



Recyclers News Press

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Routing Slip

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

BUYUSEDAUTOPARTS.com

Swift's Trail End Auto Salvage
Des Moines, Iowa



Iowa Auto Recyclers
BIG EQUIPMENT SHOW
September 20-21, 2019

Summer Outing BIG EQUIPMENT SHOW Registration in Open

www.iowaautomotiverecyclers.com/Events.html

What can be said about a third generation auto recycler? For one, that it isn't unique in the auto recycling industry! That family-run operations like Swift's Trail End Auto Salvage know the business *and know the people*.

The Swift family will graciously open their door to auto recycler from all over for the Iowa big event this year. The annual Summer Outing will become

Continued on page 4...

Registration Form on Page 10



www.IowaAutomotiveRecyclers.com

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Recyclers
News
Press

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 Schauls3@mchsi.com with a full color graphic when possible.

Executive Director

Sue Schauls
2214 Regal Avenue
Waterloo, Iowa 50702

Phone/Fax: 319-233-7970
Schauls3@mchsi.com
www.Sueschauls.com



IAR's 2018-2020 Board of Directors

Eric Piper, President
Spilman Auto Parts, Inc
Phone: 641-664-2463
eric@spilmanauto.com

Pat Roof, Vice President
Pat's Auto Salvage
Phone: 319-232-0704
patsmail@patsautosalvage.com

Joel McCaw, Treasurer
Ace Auto Recyclers
Phone: 319-338-7828
parts@aceautorecyclers.com

Jeff Smid, Secretary
Jeff Smid Auto, Inc.
Phone: 563-386-8290
jeffsmid@yahoo.com

Brad Osborn
Immediate Past President
Waterloo Auto Parts
Phone: 319-234-5207
brad@waterlooauparts.com

Jodi Kunde
Special Funds Manager
North End Auto Wrecking
Phone: 563-556-0044
NorthEndWrecking@aol.com

Jordan Barkow
Sun Line, Inc.
Phone: 319-364-4000
JRBarkow@gmail.com

Eric Piper
Piper's Auto Salvage
Phone: 800-247-9135
eric@piperautoparts.com

Tom Quandt
Quandt Auto Salvage, Inc.
Phone: 712-792-9204
quandtauto@gmail.com

Mike Garvin
Vander Haag's, Inc DSM
Phone: 515-265-1451
MikeG@VanderHaags.com

Jeremy Brevard
Waterloo Auto Parts
Phone: 319-234-5207
JeremyB@waterlooauparts.com

Dereck VanDerBrink
Lems Auto Recyclers, Inc.
Phone: 712-726-320216
dereck@lemsauto.com

Mark Kaczor
KAR Parts
Phone: 641-925-1250
GarnerKarParts@gmail.com

Ermin Alagic
Aikey Auto Salvage
Phone: 319-266-4763
ErminAlagic21@gamil.com

Past President Participants
Andy Wilken
Wilken Auto Salvage
Phone: 641-435-4077
wilkenauto@yahoo.com

Brent Nugent
Nugent Auto Sales & Salvage
Phone: 563-652-2231
Brent@NugentAutos.com

Mike Waterbury
Sandhill Auto Salvage
Phone: 641-484-2057
parts@sandhillautosalvage.com

Mike Swift
Swift's Trail End Auto Salvage
Phone: 515-265-5696
Mike@TrailsEndAuto.com

David Hesmer
Action Auto Parts
Phone: 641-752-3395
david@action-auto-parts.com

Tom Snyder
Snyder's Auto Body
Phone: 712-542-5316
snyder@iowatelecom.net

SUE SPEAKING

From desk of the Executive Director

Members of IAR

Ace Auto Recyclers
Iowa City, IA
www.AceAutoRecyclers.com

Action Auto Parts
Marshalltown, IA
www.action-auto-parts.com

Aikey Auto Salvage
Cedar Falls, IA
www.AikeyAutoSalvage.com

Airline Auto Parts
Waterloo, IA
www.airlineautopartsinc.com

B & B Salvage
Sioux Center, IA
www.BandBSalvage.net

Chase Auto Parts Company, Inc
Waterloo, IA
www.sunline-chase.com

Don's Auto & Truck Salvage
Des Moines, IA
www.DonsAutoTruck.com

Grab & Go Auto Salvage, LLC
Spencer, IA
www.grabandgosalvage.com

High Country Auto
Cherokee, IA

Hogeland Auto Plaza & Salvage
Marshalltown, IA
www.hogelandautoplaaza.com

Hulett & Son Auto Salvage
Creston, IA

The Iron Mine
Waukon, IA

the big equipment show at Swift's Trail End Auto Recycling on September 20-21, 2019. This year the program will showcase new products and equipment. Equipment will be on display both Friday and Saturday at the yard.

In this larger than life event, one man stands a head above the rest when it comes to engaging people in the auto recycling business in meaningful conversations about *THE BUSINESS OF AUTO RECYCLING!* That man is, of course, **our own Mike Swift**, past President of the Iowa Automotive Recyclers and past President of the international Automotive Recycling Association. And champion of the little guy. Mike and the entire Swift family will host the BIG EQUIPMENT SHOW as the Iowa Summer Outing this year. The idea of a big equipment show had been floating around for several years when Mike volunteered to host the show at the Swift family facility.

In addition to the big equipment viewing opportunity the show will also host a hands-on learning lab or TECHNOLOGY LABORATORY for software training and previews.

But perhaps the most near and dear to Mike's heart is the intention to create an environment where auto recyclers can come together and have those hard discussion as a large group. The sort of discussion that must be done in person and that often leads to those break throughs in cooperation that have been the foundation of the Iowa Auto Recyclers as far back as when John C Vander Haag was at the helm. But Mike is also one to give credit where credit is due and has often said that he really wants the event to be about SELLING MORE PARTS.

Mike tells the story about the rise to the Presidency of our current leader Eric Piper, from Spilman's Auto Parts in Bloomfield, when Eric was a fairly new face on the Board. As usual the Board of Directors often deals with tedious and mundane issues of running the association when Eric pointedly asked

"When are we going to talk about selling more used auto parts?"



Bob Schoof, General Manager

1041 Sheffield Avenue
Waterloo, IA 50702

319-234-2445 • 800-728-2568

Fax: 319-234-1977

Email: chase@qwestoffice.net

SUE SPEAKING

From desk of the Executive Director

And Mike was quick to speak up and say "He gets it!"

So under that leadership and with the recruitment of Pat Roofff from Pat's Auto Salvage in Waterloo, Vice President as another voice of reason (*incidentally Pat had been sought after for many years!*) along with those rare gems that stick with their volunteer work on the Board of Directors, the **Iowa Auto Recyclers emerged as an organization focused on selling more used auto parts.**

Current Board members include Eric Piper-President, Pat Roofff- Vice president, Joel McCaw- Treasurer, Jeff Smid-Secretary, Andy Wilken, Jodi Kunde, Eric Piper, Tom Quandt, Tom Snyder, Jordan Barkow, Mike Garvin, Mike Swift, Dave Hesmer, Jeremy Brevard, Dereck VanDer-Brink, Mark Kaczor, and Ermin Alagic. Refer to page 2 for contact information. Better yet, **be sure to thank these fine volunteers for their dedication when you see them at the Summer Outing.**

One such initiative includes the creation of a website for all members

BuyUsedAutoParts.com

While much work remains to be done on leveraging the website to point parts buyers to the Iowa suppliers, much work has already been accomplished. The funding for the launch of advertisement using targeted pop-up ads for cell phone users, social media platforms and campus targets will be funded by the group effort through the Hotlines supported program.

Mike's vision for being the host of this year's event includes bringing auto recyclers together for conversations, brainstorming and planning to stay focused on the goal of selling more used auto parts. Mike will be moderating a roundtable discussion at the event. Bring your ideas, complaints, struggles and success stories to this group session and really help be a part of the success of the association, the convention and the industry as a whole.

You can also bombard either Mike or Sue with these ideas and concerns before the event via email. Mike loves to receive lots of emails! After all fair is fair...

Email Mike Swift at mike@swifttrailsend.com or
Email Sue at Sue.Schauls@gmail.com

Thanks for
listening,

Sue Schauls

Members of IAR

Jeff Smid Auto, Inc.
Davenport, IA

www.JeffSmidAuto.com

Jerry Carney & Sons
Ames, IA

www.CarneyAutoParts.com

John's Auto
Aplington, IA

www.aplingtonautobodyshop.com

KAR Parts, LLC
Garner, IA

<https://garnerkarparts.com>

King Automotive Salvage Center
Cedar Falls, IA

<http://kingsalvage.com>

Lambirth Enterprises, Inc.
Bussey, IA

Lambirthtruckspartsandtowing.com

Lems Auto Recyclers, Inc.
Doon, IA

www.LemsAuto.com

Leon Recycling & Auto Parts, LLC
Leon, IA

www.LeonAutoParts.com

Lyle's Auto Salvage
Oto, IA

McChesney Auto
Somers, IA

www.mcchesneyauto.com

Midwest Auto Parts, Inc.
Waterloo, IA

www.mw-autoparts.com

Monson Salvage, Inc.
Lone Rock, IA

North End Auto Wrecking
Dubuque, IA

www.NorthendWrecking.com

Nugent Auto Sales & Salvage, Inc.
Maquoketa, IA

www.NugentAutos.com

Iowa Automotive Recyclers Board of Directors Meeting

June 18, 2019—Conference Call

Members of IAR

Osage Auto Salvage
Osage, IA
<http://osageautosalvage.com>

Pat's Auto Salvage, LLC
Waterloo, IA
www.patsautosalvage.com

Piper's Auto Salvage
Bloomfield, IA
www.PiperAutoParts.com

Preferred Auto Sales, Inc.
Lockridge, IA
www.preferredautosales.net

Quandt Auto Salvage, Inc
Carroll, IA
www.QuandtAutoSalvage.com

Sam's Riverside
Auto & Truck Parts
Des Moines, IA
www.SamsRiverSide.com

Sandhill Auto Salvage
Tama, IA
www.sandhillautosalvage.com

Smith Auto Parts & Sales, Inc.
Fairfield, IA
www.SmithAutoParts.com

Snyder's Auto Body
Clarinda, IA
www.snyders-autobody.com

Spilman Auto Parts, Inc
Bloomfield, IA
www.SpilmanAuto.com

Sun Line Inc.
Cedar Rapids, IA
www.sunline-chase.com

Swift's Trails End Auto Recycling
Des Moines, IA
www.TrailsEndAuto.com

Members: Eric Piper, Pat Roof, Joel McCaw, Jeff Smid, Jodi Kunde, Eric Piper, Jordan Barkow, Mike Garvin, Mike Swift, and Sue Schauls.

Called to Order at 5:17pm, Roll Call, Anti-trust reminder by President Eric Piper

Approved Meeting Notes from May 1, 2019 distributed on 6/13/2019. Jordan moved to approve notes, Mike Garvin second. Motion carried.

Old business.

Summer Outing Planning will continue in earnest with vendor registrations and outreach. Large equipment vendors should be registered by July 31st so we can plan the layout at Swift's Trails End Auto Salvage. Board members should make hotel reservations ASAP to secure rooms. The goal is to get 90% of the hotel filled early so that no other guest will be booked at the venue. Postcards will go out soon.

Each Board member will be asked to call five direct members to encourage them to attend the Summer Outing with employees this year. The hotel costs are very low and the opportunity for staff to receive one-on-one training at the technology lab is a huge benefit. Networking face-to-face is also important to strengthen yard-to-yard sales.



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Iowa Automotive Recyclers Board of Directors Meeting

June 18, 2019—Conference Call

Sue will donate a signed and numbered Maynard Reece print that will be framed and raffled off with the winning ticket being pulled at the Summer Outing.

Misc. follow-up items will be prioritized, assigned, and a deadline for completion will be set, addressing one item per conference call or during committee meetings per the list distributed from the summary of last year's conference call notes. The items from this call was to focus on setting up periodic webinars and providing email outreach to members' employees as well as owners. Employees will be given an opportunity to OPT-IN to email notices based on their duties.

New Business.

Legislative – IAR will set up a meeting with ICRA to discuss their salvage threshold bill that was defeated last session.

ARA Convention – Who is going to Charlotte? Registration for the annual ARA convention is open. Sue encourages anyone that has not attended to consider it this year as the schedule is reduced so just a weekend trip could provide huge opportunity for training sessions and networking.

Website – Our website platform has announced an upgrade so www.IowaAutomotiveRecyclers.com will undergo some changes. Please provide any suggestions or ideas to Sue during the process. The website will likely be similar to www.BuyUsedAutoParts.com which sparked a lively discussion about 3rd party brokers and how we can market to that buying group. It was decided that 3rd party brokers and selling more used auto parts will be roundtable topics at the Summer Outing.

Jordan moved to adjourn Jodi second motion carried at 6:37 pm. Regularly scheduled meetings will be moved to 2nd Tuesday of the month due to scheduling conflicts over the summer months.

Respectfully
submitted,

Jeff Smid

Jeff Smid, Secretary

Members of IAR

Tourniers Recycling Inc
Independence, IA
www.tourniersrecycling.com

Van Gorp Used Cars, Inc.
Oskaloosa, IA
www.VanGorpIA.com

Van Horn Auto Parts, Inc.
Mason City, IA
www.VanHornAutoParts.com

Vander Haag's, Inc.
Spencer, IA
www.VanderHaags.com

Vander Haag's, Inc.
Council Bluffs, IA
www.VanderHaags.com

Vander Haag's, Inc.
Des Moines, IA
www.VanderHaags.com

Vander Haag's, Inc.
Kansas City, MO,
www.VanderHaags.com

Vander Haag's, Inc.
Sioux Falls, SD
www.VanderHaags.com

Vander Haag's, Inc.
Winamac, In
www.VanderHaags.com

Walker Auto Salvage
Waverly, IA
www.WalkersAuto.com

Waterloo Auto Parts
Waterloo, IA
www.WaterlooAutoParts.com

West Edge Auto Salvage
Independence, IA
www.westedgeautosalvage.com



1-800-257-9634

Email: search@lemsauto.com

Website: www.lemsauto.com

Doon, Iowa 51235

Phone: (712) 726-3202

Fax No: (712) 726-3506

Iowa Automotive Recyclers Board of Directors Meeting

July 9, 2019—Conference Call

Members of IAR

*Wilken Auto Salvage Britt
Britt, IA
www.wilkenandsons.com*

*Wilken Auto Salvage IA Falls
Iowa Falls, IA
www.wilkenandsons.com*

*Wilken Auto Salvage Nashua
Nashua, IA
www.wilkenandsons.com*

*Yaw Auto Salvage
Des Moines, IA
www.yawssalvage.com*

Members: Eric Piper, Joel McCaw, Jeff Smid, Eric Piper, Jordan Barkow, Mike Garvin, Mike Swift, Dave Hesmer, Dereck VanDerBrink, and Sue Schauls.

Call to Order at 5:18 pm, Roll Call, Anti-trust reminder by Sue Schauls

Billing discussion. There was a discussion on the overdue membership dues. Members not in good standing are not included in the Who's Who Member Directory. Dues should be paid by February 1st.

Review/Approve Meeting Notes from June 18, 2019 distributed on 7/1/2019. Jodi moved to approve, Joel second. Motion carried.

Old business

Summer Outing Planning – Registration & Hotel Reservations. Need to ask for room in the Iowa Auto Recyclers BLOCK OF ROOMS otherwise the hotel will appear to sold out. Call the hotel directly.

Save the Date - Postcards went out. Registration is open.

Vendor registration is now priority. We need to lock in the software vendors for the technology laboratory since there is limited space.

Promotional items are being considered for distribution at the Summer Outing as well as the opportunity to use the material for promoting used auto parts in general. If we order bags we can also order some of the promotional material for the IAR trade show booth to save on set up costs.

Bumper stickers with both BUYUSED AUTO PARTS.com and I Heart Used Auto Parts will be ordered. Clear stickers are preferred. Lanyards, bags, pens, koozies, and T-shirts will be considered. T-shirt graphic will need to be designed and finalized so that order can be made by August 15. (Need a higher resolution drawing of a crusher).

We also need to buy ear plugs for the Vander Haag tour.

Legislative Meeting with ICRA – August 15th—
in Riverside, Iowa 9:00 am Riverside Casino and Golf Resort—with Iowa Collision Repair Association, Iowa Independent Auto Dealers Association. Meeting held prior to ICRA annual Golf Outing.



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WATERLOOautoparts.com

Iowa Automotive Recyclers Board of Directors Meeting

July 9, 2019—Conference Call

Follow through items

Hotlines payment to IAR will begin once the members using Hotlines on the free trial period begin to pay subscription to Hotlines. The trial period will end on July 31st. Members should contact Hotlines to set up automatic billing from bank account or credit card or plan to have account suspended at the end of the trial period.

New Business

Items from the floor – the need to market used auto parts to the public or consumer base is they best way to promote the industry.

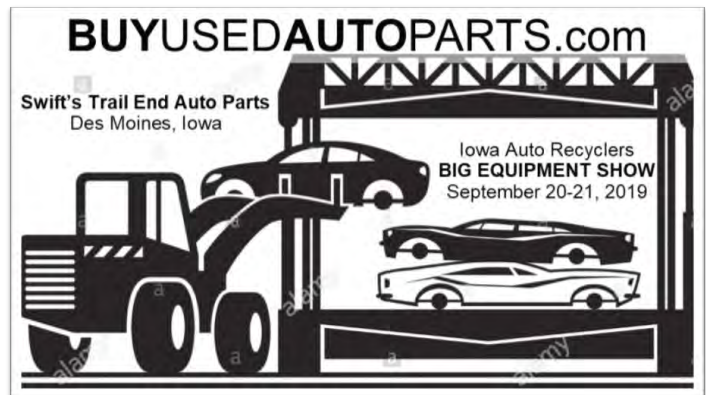
Meeting adjourned 7:26 pm –
freeform discussion followed.

Set next meeting – 2nd TUESDAY of the MONTH
August 13, 2019 – Conference call 5:15pm
September 10, 2019 – Conference call 5:15pm
[September 20, 2019 – Summer Outing Des Moines](#)

Respectfully
submitted,

Jeff Smid

Jeff Smid, Secretary



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david@action-auto-parts.com

Iowa BIG Equipment Show

September 20-21, 2019

Swift's Trails End Auto Recycling

Baymont by Wyndam Des Moines North



www.IowaAutomotiveRecyclers.com

To register Only \$99 per Member

Big Equipment Show Exhibitor Space \$500

Technology Lab Spot \$500 (*limited space!*)

Baymont by Wyndam Des Moines North ----- **\$89 per night**
4685 NE 14th Street, Des Moines, Iowa ----- **515.265.4777**

Registration

Email to: IowaAutoRecyclers@gmail.com

Send Check to: Iowa Auto Recyclers, 2214 Regal Ave, Waterloo, IA 50702

Company Name: _____

Contact Person: _____

Additional Attendee Name(s): _____

Address: _____

City, State & Zip: _____

Phone: _____ Website: _____

Email: _____

☐ Member Registration..... \$99 per yard

☐ Non-Member Registration \$99 per person

☐ Big Equipment Show Exhibitor \$500

☐ Technology Lab Trainer..... \$500

☐ Event Sponsorship with signage \$ _____

Total Enclosed or ☐ Invoice \$ _____

☐ Credit Card # _____ expire _____ csc _____

Name on credit card _____ Zip _____

Big Equipment Show AGENDA

September 20-21, 2019

Friday AGENDA

September 20, 2019

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

4:00-6:00 pm **Registration at Baymont Inn**

6:00-8:00 pm **Registration at Swift's Trails End Auto Recycling**

5:00-6:00 pm **Member Meeting Roundtable** at Swift's Trails End Auto Recycling

Dinner *Sponsored by CoPart*

Dinner *Sponsored Legend Smelting*

Dinner *Sponsored by Insure Central Iowa, Mark DuBay*

6:00-9:00 pm **Big Equipment Show** Swift's Trails End Auto Recycling

Sponsored by the Swift family

Saturday AGENDA

September 21, 2019

7:00-10:00 am Registration at Baymont Inn

9:00 – Noon **TECHnology LAB**

Software training stations and demonstrations at Baymont Inn Conference Room

Noon – 3:00 pm **LUNCH** at **Vander Haag's Des Moines** Location with DYN0 DEMO

4:00 pm – **Midnight BIG EQUIPMENT SHOW** at **Swift's trails End Auto Recycling**
Equipment demonstrations and trade show booths

5:00 pm Dinner & Drinks

Dinner *Sponsored by CoPart*

Dinner *Sponsored Legend Smelting*

Dinner *Sponsored by Insure Central Iowa, Mark DuBay*

5:30-6:30 pm **Member Meeting Roundtable** 3rd Party Brokers Discussion

6:30 pm Scholarship Auction

9:00 Dancing & Band *til the cows come home!*

Registration is OPEN

<http://www.iowaautomotiverecyclers.com/Events.html>



Get More From Your Conference

Swift's Trail End Auto Recycling—Des Moines, Iowa

September 20-21, 2019

Every annual conference experiences change. The Iowa Automotive Recyclers SUMMER OUTING is no different.

In fact, the Board of Directors at the Iowa Auto Recyclers often go out of the way to keep the show fresh each year. Last year we jam packed the agenda with training opportunities from speaker sessions. This year the big equipment and technology show will take center stage. An annual convention should experience some change if it intends to be a healthy and growing conference!

Another highlight to the change is the late summer timeframe. That allows members and other recyclers to attend when they have previously had conflicts due to the early summer timeslot we've preferred that last ten years.

This year's event will be held at Swift's Trails End Auto Salvage in Des Moines on September 20-21, 2019.

Conference Expectation is Shifting

Much has been written about the Millennials' and their different consumer behavior. Some have even speculated that conference benefits can be gained in online forums or through social media connections. No one doubts that social media has changed the information gathering process but an unexpected shift toward in person networking and learning has lead convention attendance in new directions.

The Opportunity To Gain Is Greater Than The Chance To Lose

Every time we face a societal change, we face the possibility to gain or lose. The increase in fandom events, like ComiCon, have conditioned younger professional to embrace the convention atmosphere as an opportunity to gain more than to lose by staying home (and thus missing out).

Conferences That Adapt Continue to Add Value for Attendees

Conference that adapt by clinging to their mission versus those that cling to their models add value to attendees. Consider the first automobile and the horse and buggy. The mission was faster and more comfortable transportation. The model was a horse and buggy that had to adapt with the invention of the car. Different formats and focuses year over year help attendee to gain more each year they attend.

Con-ven-tion

A convention, in the sense of a meeting, is a gathering of individuals who meet at an arranged place and time in order to discuss or engage in some common interest.

Conventions customarily are viewed as opportunities for people to share and enrich their knowledge about a particular field or interest, network with others and experience some of the top features of technology in their industry.

The Face-to-Face Conference Is Here To Stay

Read some blogger posts and comments and you'd think that we should give up on conferences. This is naïve. Sure some attendees will leave. Yet the face to face conference will continue. However, the successful conferences will shift and look different than they have in the past. People will always gather to do more than they could on their own. **STRENGTH IN NUMBERS!** There is a reason that has been part of the Iowa Auto

Recycler mantra for over 60 years.

Active Attendee Participation Experiences Is King

Attendees attend conferences that create experiences where they can participate, interact and engage. Audiences are looking for physical and mental engagement over passive consumption. This is an exciting shift and industry professionals seek out experiences that foster engagement. Attendees prefer active participation to passive consumption. They want to talk and share with others. They want to bring their questions, their doubts, their fears, their experience and their successes to the table.

Get More From Your Conference

Swift's Trail End Auto Recycling—Des Moines, Iowa

September 20-21, 2019

Hospitality Builds Authentic Community

Conference that focus on creating spaces that create a comfortable “third” place that is conducive to relationship building are the most beneficial environment. As Starbucks CEO Howard Schultz says, a third place is a place that fosters human connections like coffee shops. The medium is the message and conferences will intentionally build comfortable spaces for mingling, deal making, connecting, conversations and reflections.

Conferences intentionally schedule time for befriending; the opposite of speed networking. Relationships don't just happen. Just because people are meeting in the same location doesn't mean relationship are developing. They take deliberate facilitation based on common ground. We have diluted networking into the illusion of companionship without the demands of relationships. Genuine, fully engaged, face to face time

is what really counts and conferences build befriending experiences by gathering like-minded people together.

Conferences Facilitate Fearless Conversations About Delicate and Controversial Topics

Attendees want to discuss, deliberate and contemplate delicate, controversial real-world topics. Attending a conference provides a safe space to develop strategic conversations that matter. When an industry is experience pressure and change that threatens the very existence then people from within that industry must gather together and address those threats, the solutions and unity to survive in this or any business climate presented.



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October 10-12, 2019

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For more details, visit www.a-r-a.org. To exhibit, contact Kim Glasscock at (615) 223-6656 or kim@a-r-a.org.

How to ID Your Cybersecurity Risks

Tools to Use to Get Started on Prevention

According to a 2018 IBM-sponsored [study by the Ponemon Institute](#), the global average for a data breach is \$3.86 million. That breaks down to almost \$150 per stolen record. If you're a small or medium-sized manufacturer, you may not think statistics like these apply to you. But out of 17 industries represented in the report, the most impacted sectors were financial, service, and wait for it — *manufacturing*.

Because manufacturers often put fewer resources into information security, they're a popular target for cyber criminals. And it only takes one cyber attack to devastate a smaller manufacturer's entire operational system. Networked machinery, suppliers, distributors, or even customers could all be hacked via one computer/device in a manufacturing facility.

Other risks include:

- Loss of info critical to running your business
- Negative impact on customer confidence
- Regulatory fines and resulting legal fees
- Decreased or stopped productivity.

Fortunately, you can learn to protect your operations with the help of the National Institute of Standards and Technology (NIST), which has developed a five-step framework for cybersecurity that can be implemented by a business of any size. Available online, the [NIST Cybersecurity Framework](#) can be further explained by the experts at CIRAS, your local representative of the [MEP National Network](#), the go-to experts for advancing U.S. manufacturing.

Ready to take your first step toward data security?

The process begins by identifying your risks.

Control Who Has Access to Your Information

Make a list of employees with computer access and include all of your business accounts, the type of access (physical or passwords), and physically secure all laptops and mobile devices when not in use.

Have your employees use a privacy screen or position the computer's screen so people walking by cannot see the information on display and have them set the screen lock to activate when the computer is not in use.

Do not allow physical access to computers or systems by unauthorized personnel, such as:

- Cleaning crews or maintenance personnel
- Unsupervised computer or network repair personnel working on systems or devices
- Unrecognized individuals that walk into your office or shop floor without being questioned by an employee

It only takes seconds for a criminal to access an unlocked machine. Don't make it easy for them to steal your sensitive information.

Conduct Background & Security Checks for All Employees

Background checks are essential to identifying your cybersecurity risks. Full nationwide searches should be conducted for all prospective employees or others who will have access to your computers and company's systems and equipment.

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How to ID Your Cybersecurity Risks

Tools to Use to Get Started on Prevention

These checks should include:

- Criminal background checks
- Sexual offender checks
- Credit checks, if possible (some U.S. states limit the use of credit checks)
- References to verify dates worked for previous employers
- Education and degree verification

You may also consider conducting a background check on yourself, which can quickly alert you if you have unknowingly become the victim of identity theft.

Require Individual User Accounts for Each Employee

If you experience data loss or unauthorized data manipulation, it can be difficult to investigate without individual accounts for each user. Set up a separate account for each employee and contractor that needs access. Require them to use strong, unique passwords for each account.

Limit the number of employees who have administrative access, especially if it isn't required for them to perform their daily job duties. Consider guest accounts with only Internet access for visitors or customers at your facility.

Create Cybersecurity Policies & Procedures

While creating your first cybersecurity policy may seem like a daunting task, there are plenty of easy-to-follow tips from the MEP National Network that can help you get started. You may also want to consult with a legal professional familiar with cyber law to review your policies to make sure you're complying with local laws and regulations.

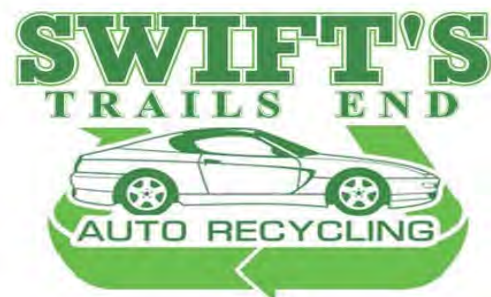
Your new cybersecurity policy should include:

- Your expectations from your employees for protecting company information
- Essential resources that need to be protected and how you expect your employees to protect that information
- A signed agreement from each employee to confirm they've read the policy and understand it.

Keep the signed agreement in each employee's HR file. Review the policy at least once a year and make updates when you make any changes to your company's technology. You can then use your cybersecurity policy to train your new employees on their information security responsibilities and set acceptable practices for all your business operations.

Now that you've learned how to identify your risks and assess your resources, it's time to think about protecting them. In part two of our five-part "Cybersecurity for Manufacturers" series from the MEP National Network, we will walk through the key steps to protect your valuable data and information from cyber threats. *Access the articles online.*

This article originally was published in IndustryWeek on behalf of the MEP National Network. For more information about cybersecurity assistance in Iowa, please contact CIRAS program manager Shankar Srinivasan at srigshan@iastate.edu.



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During our travels, we are constantly hearing the same mantra "It's hard to attract and retain good employees." This shortage of labor not only affects larger recyclers, but also the Mom & Pop operations.

An article, published in the *Harvard Business Review in 2012* and written by David Williams and Mary Michelle Scott provides five ways to retain employees forever. These five strategies are paraphrased below:

- Responsibility – Employees thrive in environments where they are given responsibility, and we would add, accountability. Hire from within for positions and offer generous promotions at appropriate times.
- Respect – Employees may forget what you said but they won't forget how you made them feel. If you are an Owner who speaks and acts disrespectfully to employees, you are only causing a greater rift in your workforce. Disrespected employees will soon search for another position at a company where their voice and work are respected and valued.
- Revenue-sharing or Incentive Pay – Sharing revenue and having incentives based on performance can inspire employees to be competitive and work harder within the company. Who has ever refused extra pay?
- Reward – Rewarding employees can be done in a variety of ways. Cook-outs, lunches, logo clothing, trade shows, and recognition for performance or certifications are just the tip of the iceberg. You never know what emotional needs each employee has but if you are generous with monetary rewards, the company will benefit.
- Relaxation Time – Though there are some employees who will abuse any time off program, it is a misconception that employees taking time off will cause business owners to lose control. Employees earn their benefits and owners lose respect when questioning loyalty and begrudgingly responding to time off requests.

HOW CAN RAS HELP WITH THE LABOR SHORTAGE FOR AIRBAG REMOVAL? Labor on Steroids

RAS has built a squad of Independent Suppliers for the RAS Airbag Recovery Program. They currently supply the labor at Auto Recycling Facilities across the US and Canada. They are not employees of RAS but utilize our Mobile App to remove and process airbags from your business. It is Labor on STEROIDS. No Training. No Supervision. No Payroll. They are Quick! They are Eager! They work on a margin worked out between you and them.

Call Paul the Recall Guy at 401-458-9080 or email pdadamo@coresupply.com for more information.

Important Information on Airbag Disposal Rules

EPA "Safe Management of Recalled Airbags"

In an effort to further educate and clarify the U.S. government's new regulations regarding the disposal of airbags, ARA and its outside counsel have reviewed some of the applicable regulations. Keeping in mind the information provided below should not be considered specific legal advice to any entity, the following may be useful in your decision-making process with regard to airbag disposal and navigating the regulatory framework with your attorney:

"Certain recent changes to the regulatory environment relating to airbag disposal have raised new questions within the automotive recycling community."

EPA held two webinars about this interim final rule on November 30, 2018 and December 6, 2018. Find out more, check out the presentation slides and listen to a recording of the November webinar go to this link: https://clu-in.org/conf/tio/RecalledAirbags_112018/ and click on the VIEW ARCHIVE BUTTON.

The U.S. Environmental Protection Agency released its Interim Final Rule, "Safe Management of Recalled Airbags" <https://www.epa.gov/hw/interim-final-rule-safe-management-recalled-airbags> on November 30, 2018 which gives a conditional exemption from certain hazardous waste rules in certain cases relating to airbag disposal.

Please click here for the applicable EPA press release <https://www.epa.gov/newsreleases/epa-rule-will-aid-recall-defective-takata-airbag-inflators-protecting-public-and>.

Please be aware that improper disposal of airbags can violate state and federal laws and/or regulations and can put employees at risk if safety protocols are not followed properly.

By linking to third party sources, neither ARA nor its counsel are endorsing or recommending any particular course of action discussed therein. Before pursuing any disposal activity, please review federal and applicable state hazardous materials regulations and consult with an attorney and/or regulatory compliance specialist to determine the best course of action for your needs."

ARA has continued to research the issue and some vendors and resources that may assist with the proper disposal are listed below. ARA is not endorsing any vendor and you may want to search in your local area.

- Waste Disposal Inc. <https://www.ewastedisposal.net/airbag-disposal/>
- Clean Water Environmental <http://cleanwaterenv.com/airbag-inflator-recycling/>
- Lighting Resources LLC <https://ezontheearth.com/>
- CleanLites Recycling <https://cleanlites.com/airbag-problems-continue-to-plague-auto-industry>
- Quest <https://www.questrmg.com/2016/07/11/4-reasons-recycle-airbags/>
- J.A. King <https://www.jaking.com/services/testing/airbag-disposal/>

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www.mcicores.com

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www.metro salvagepool.com

Nordstrom's Automotive, Inc.
Garretson, SD

www.nordstromsauto.com

OverBuilt, Inc.
Huron, SD

www.Overbuilt.com

QRP Salvage Solutions
Tomahawk, WI

www.qrp1source.com &
www.QRPVMS.com

Recyclers Power Source
Spirit Lake, IA

recyclerspowersource.com

SAV Transportation
Coon Rapids, MN

www.savtrans.com

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www.shinebros.com

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www.CompressedSteel.com

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www.PartsLocator.com

United Catalyst Corp
Greenville, SC

UnitedCatalystCorporation.com

U.S. Powertrain
Spirit Lake, IA

www.uspowertrain.com

Industry News

from the Automotive Recyclers Association

Average Age of Light Vehicles Continues to Rise

The average age of light vehicles in operation (VIO) in the U.S. has risen to 11.8 years according to world analytics firm IHS Market. Over the past five years this growth has stabilized to approximately four percent growth per year. The combination of the previous recession and “better technology and overall vehicle quality improvements” has contributed to this VIO growth pattern. According to IHS, the increased age of cars provides a market opportunity for “a robust new business pipeline for the aftermarket” for consumer repair options.

IHS studied regional data in this latest report and found that the oldest light vehicles are in the west, averaging 12.4 years while the northeast seemed to have the youngest vehicles averaging 10.9 years. Their aging rates are also different by region and by vehicle type. The study found that Vermont has the youngest VIO at just 9.9 years and Montana has the oldest average age at 16.6 years.

Ford to cut 7,000 white-collar jobs

In May 2019, US automaker Ford said it will eliminate 7,000 white-collar jobs by August as part of a global restructuring plan aimed at saving \$600 million a year.



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ARA Joins Vehicle Data Coalitions

ARA recently joined a U.S. as well as a sister global coalition that seek to establish standards for safeguarding the data rights of vehicle owners. The U.S. Vehicle Data Access Coalition and the Global Alliance on Vehicle Data Access (GAVDA) were created and supported by a diverse group of entities concerned with the proliferation of data generated by

new vehicle technologies and the question of who owns it. The coalitions promote that vehicle owners: “(1) retain the ability to securely access and control the data their vehicles (and equipment attached to their vehicles) generate, collect and store; (2) without artificial

barriers that reduce consumer choice or competition; (3) in real-time through in-vehicles access; and, (4) without obtaining consent from an entity that does not own the vehicle.”

The U.S. Coalition will seek to introduce legislation to protect the rights of vehicle owners.

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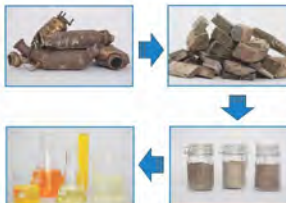
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PERIODIC TABLE

The Process



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Contact: Dan Miller - 815-641-7661