



Recyclers News Press

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Routing Slip

- Owner(s)
- Manager(s)
- Safety Supervisor
- Environmental Mgr
- Stormwater Mgr
- Bookkeeper



Professionalize Your Core Team

Organization and People are the keys to an Effective Core Program

By Paul D'Adamo

Thinking Like The Big Boys

I have had the good fortune to work for large billion dollar companies and small family-owned enterprises, including my own and RAS. One thing that sticks out to me is the need for *Professionalizing* people and functions. From the old days, small, family-run businesses didn't like titles because they felt people would pigeonhole themselves and not want to do other tasks, hence the phrase "That's not my job." I strongly believe that people's resistance to go beyond their job description is more of a management issue than personal. If you build a great team, they can, and will, walk through the fire for you and do whatever is necessary.

The problem is that by not assigning titles, you allow people to squander their true talent and expertise by expecting that they can do everything, which doesn't allow them to be good at what they are good at! In other words, think about *Professionalizing the Core Function* and assigning titles that accurately reflect your expectations for what you need from them to be successful.

Create a Department

Setting up a department entails identifying the tasks to be assigned, quantifiable expectations of production, and ways of measuring success. Cores and commodities will typically be assigned to the Production Manager since Dismantlers and Parts Pullers will be required to produce the parts necessary to meet goals. Communication with the "Inventory Guy" is critical as they typically initiate the core process using their inventory software.

QC COUNTS



**Quality Controls for Cores and Catalytic
Converters to Maximize Profits**

Continued on page 8...

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The RECYCLERS NEWS PRESS is published six times per year for the Iowa Automotive Recyclers. None of the material in this publication necessarily reflects the opinion of IAR, its officers, director, staff members or advertisers. Statements of fact and opinion are the responsibility of the author.

IAR Members are encouraged to submit material for publication in the Recyclers News Press. Content may be edited for length with the author's permission.

Deadline for submission is the 20th of the month prior to publication. Send content to Sue Schauls at Sue.Schauls@gmail.com with a full color graphic when possible.

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SUE SPEAKING

From desk of the Executive Director

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Friday AGENDA

June 10, 2022

4:00-6:00 pm – Equipment & Training Room Set up

6:00-8:00 pm Registration
6:30-11:00 pm
Trade show and Reception
at Sullivan Brother Veterans Museum

Museum Tour and Planetarium Show during reception

Catering by Flip's Comfort Food BBQ



Saturday AGENDA

June 11, 2022

7:00-10:00 am Registration at Museum

8:00 – 11:00 Training Sessions

11:00 – 2:00 pm LUNCH in TRADE SHOW

Catering by Flip's Comfort Food BBQ

2:00 – 4:00 pm – Yard Tours throughout metro area

4:00 - 11:00 pm Waterloo Auto Parts – Yard Tour, Dinner & Drinks, Scholarship Auction and dance hosted by Waterloo Auto Parts and the Osborn family.

SUE SPEAKING

From desk of the Executive Director



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Iowa Automotive Recyclers Members & Board of Directors Meeting

September 28, 2021 — Face-to-Face

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President Pat Roof called the meeting to order at 1:15 pm and stated the Anti-trust statement reminder. Mitzi Waterbury moved to approve the meeting notes from August 27, 2021. Vice President Jeremy Bevard second the motion. Motion carried.

Developing committees and projects beyond the Legislative Committee was discussed. It was agreed that small committees and project teams would be created with one or two Board members and one or two volunteers from the general membership. Additionally, more face-to-face meetings will be planned at locations throughout Iowa to bring some roundtable discussions and training to the membership. The October meeting will focus on legislative issues for the upcoming session in 2022.

President Pat Roof stated a training goal of getting all IAR members access to updated and ongoing Electric Vehicle Training. Sue discussed the suite of training material available from ARA through the CAR program and ARA University online training modules. Previous contact with Andy Latham the EV trainer we previously hosted had been agreed that IAR will try to join with other associations to bring Andy back for training as soon as pandemic travel restriction were eased. ARA is provid-

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Iowa Automotive Recyclers Members & Board of Directors Meeting

September 28, 2021 — Face-to-Face

ing training at the upcoming convention in Dallas, November 11-13, 2021.

President Pat Roof had initiated a project to engaged Iowa Towing business in a Member Outreach program. A mailing list was purchased and the first mailer had gone out. Tow operators' compliance outreach will include NMVTIS requirements, OSHA issues and Stormwater rules that apply to any auto recycler storing "junk cars" onsite. A webinar from Auto Data Direct for tow operators was discussed.

IAR is engaged with Safe Driver Cedar Valley in creating a demonstration vehicle for Safety Car Project. Pat's Auto Salvage donated an Impala and Sue has been providing NHTSA statistics for use on graphic depiction of safe car aspects. Jeremy Heidemann, Waterloo Auto Parts, has created some artwork for the project.

Targeted Next Meeting Schedule 2021:

October 20 - November 17 - December 15

Respectfully submitted,

Jeff Smid

Jeff Smid,
Secretary



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Core Packing 101

By Paul D'Adamo

...Continued from front cover

Job Description: Introducing the New "Auto Core Technician"

While many full dismantle recyclers assign the core duties to their Dismantlers when the vehicle is in the dismantling bay, Self Service Recyclers may consider creating the Auto Core Technician role. Depending on the operation, this person would be responsible for the removal, and quality checks on auto cores, recalled airbags, and other commodity materials. Additional duties may include staging and packing core boxes.

The Name of the Game is Turning Inventory

"Turning Inventory" is how money is made in 2021. Professionalizing roles and titles will help business owners focus on their core activities and allow them to "Measure, Manage, and Improve"* their profits. We make money on the turn, not on how long we can keep product, so let's deploy our talented resources to make the most of every vehicle purchased for inventory.

Would you like a copy of my Auto Core Technician Job Description? Email or call me at pdadamo@coresupply.com or 401-458-9080

*Credit to Chris Daglis for "Measure, Manage, and Improve"

Core Packing 101

Life Lesson

My wife and I recently moved from Massachusetts to New Hampshire. After 34 years in the same house, you accumulate a wealth of personal belongings. Priority #1 was to eliminate non-essentials so as not to bog down the moving process. Priority #2 was to ensure that the good stuff gets there in one piece. Hence the phrase "Don't pack the Waterford Crystal under the Pots & Pans." If you value something, you must afford it enough TLC through handling, placement, and packaging, or it will be ruined.

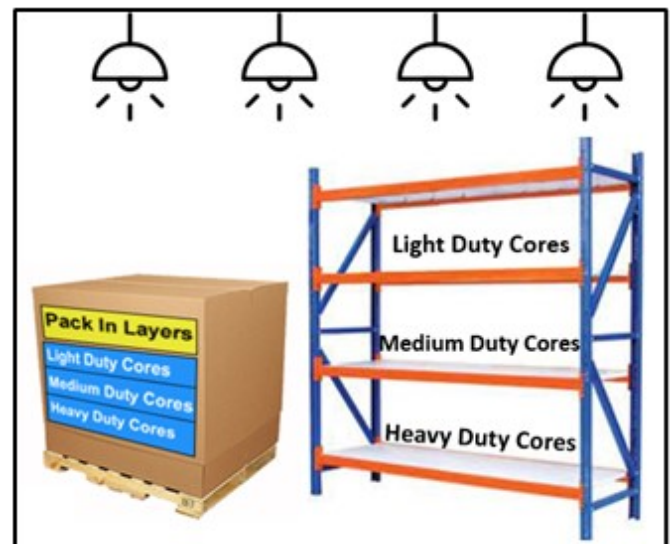
Cores are Merchandise . . .Not Junk.

The same concept can be applied to Cores. I helped create multiple videos for one of our national accounts to highlight the damage done when cores are packed in a haphazard manner. Customers are rightfully upset when their checks do not match what was invoiced.

Recyclers, please don't take offense, but many of you put cores in the same category as scrap; therefore, your employees treat cores as junk and damage parts when packing the core box.

Core Puller to Boss: "I guarantee the Instrument cluster wasn't broken when I pulled it."

Core Company: "Who thought it was a good idea to pack the alternators on top of the Instrument Clusters??"



Core Packing 101

By Paul D'Adamo



You might want to review your core packing process to ensure more parts arrive in the same condition they were pulled.

Core Companies are Customers Too

Recyclers across the US and Canada have stepped up their QC game when it comes to customer parts. Hmm. Core Companies are Customers too! We can only sell "rebuildable cores" to our customers. It makes no sense to take the time to identify and pull cores, only to chuck them in the box with no regard to their fragility. Junk parts have no value to our Customers.

Recommendations

#1 Recognize the function of Core Removal by assigning a title to this task, i.e., Core Tech or Auto Core Specialist, so the person performing this job understands that the company places a value on cores.

#2 Give the Core Tech some training, including parts knowledge, Quality Control Standards, and the tools, space, and packaging materials to send the core box out correctly.

#3 Pack in Layers. Put Hard Cores (alternators, starters, a/c compressors, calipers, and gearboxes) at the bottom. Next, put Medium Duty Cores in the middle (Window/Wiper motors, Master Cylinders, Power Steering Pumps), and last, pack the Light Duty Cores at the top (Instrument Clusters, ECM's, Climate Controls).



#4 Consider segregating Instrument Clusters and ECM type parts into separate boxes within the core box. A little bit of bubble wrap or brown paper wrapping could go a long way to protecting the product from damage.

Core Companies are Here to Help!

All Core Companies will gladly provide phone or live support to help you get better returns. Take advantage of this resource and maximize the labor you put into removing cores from your vehicles.

Cores can provide a constant revenue stream. Packing Quality Cores provides higher yields when the product is checked in. Let's work together to increase revenue.

Questions on QC Counts? Contact Paul the "Recall Guy" at pdadamo@coresupply.com or 401-458-9080

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Sloppy Core Packing Results in Lower Profits

Create an area that is well lit and install some racking to stage your cores.

By Paul D'Adamo

Do You "Pull and Pack" Your Cores?

There is an inherent issue with packing your core box as parts are being pulled. It may not be obvious as you have probably "always done it this way," but light-duty cores often get put in the box before your heavy-duty cores causing significant damage.

These parts were probably in great condition **at the time of removal.**

Damage from sloppy packing renders many parts "useless" and are rejected by your core company, resulting in less PROFIT. My goal is to get you as close to 100% as possible.

Space – The Final Frontier

Over the last few years, I have noticed more and more recyclers allocating more space to inventory and part-prep areas. Where did this space come from?

We have either re-allocated the current room or invested in new buildings for this purpose. Why? Because our priorities have changed! The cost of Salvage vehicles is at an all-time high. Inventorying and Parts Prep are now equally important, if not more important than the actual dismantle process. Welcome to 2021, where demanding customers expect clean and "as described" used auto parts. Core companies are customers as well, and it is our job to ship quality rebuildable cores.

Sloppy Packing of Cores Amounts to Half of All Deductions

Are your cores relegated to the dark and dreary corners of your building? Is there adequate lighting to properly process quality rebuildable cores? One of my mantras is, "Cores are not junk; cores are Merchandise."



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Sloppy Core Packing Results in Lower Profits

Create an area that is well lit and install some racking to stage your cores.

By Paul D'Adamo

They will ultimately be sold to a remanufacturer looking to put that part on the shelf of a major national retailer. RAS is placing emphasis on helping Recyclers reduce the number of deductions to ensure a higher yield on cores sent in. About half of all deductions are the result of sloppy packing.

Give Your Core Area a Facelift!

I am an advocate for making small incremental changes for maximum benefit. Beyond working in a well-lit area, could you squeeze a rack or two near your core boxes? Consider the rack a staging area for cores. When it is time to ship, you can get an accurate count of parts and pack them according to their weight class; heavy-duty, medium-duty, or light-duty cores, in that order. Place cardboard between layers for extra protection.

Bottom Line - Reducing Your Deductions by 20% Gets You Closer to 100% Profit

Being a progressive Auto Recycler means making changes every day to Maximize Profit. The only thing I want sloppy is my Sloppy Joes. Give your Core area a facelift with bright lights and some racking. I guarantee you will make back the investment in lighting and racking, and your employees will have a more productive work environment.

Questions on QC Counts? Contact Paul the "Core Hunter" at pdadamo@coresupply.com or 401-458-9080.

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Celebrate Quality This Year!

Quality is not a Gift that comes Wrapped Neatly in a Box

By Paul D'Adamo

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Will Santa Bring you Quality in a Box for Christmas?

We won't know for sure whether you are on the Naughty or Nice list this year, but the reality is Quality is not a gift that comes wrapped neatly in a box under your Christmas tree. It requires a great deal of effort on your part.

As the Owner of a business, or any Leadership position, YOU are responsible for creating Quality. I have been blessed to meet so many of you over the years, and I've seen people who have taken their business to soaring heights, rising from the ashes like a Phoenix. I don't believe money is their primary motivation. They are singularly focused, obsessed, you might say, with Quality.

How Do I Manage to Infuse Quality in Every Aspect of My Business?

Again, Quality doesn't come in a box. It is inbred in everything related to your business: Employees, Customer Service, Inventory, Equipment, and Finance. Being able to prioritize and execute a plan is central to each of these areas. Building a business or department doesn't happen overnight, but your relentless pursuit of doing it the right way every time creates a culture of change that adapts with the times. Time is the most precious of our resources; it is your friend if you use it wisely and your enemy if you squander it.



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Celebrate Quality This Year!

Quality is not a Gift that comes Wrapped Neatly in a Box

By Paul D'Adamo

My Holiday and New Year's Wish to all Recyclers

If there is one thing that I am sure of, Auto Recyclers are some of the most resourceful people on the planet. Our Core (you know that pun was coming) mission is to take end-of-life products and somehow make money with them. It is recycling at its best, and it happens daily all over the world. Oh, and another thing I have found out in my 31 years in the business . . . these Recyclers are some of the kindest and compassionate people you will ever associate with and are always there to lend a hand.

Scott Robertson comes to mind as one of these people. His commitment and leadership these past two years as President of ARA, represent his selfless pursuit of Quality in our Industry. To paraphrase the famous tagline at the end of the Hair Club for Men commercial, "I'm not just the President of ARA, I'm also a Member."

News Flash: Despite Scott's extended Presidency, unrelenting meeting and travel schedule, dealings with Automakers, Regulators, Recyclers, and other industry partners, and navigating our Industry through COVID-19, Scott has a full head of hair!

My heartfelt holiday wish is that our industry continues to innovate, cultivate, and prosper. Happy Holidays from RAS!

Make Quality Your New Year's Obsession

While still maintaining my role as the "Recall Guy," I have recently morphed into the Core Hunter. RAS has given me a long leash in my obsession to "Give Back" to the industry by mitigating liability on Recalls and helping Auto Recyclers continue their relentless pursuit of Quality and Profits.

Questions on QC Counts? Contact Paul the "Core Hunter" at pdadamo@coresupply.com or 401-458-9080.



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Industry News

Safe Management of Electric Vehicles

The safe management of electric vehicles was a frequent topic of discussion at ARA's 78th Annual Convention & Expo in Dallas this year!

Fortunately, the ARA CAR Committee has developed resources to keep auto recyclers safe while managing this new technology. The CAR Committee believes that proactive training of personnel and use of safety protocols will create a safer work environment when managing hybrid and electric vehicles. The resources can be downloaded at <https://aracertification.com/electric-vehicles>.

ARA Highlights the Professional Automotive Recycler's Strategic Importance Within the Supply Chain in Comments on the U.S. Dept of the Interior's 2021 List of Critical Minerals

ARA submitted written comments in response to the U.S. Department of the Interior's (DOI) 2021 Draft List of Critical Minerals. ARA's comments emphasized the important role professional automotive recyclers play within the U.S. supply chain. The DOI produced the 2021 Draft List of Critical Minerals in response to an Executive Order signed by President Trump in 2017. President Trump's executive order called for the Department of the Interior, in coordination with the Secretary of Defense, to produce a list of critical minerals essential to the economic and national security of the U.S.

ARA's comments emphasized the historical contributions of automotive recyclers to the national security of the U.S. The comments stated, "The automotive recycling industry has long been pivotal to the American supply chain and supported the U.S. war efforts during World War I and



World War II. During World War I, automotive recyclers provided U.S. manufacturers with readily available scrap metal from motor vehicles and also served as a primary source for replacement motor vehicle parts. Twenty-one years later, World War II broke out and automotive recyclers were once again called upon to provide manufacturers with readily available scrap metal and replacement vehicle parts. Not only did automotive recyclers provide the U.S. war effort with much needed resources, but automotive recyclers also provided much needed replacement vehicle parts to citizens at the home front."

Additionally, ARA's comments highlighted the importance of automotive recyclers' current contributions to the U.S. supply chain. The Automotive Recyclers Association's members are of strategic importance to the U.S. supply chain because they possess the largest available supply of eight critical minerals on the Draft List. Unlike other sources, Automotive Recyclers' supply of these eight critical minerals on the Draft List can be found within one central product, the motor vehicle, that are located at each automotive recyclers' facilities. The eight critical minerals identified are as follows: (1) rhodium, (2) platinum, (3) palladium, (4) lithium, (5) cobalt, (6) nickel, (7) aluminum, and (8) magnesium.



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Ask us how

45	46	78
Rh	Pd	Pt
Rhodium	Palladium	Platinum

PERIODIC TABLE

The Process



LOCATIONS

Headquarters Hebron Ohio

BUYING CENTERS

Newark Ohio
Liberty Hill Texas
Ypsilanti Michigan
Spring Valley California
Edinburgh Indiana
Santa Fe Springs California
Joliet Illinois
Lodi California

Contact: Zach Jordan 815-744-1850