "fit in" (get along with, work well with, or act as team players) with the other employees.

How could Jack have avoided this uneven performance or behavioral mismatch? How do you avoid the same issues? Actually, there is no way to get it right all of the time. These are people we are hiring and with whom we are dealing. However, we can narrow the gap between what we want and what we get, often by a considerable amount. We can do this by a series of thoughtful steps that lead up to the actual hiring:

1. Define the values and environment that you wish to promote in your firm.
2. Define the position for which you are hir-

ing, including core skills and related behaviors required for success in the position.

3. Utilize a capable mechanism to identify and source qualified candidates.
4. Utilize interview techniques and questions that focus on whether the candidate has performed successfully in the past on comparable challenges.
5. And—utilize a valid testing instrument to assist in determining appropriate interview questions and to define possible issues to be explored with the candidate.

The book, "Cracking The Personality Code" assists in guiding individuals of how to not only raise the hiring bar but also in building an environment that will increase productivity, retention and ingenuity for today's fast changing business cli-

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mate. Defining clear goals and objectives as well as tapping into the ideas that team members are usually more than willing to share is the key to providing what the organization and the market place requires for success and profitability.

If you have 'A' or 'B' players then you don't want to lose them since finding qualified people is

going to get more and more difficult. By following steps 1 through 5 as described above, you will raise the hiring bar and attract top talent which results in getting what you want for your organization!

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WELCOME TO ATRI'S NEW MEMBERS

DIRECT MEMBER

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fax: 773/804-1791

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email: DZIENCIOL@gmail.com

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Shaumburg, IL 60173

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Fax: 847/398-7077

Email: btsikouris@lamblittle.com

Contact: Bryan Tsikouris

Induction Innovations, Inc

120 Center Dr,

Gilberts, IL 60136

Ph: 847/836-6933

Fax: 847/551-3369

Email: TomG@InductionInnovations.com

www.iheinductor.com

Contact: Tom Gough

United Recyclers Group, LLC

6746 South Revere Pkwy Suite 120

Centennial, Co. 80112

Ph: 303/367-4391

Fax: 303/367-4409

www.U-R-G.com

Contact: Michelle Alexander

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R J McClellan, Inc. will group those orders with others and place a "Gang Run" order. By ordering a "Gang Run" order, you can take advantage of quantity pricing without having to order more than you will use or have storage for in a given time frame.

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- All envelopes are printed one color either



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- Market inventory on your website with Direct Hit

Powerlink - Yard Management System

- Automated Pricing that suggests changes in prices based on market conditions in your area
- Creation of an order from a quote without having to start from scratch
- Automated insertion of extended warranties to increase sales

e-Commerce - Online Selling Solution

- Save time and increase sales by allowing customers to purchase directly from your website
- Turn sales into orders by assuring part availability with direct integration to Powerlink
- Reward high-volume customers with special pricing, delivery options, and credit limits

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Auto & Truck Recyclers of Illinois Association News

April/May 2009

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Black or Blue and are 100% recycled and recyclable.

- Inside tint also available at additional cost.
- A one time, type setting fee will be charged at a flat rate of \$25.00.
- A cut off date for orders will need to be strictly adhered to in order to get the best pricing available.
- We need to gather a minimum Gang order of 2500 envelopes to place an order with the manufacturer.

Send us a sample copy of all envelopes you want ordered so we can be sure they are all standard envelopes and not a special order. We will notify

you if yours is not a standard envelope. We will advise you of price as soon as all orders are placed.

Call us with any question. We know this is like “gambling” in the dark, but we guarantee these are first class envelopes with 1st class printing! Give us a try.

OUR FIRST ORDER WILL BE PLACED JUNE 30, 2009, with a cut off date of June 23.

PLEASE SEND US YOUR SAMPLES AS SOON AS POSSIBLE to:

RJ McClellan, Inc.

445 Broadway

St Paul Park, MN 55071

651-458-0089 • 877-525-4589

**This publication is mailed free of charge to Automotive Recyclers in Illinois.
The newsletter is supported by the Advertisers.
Please thank them through your patronage.**

Auto & Truck Recyclers of Illinois ATRI News Advertising Rates

Submit by the 1st day of the month prior to publication date of newsletter.

<i>Ad Size</i>	<i>Dimensions</i>	<i>One Time Rate</i>	<i>Six Time Rate</i>	<i>Rates:</i> All rates per issue. Each issue is billed when printed
Business Card	2" x 3.5"	60.00	50.00	
1/4 Page	3.5" x 4.75"	90.00	80.00	
1/2 Page	7.25" x 4.75"	130.00	120.00	
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Inside Covers	7.25" x 10"	260.00	245.00	
Back Cover	7.25" x 7.5"	280.00	260.00	
<u>Issue</u>	<u>Artwork Deadline</u>	<u>Issue</u>	<u>Artwork Deadline</u>	
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For more information or to sign up for advertising space contact:

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Auto & Truck Recyclers of Illinois

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 St Paul Park, MN 55071



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We at RJ McClellan, Inc. hope you enjoy the new
ATRI News
for the Auto & Truck Recyclers of Illinois

We are honored to add it to our list publications which include:

The Auto Body Journal and
The Auto Repair Journal

Other Newsletters include

CARS News

serving the Concerned Auto Recyclers of Wisconsin

THE MINNESOTA RECYCLER

for The Automotive Recyclers of Minnesota
 and

Iowa Automotive Recyclers News

for The Iowa Automotive Recyclers

If you have any questions regarding placing an ad
 in any of our publications please contact our offices.

R. J. McClellan Inc.

Monday through Friday, 8 a.m. – 4 p.m.

Phone 651-458-0089 • Toll Free 877-525-4589 • Fax 651-458-0125

Ron McClellan President, Advertising Sales

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