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Articles may be edited for length and format.

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President's Perspective

By John Catalano, Jr., ATRI President

Hello Everyone, I am sad but excited that the holidays have come to an end. My guess is everyone is busy with being smack dab in the middle of winter? I know winter can be a very busy and profitable time for a lot of us.



As always, we are encouraging more and more to join the ATRI association. We would like our current members and board to reach out continuing to bring new people into the group. Let them know what the benefits of being a member are. The Illinois Green Car Program (Illinois Certified Automotive Recyclers), which is growing all the time, the ATRI Legislative Committee that oversees legislative issues pertaining to Illinois auto recyclers. Many education, and training opportunities are also provided for all members throughout the year. In addition, ATRI provides the opportunity for you to engage in social events, yard tours, and networking with your fellow recycler. Sometimes just hearing and learning from another recycler is huge. I have found it quite amazing sometimes just what I have learned at a round table discussion, or just talking to someone at a social event over a beer. See what works and what does not. Another benefit is the ATRI Newsletter published 6 times a year. The newsletter is currently mailed to all recyclers in Illinois. The newsletter includes industry news, a complete listing of the membership, updates on legislative and environmental issues, and lots of other interesting information I am sure you will find useful in your day to day business operations.

Illinois hosted for the first time in a long time, an Illinois only Auto Recyclers Convention and trade show this past September. This event is designed to bring recyclers and exhibitors together from all over Illinois to network, educate, and encourage camaraderie. We invite all of our fellow recyclers from IL and surrounding areas to attend our convention and trade show. The next one will be in Oakbrook, IL. Since we were down state for the last one we are going to go back

North for the next one. Bring the family because there is a lot to do in the Oakbrook area.

If you don't already know this you should, Parts Trader will be integrated with Hotlines to make the system more efficient. You are going to want to check that out if you are using the Parts Trader software. The integration will speed things up a little more automated process to quote recycled parts. We here at Bionic are happy with the integration and if you have any question please let me know and I will answer them if I can.

In November we lost a great friend and college of the association, Director for the Secretary of State Brad Demuzio. Brad was our main contact, mainly because of his title, and we are waiting to see who replaces him. He will be missed by so many, our condolence to his family. I am sure Michelle will talk more about this in her letter. We will continue to work with them and build a new relationship with their next in charge.

By now I am sure you have heard a lot about the IL Green Car program that ATRI offers to their members, and if you are not signed up you need to do so. Kudo's to the ones who have gone through the process and are certified and approved. You should be very proud of getting this done. Sarah Hamidovic from VET Environmental is the IL Green Car manager and is very knowledgeable. Please read her article in this newsletter and contact Michelle she can get you started. This is not only a huge benefit, but it is also peace of mind. Illinois Green Car recognizes and certifies that the members meet certain criteria in terms of environmental impact, safety, licensing and other regulatory standards. This program is endorsed by the Illinois EPA and is cost effective.

In 2015 I hope everyone is successful and making lots of profit in what they are doing. If you are having trouble, take a look at your business and consider calling out a consultant. In 2015 ATRI is hoping to have Rob Rainwater do a session for the IL recyclers, he can do great things for your business if you are willing to listen. Watch for more details about this opportunity. See everyone very soon at our next meeting.

Happy New Year!

John Catalano Jr, ATRI President

Bionic Auto Parts & Sales Inc.

Executive's Viewpoint

By Michelle Lechner, Executive Director

Happy New Year!!! As I recap some of 2014, I wonder what lies ahead for the future of ATRI and ask, what's next? It seems like there is always something around the next corner. As you can see from the president's letter, and the article written by our IL Green Car Manager Sara Hamidovic,



the Illinois Green Car Program is growing! ATRI is very proud of the program, and so pleased to have a manager who really truly cares about the work she is doing for our members. What I hear from some of the members is the great peace of mind they have knowing they are in compliance. While some of you may be somewhat intimidated by the process, you shouldn't be. Sara will help you get to where you need to be. The guidance and knowledge provided by Sara is so very helpful. If you want to know more please contact me. Many state associations make this a mandatory requirement in order to be a member. ATRI feels if you want your business to be one step better than the next, you too will become an Illinois Green Car member.

This year ATRI held a convention & trade show for Illinois recyclers only. I have to say, it was one of the best ever. ATRI will continue this same forum for future conventions. Next year Oak Brook, IL is the spot. We had a convention there many years ago and the memories are still being talked about as one of the best ever. If anyone would like to join our convention and trade show committee please let me know, we would welcome any new members who would like a say-so in the event. It's all about bringing the very best this industry has to offer to you the members.

ATRI is planning on a spring meeting by bringing in a consultant who will be able to point your business in the right direction if need be, and I guarantee you will find this to be a training you are glad you came to. I am hearing from so many about the shortage of salvage, and the inability to buy cars. I am proposing a focus group be put together to take on the task of resolving, or trying to come up with a solution somehow,

someway. Interested? Let us know.

In the past year I, and several board members, visited many yards throughout IL because we want to hear from you. What are your issues? I am hearing business is not so good? We need to figure out how to better market the use of used auto parts. I will say, being a member of your state association, and being an IL green car member, does enhance your credibility as a salvage yard owner. As always, we want to hear from you, these are so many topics of discussion going on out there, and the way I see it hearing them does nothing but provide more knowledge for you.

It is with a heavy heart that I tell you we lost a colleague that we worked very closely with, Director for the Secretary of State Brad Demuzio. You will see his obituary in this newsletter, and you may remember him from the convention in Peoria, he was one of our speakers. His death was sudden, and he left two college age children. His replacement has not yet been named, but let me assure you ATRI has built a great working relationship with the Secretary of State's office, and we are confident this relationship will continue. I did attend the sad services along with so many others. He was a great guy, and will be sorely missed.

Lastly, I have emailed the 2015 ATRI renewal. Please complete and return to me either by email or fax. You can also send a check to the ATRI address. Thanks to those of you who have already renewed for 2015, and for your continued support. I look forward to working with you all in 2015.



Best wishes for 2015!

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The VET Review – IL Green CAR Update

By: Sara Hamidovic, PE, CHMM
 President, VET Environmental Engineering, LLC

We would like to welcome our **FOUR** newest Illinois Green Certified Automotive Recycler (CAR) Medalists to the program: **Aero Auto Parts, C&J Auto Parts, I-55 Auto Salvage, and New Cats Auto Parts**. VET audited six new facilities and certified four since the last edition of the VET Review went to press. We have two facilities that were audited and are now working towards certification, and two more audits scheduled for December. Our new and improved program has been successful this first year. The IL Green CAR Program ended 2013 with eleven IL Green CAR members. By the end of this year we are on track to have at least nineteen. That represents over 170% growth this year! Thanks to all of the Illinois auto recyclers that have made this possible.

Now, it is important for our medalists to not lose focus. My vision for this program goes far beyond environmental and safety compliance. My vision is to build a strong network of credible and compliant auto recyclers. The “junk yard” mentality still exists. There are regulators and members of the public that do not understand what we do or the valuable services this industry provides. There are still “junk yards” out there – none of them are IL Green CAR Medalists. Nor will they be.

Our program is designed to showcase auto recyclers that are committed to excellence and are doing it right. Our SILVER medalists should aspire to earn a GOLD medal. Our GOLD medalists should aspire to earn a PLATINUM medal. **Bionic Auto Parts and Sales**, our leader, and only PLATINUM facility, should work to maintain that first place slot. The benefits of involvement may not be perfectly clear yet, but I assure you, people are taking notice and the benefits will be clear in the future. We are building a powerful platform that can be used in the future to accomplish a wide range of goals for our association and industry. I believe that if there is an alliance or network to be a part of, this is it.



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- Bionic Auto Parts and Sales (95.40%) – PLATINUM
- Scotty's Auto Parts (93.10%) – GOLD
- Mack's Auto Recycling (91.95%) – GOLD
- Rockford Auto Parts (89.66%) – GOLD
- Elgin Super Auto Parts and Sales (88.51%) – GOLD
- New Cats Auto Parts (88.51%) – GOLD
- Collins Truck Parts (87.93%) – GOLD
- I-55 Auto Salvage (87.93%) – GOLD
- Aero Auto Parts (86.78%) – GOLD
- C&J Auto Parts (86.21%) – GOLD
- ABC Auto Parts & Wreckers (85.63%) – GOLD
- Speedway Auto Parts (83.33%) – SILVER
- Ashley's U-Pick-A-Part (75.29%) – SILVER
- Bill Smith Auto Parts (75.29%) – SILVER
- Shelby and Sons (75.29%) – SILVER
- Wood River Auto Parts (75.29%) – SILVER

As a reminder, IL Green CAR Certification is awarded based on the following grade scale:

- SILVER Certification – 75% Compliance with IL Green CAR Standards
- GOLD Certification – 85% Compliance with IL Green CAR Standards
- PLATINUM Certification – 95% Compliance with IL Green CAR Standards

IL Green CAR professional audits are required for IL Green CAR facilities during all odd-numbered years. The IL Green CAR program requires at minimum one self-audit during all even-numbered years. VET will offer professional audits during both odd and even-numbered years for those facilities that do not wish to conduct self-audits. Member facilities may be demoted to a lower tier medal at the completion of a self-audit but may not be promoted to a higher tier medal. At the completion of the first professional audit, each member will be “locked in” at that medal (with the ability to be demoted) until the next professional audit. If

an IL Green CAR member facility believes that promotion is warranted a professional audit may be scheduled at any time for verification purposes at the rate listed above.

If you are ready to be audited and are excited to be certified, please give me a call (812-327-2838). I also appreciate any referrals you can provide of other facilities that are committed to excellence and should be involved. We look forward to certifying more deserving IL Green CAR members!

Have a Merry Christmas and a Happy New Year!



VET Environmental Engineering, LLC
Sara R. Hamidovic, President

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Update on Illinois Mercury Switch Removal Program

By Becky Jayne

Switch Extra Incentive Pilot Program Results – Results are in from the pilot program managed by the Product Stewardship Institute (PSI). The pilot, which offered increased monetary incentives for switch removal, was a success. Part of the increase is due to airbag switches being eligible for a \$4 incentive. In addition, the \$100 “bucket bonus” resulted in an additional 60 recyclers actively removing and recycling switches over the previous year. Those 60 recyclers recycled a little over 9 pounds of mercury. That is a lot of mercury!

Switch Storage Requirements – This is a reminder that once a mercury switch is removed from a vehicle it is considered “universal waste” under Illinois hazardous waste regulations. Participants in the End of Life Vehicle Solutions (ELVS) program should put the waste accumulation sticker on the bucket and write on the sticker the date the first switch was placed in the bucket. Only mercury switches should be placed in the bucket. Under Illinois law, the mercury switches may be stored on-site for only one year. Buckets must be returned within one year from the date the first mercury switch was placed in the bucket, even if bucket only contains one switch.

Replacement Buckets – ELVS requires participants to contact Environmental Quality (EQ) for a replacement collection bucket. To order a replacement bucket, ELVS recommends that facilities contact EQ two weeks prior to sending in a bucket for recycling. This will ensure that your replacement bucket arrives in time. EQ can be contacted by email at elvsbuckets@eqonline.com or by phone at (734) 547-2511. Please allow four weeks from the date of your request for delivery of the new bucket. Illinois EPA recommends emailing your request for documentation purposes.

Becky Jayne is an Environmental Protection Specialist with Illinois EPA. If you have any questions about the Illinois Mercury Switch Removal Program, please do not hesitate to contact her at either Becky.Jayne@illinois.gov, or 217-524-9642.

In Memory of Bradley G. Demuzio

September 3, 1964 - November 9, 2014

Life Legacy

Bradley G. Demuzio, 50, of Springfield, IL, formerly of Carlinville, IL, died in Springfield, IL on Sunday, November 9, 2014 at 2:55 pm. He was born on September 3, 1964, in Carlinville, IL to Vince Demuzio & Deanna (Clemonds) Demuzio. Bradley was an avid golfer & hunter. He served as Mayor of Carlinville from 1993 to 2005. Bradley worked in the Child Support Division of The Cook County States Attorney Office from 1984-1986. On February 16, 1999, Bradley Demuzio started with the Illinois Secretary of State Police as Chief Deputy Director. He served as Chief through 2002 and has served as Director of the agency since. He worked as a criminal investigator for the Illinois Attorney General’s office from 1986-1999. Bradley also represented Secretary White on the Motor Vehicle Theft Prevention Council. Bradley is a graduate of the FBI National Academy, Session 207. He is a member of the FBI National Academy Associates for Illinois, and served as the Illinois President in 2008. He is also a member of the International and Illinois Associations of Chiefs of Police, Sangamon County Law Enforcements Executives and the Illinois Sheriff’s Association. He is survived by his son, Blake Demuzio of Carlinville, IL, daughter, Brooke Demuzio of Carlinville, IL, mother, Deanna Demuzio of Carlinville, IL, sister, Stephanie (husband: Patrick) Blair of Carlinville, IL, nephew, Tristan Blair of Carlinville, IL, niece, Gillian Blair of Carlinville, IL, aunts, Marlene Demuzio of Springfield, IL, Catherine (husband: Peter) Visintine of Gillespie, IL and Donna (husband: James) Burke of Springfield, IL. Brad was preceded in death by his father, Senator Vince Demuzio, grandparents, Vincent & Catherine Demuzio, John & Virginia Clemonds, aunt & uncle, Bernadette & David Hasquin.

Mass of Christian Burial was on Friday, November 14, 2014 at Sts. Mary & Joseph Catholic Church in Carlinville, IL with Fr. Angel Sierra officiating. Burial at New Calvary Cemetery in Carlinville, IL. Memorials can be made to The Brad Demuzio Fund in care of Blake & Brooke Demuzio.

Approaching a Pre-Presidential Election Year: 2015

By: James F. Weaver, CFP®, Vice President,
Financial Advisor, Portfolio Manager

As reflections begin on 2014 and what the remainder of the year may look like, we are also reminded that 2015 will usher in the third year of a presidential term, making it a pre-election year. It is not unusual to have strong and positive markets relative to equity returns. Based off of observations from some of our previous Presidential Election studies and comments made by Jeremy Grantham, co-founder and chief investment strategist of Grantham Mayo van Otterloo (GMO), on "Presidential Election Cycles", today we wanted revisit this subject as it relates to the stock market and look at the precedence that have been witnessed over the years.

To get an idea of the type of precedent that has been set

during pre-presidential election years, we can look back to the performance trends over the past 181 years now, including 2011. During this time period, the pre-election presidential year produced a positive return in the stock market, as defined by the Dow Jones Industrial Average (DJIA), which rose 5.53% in 2011. One of the major resources that we use when looking at the presidential election year data is a function of the studying and data compiled by Jeffrey A. Hirsch & Yale Hirsch in their yearly installment of the Stock Trader's Almanac . For those of you who would like more information on this resource, or would like to order a copy of the Stock Trader's Almanac 2014, visit the website www.stocktradersalmanac.com.

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Stock Market Action Since 1833

Annual % Change in Dow Jones Industrial Average

On the right is a table that has been reproduced from the Stock Trader’s Almanac, which includes the 4-Year Cycle returns beginning with the first full year of a particular President’s cycle, going back to 1833. As we mentioned above, pre-election years have historically been a positive time for the market, especially over the past century. As a matter of fact, the last time that the market was down during a pre-presidential year was in 1939. Of the 4-Year Cycle, the pre-election years have historically been the best performing year. On average, the pre-election year has seen a 10.43% gain since 1833, so 2011 was surely under average in its performance with returns only half as much as the average. So, generally speaking, the year before the presidential election and even the actual presidential election years are historically positive for the stock market.

According to Jeremy Grantham in the GMO Quarterly Letter: First Quarter 2014 pointed out the power of the returns during the third term of the presidential year as well as a seasonal tendency in this cycle. What Grantham found was that much of the returns generated during the Pre-Presidential Election year occurred around the “seasonally strong” period of the year, which typically lasts from the beginning of the third-quarter thru the end of April, which falls right around the traditional “seasonally strong” period between November and April. According to Grantham, “just holding from the start of the third year (on October 1) and selling at the end of April. In 7 months you make almost all the return of the 48-month cycle (Presidential Cycle)!”

4-Year Cycle Beginning	Elected President	Post-Election Year	Mid-Term Year	Pre-Election Year	Election Year
		(%)	(%)	(%)	(%)
1833	Jackson (D)	-0.90	13.00	3.10	-11.70
1837	Van Buren (D)	-11.50	1.60	-12.30	5.50
1841*	W. H. Harrison (W)	-13.30	-18.10	45.00	15.50
1845*	Polk (D)	8.10	-14.50	1.20	-3.60
1849*	Taylor (W)	0.00	18.70	-3.20	19.60
1853*	Pierce (D)	-12.70	-30.20	1.50	4.40
1857	Buchanan (D)	-31.00	14.30	-10.70	14.00
1861*	Lincoln (R)	-1.80	55.40	38.00	6.40
1865	Lincoln (R)	-8.50	3.60	1.60	10.80
1869	Grant (R)	1.70	5.60	7.30	6.80
1873	Grant (R)	-12.70	2.80	-4.10	-17.90
1877	Hayes (R)	-9.40	6.10	43.00	18.70
1881	Garfield (R)	3.00	-2.90	-8.50	-18.80
1885*	Cleveland (D)	20.10	12.40	-8.40	4.80
1889*	B. Harrison (R)	5.50	-14.10	17.60	-6.60
1893*	Cleveland (D)	-24.60	-0.60	2.30	-1.70
1897*	McKinley (R)	21.30	22.50	9.20	7.00
1901	McKinley (R)	-8.70	-0.40	-23.60	41.70
1905	T. Roosevelt (R)	38.20	-1.90	-37.70	46.60
1909	Taft (R)	15.00	-17.90	0.40	7.60
1913*	Wilson (D)	-10.30	-5.40	81.70	-4.20
1917	Wilson (D)	-21.70	10.50	30.50	-32.90
1921*	Harding (R)	12.70	21.70	-3.30	26.20
1925	Coolidge (R)	30.00	0.30	28.80	48.20
1929	Hoover (R)	-17.20	-33.80	-52.70	-23.10
1933*	F. Roosevelt (D)	66.70	4.10	38.50	24.80
1937	F. Roosevelt (D)	-32.80	28.10	-2.90	-12.70
1941	F. Roosevelt (D)	-15.40	7.60	13.80	12.10
1945	F. Roosevelt (D)	26.60	-8.10	2.20	-2.10
1949	Truman (D)	12.90	17.60	14.40	8.40
1953*	Eisenhower (R)	-3.80	44.00	20.80	2.30
1957	Eisenhower (R)	-12.80	34.00	16.40	-9.30
1961*	Kennedy (D)	18.70	-10.80	17.00	14.60
1965	Johnson (D)	10.90	-18.90	15.20	4.30
1969*	Nixon (R)	-15.20	4.80	6.10	14.60
1973	Nixon (R)	-16.60	-27.60	38.30	17.90
1977*	Carter (D)	-17.30	-3.10	4.20	14.90
1981*	Reagan (R)	-9.20	19.60	20.30	-3.70
1985	Reagan (R)	27.70	22.60	2.30	11.80
1989	GHW Bush (R)	27.00	-4.30	20.30	4.20
1993*	Clinton (D)	13.70	2.10	33.50	26.00
1997	Clinton (D)	22.60	16.10	25.20	-6.20
2001*	GW Bush (R)	-7.10	-16.80	25.30	3.10
2005	GW Bush (R)	-0.60	16.30	6.40	-33.80
2009*	Obama (D)	18.80	11.00	5.50	7.26
2013	Obama (D)	26.5	??	??	??
Total % Gain		112.60	187.00	469.50	261.76
Average % Gain		2.45	4.16	10.43	5.82
# Up		20	27	34	29
# Down		24	18	11	15

D= Democrat R = Republican W = Whig

* = Party in power ousted

Comparison of pre-election year returns from Dow Jones Industrial Average and S&P 500 since 1951							
Dow Jones Industrial Average Returns				S&P 500 Returns During Election Years			
Performance (%)				Performance (%)			
Pre-Election Year	First 7 Months	First Year	Calendar Year	Pre-Election Year	First 7 Months	First Year	Calendar Year
1951	14.5%	19.8%	14.4%	1951	15.3%	19.6%	16.4%
1955	18.1%	29.5%	20.8%	1955	17.5%	35.2%	26.4%
1959	17.2%	18.7%	16.4%	1959	15.0%	13.6%	8.5%
1963	24.0%	26.6%	17.0%	1963	24.0%	27.4%	18.9%
1967	15.9%	19.7%	15.2%	1967	22.8%	26.3%	20.1%
1971	23.8%	16.6%	6.1%	1971	23.3%	16.7%	10.8%
1975	35.1%	30.6%	38.3%	1975	37.4%	32.0%	31.6%
1979	-1.3%	1.5%	4.2%	1979	-0.8%	6.6%	12.3%
1983	36.8%	37.6%	20.3%	1983	36.6%	37.9%	17.3%
1987	29.4%	46.9%	1.6%	1987	24.7%	39.1%	2.0%
1991	17.8%	23.0%	20.3%	1991	22.6%	26.7%	26.3%
1995	12.4%	24.6%	33.5%	1995	11.2%	26.3%	34.1%
1999	37.6%	31.8%	25.2%	1999	31.3%	26.1%	19.5%
2003	11.7%	22.2%	25.3%	2003	12.5%	22.2%	26.4%
2007	11.9%	19.0%	6.4%	2007	11.0%	14.3%	3.5%
2011	18.8%	1.16%	5.5%	2011	19.5%	-0.86%	0.0%
Totals	323.5%	369.1%	270.5%	Totals	323.9%	369.2%	274.0%
Averages	20.22%	23.07%	16.90%	Averages	20.25%	23.07%	17.12%

**First 7 Months: indicates the returns from October 1st of the previous year to April 30th of Pre-Election year.
**First Year: indicates the returns from October 1st of previous year to October 1st of Pre-Election year.
**Calendar Year: Indicates the returns from January to December of the Pre-election year.

during the weak season was 1.24% for the DJIA and 1.82% for the SPX, while the indexes averaged over +16% during the seasonally strong periods. So, whether you choose to take advantage of the third presidential year during seasonally strong periods, from third quarter to third quarter, or even simply during the calendar year, there has been plenty of evidence supporting this market tendency.

Finally, while there is definitely a historical bias towards the stock market having a positive year during the Pre-Presidential Election year, it is important to have a logical, organized game plan to manage risk because in the end, markets will do what they will do despite what they have done in the past – as far as this is concerned, we shall soon see.

In the table above, we looked back at the past Pre-Election years, going back to 1951, comparing the S&P 500 [SPX] and the Dow Jones Industrial Average [DJIA]. Notice since 1951, there has not been a single Pre-Presidential Election year when either the DJIA or the SPX has produced negative returns. During the first seven months of the Pre-Presidential Election years, there was only one down year (1979), and the DJIA averaged 20.22% a year, which outperformed the calendar Pre-Election year. However, notice how it trailed the period between October 1st of the previous year to the October 1st of the Pre-Election Year.

During the traditional seasonally weak and seasonally strong periods, we see similar positive performance trends for the strong periods as well as muted returns for the seasonally weak periods. Notice how the average return

Comparison of pre-election year returns from Dow Jones Industrial Average and S&P 500 since 1951					
Dow Jones Industrial Average Returns During Pre-Election Years			S&P 500 Returns During Pre-Election Years		
Performance (%)			Performance (%)		
Pre-Election Year	Strong Season	Weak Season	Pre-Election Year	Strong Season	Weak Season
1951	15.16%	1.24%	1951	14.85%	2.27%
1955	20.88%	6.86%	1955	19.82%	11.54%
1959	14.82%	3.66%	1959	12.20%	-0.12%
1963	21.69%	5.23%	1963	23.50%	6.03%
1967	11.15%	-1.93%	1967	17.22%	-0.76%
1971	24.63%	-10.91%	1971	24.86%	-9.35%
1975	23.41%	1.79%	1975	18.13%	1.99%
1979	7.88%	-4.59%	1979	9.24%	0.06%
1983	23.64%	-0.08%	1983	22.97%	-0.54%
1987	21.76%	-12.81%	1987	18.19%	-12.68%
1991	18.24%	6.28%	1991	23.47%	4.56%
1995	10.57%	10.05%	1995	8.97%	12.98%
1999	25.57%	-0.53%	1999	21.53%	2.08%
2003	0.99%	15.58%	2003	3.52%	14.59%
2007	8.13%	6.64%	2007	7.58%	4.52%
2011	15.22%	-6.68%	2011	15.24%	-8.09%
Totals	263.8%	19.8%	Totals	261.3%	29.1%
Averages	16.48%	1.24%	Averages	16.33%	1.82%

*Strong Season: indicates the returns from November 1st of previous year to May 1st of Pre-Election year.
**Weak Season: indicates the returns from May 1st of Pre-Election year to October 1st of Pre-Election Year.

Thank you for your business and support, and please stay healthy!

James F. Weaver, CFP®
 Vice President, Financial Advisor
 Portfolio Manager
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P.S. If you think this type of information would be beneficial to someone you know who may be looking for consulting services or general information, please feel free to share this with them.

Turing Vision into Action

What is your vision for your business or your department in 2015?

By: Christine Corelli

Unless their company's fiscal year began at a different time, smart executives have held a management retreat for 2015. Executives, managers, and key people in the company were present. Some included their accountants and an unbiased business advisor. The executives shared their visions and goals for 2015. Together, the groups created strategies that would help turn executives' visions into a reality and meet their goals.

During these retreats, most companies established one major strategic initiative for 2015. For some, it was to dramatically improve the company's level of service. For others, it was to acquire another business, or diversify their offerings. Some wanted to increase their presence on the web. Training was the major strategic initiative for some, and for many it was improving operations. Three areas that needed improvement were also identified. Action plans were created.

Overall, thanks to great food and fun that also took place, a great time was had by all.

Dedicated department, store, and branch managers have also held retreats where they shared their vision for the coming year with their teams. Strengths and successes were celebrated. Goals were set, and strategies to help meet them were created. They, too, established one major initiative. Some decided to focus on an increase in productivity through successful implementation of a new business system. Some focused on improving internal customer service. Others chose to streamline processes and procedures, cut red tape, and make it easier for customers to do business with them. These managers also identified three areas that needed improvement. Action plans were created. A great time was had by these departments, branch, or teams as well.

Now, they need to turn vision into action. How about you? Have you held a retreat? If not, here's how to do it right.

How to Turn Vision into Action and Achieve RESULTS

Jack Welch, former CEO of GE and driver of performance was and still is a firm believer that turning vision into action requires high levels of employee involvement. No doubt, Jack is a smart man, but in today's world this should be common



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sense. The smartest leaders know that how they communicate their vision makes all the difference in the world. After your retreat, take these seven steps.

1. Hold an all-employee meeting to "Kick-off" the year. Have upbeat music playing in the room as people are getting seated. This will set the tone of the meeting, and help to energize your team. If you are boring, get someone who can play the role of MC. How do you know if you are boring? Ask people. This may sound cruel, but I've heard so many boring executives. They are smart and good people, they are just boring. (Hope I didn't offend anyone. If I did, apologies.)
2. Begin the meeting by thanking everyone for their hard work and their contributions to the business.
3. Communicate your vision for the business and make sure your employees know that part of that vision is to create a better workplace and implement methods to help employees work smarter not harder. It doesn't take a rocket scientist to know why. Your employees will be thinking, "I am working so hard, is he or she going to put more on me?" "What, exactly, does he (or she) want me to do?" "What's going to change?" "Will I be able to handle it?" "Will I be able to keep my job?"
4. Encourage your employees to take ownership for their job role. Tell them they can arrange their work areas in a manner that is best for them. Better yet, give them ownership. Give them a stake in the company. Then, they will truly have ownership.
5. Communicate your competitive strategy and goals, and be specific and clear about what you want and need from each department and individual. One of the most common complaints from workers is they are not sure what, specifically, their leader wants from them. One specific thing you need, is their ideas. Oh, and be sure you ask them what they need from you.
6. Share what needs to change, and why it needs to change. Let them know you are committed to help them through it.
7. If you can truly say it, let people know that unless some type of major catastrophe, everyone will keep their job.

If you take these seven steps, you will be in a better position to turn your vision into action.

Visibility is as Important as Leadership Ability

Vision and visibility go hand in hand. Given the abundance of challenges today's management faces, they must be fused together to sustain success. It is a critical responsibility for management to consistently communicate the vision, strategy, and goals and keep their team motivated to perform at the highest levels. You do this by creating a great place to come to work each day, and by making people feel they are working with you - not for you. Be the best boss you can be.

Turning vision into reality involves a great deal more. This should get you started. Visit <http://www.christinespeaks.com/corporate-retreats/to-retreat-or-not-to-retreat#more-246> for more information.

About Christine Corelli

Christine Corelli is a keynote speaker, and author of five business books including the popular "Wake Up and Smell the Competition." Her latest release, "Roadmap To Success" is currently available. As a business speaker, she is known for her high energy, high-involvement and often provocative style. As a consultant, she has an innate ability to see into the heart of issues, and solve problems. To learn more, visit www.christinespeaks.com.



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Industry/ARA News

Partstrader - Hotlines Announce Integration Partnership

(Chicago, IL, October 23, 2014) - PartsTrader LLC, a Web-based parts sourcing, quoting, and ordering platform supporting the automobile collision repair industry, and Hotlines, a recycled automotive parts network facilitating the sale and purchase of recycled parts, announced today that an integration partnership is underway.

The integration will help recyclers more efficiently identify options from their inventories to satisfy repair shop part needs. Recyclers will no longer need to manually look up Interchange parts in their inventory, since possible part matches will automatically list on the PartsTrader quoting screen below each requested part. Streamlined quoting will allow recyclers to select appropriate parts and add them to a quote with a simple click, enabling them to respond more completely and promptly to requests from repair shops.

"Recyclers are seeing more opportunities for part sales than they have traditionally seen with phone sales," commented Ken Weiss, PartsTrader's Director of Business Development. "We're using technology to solve the challenge that recyclers have faced in addressing the high volume of quote requests by translating their inventory options directly into the PartsTrader quoting screen."

Integrating inventory into the quoting process is one of several new features that PartsTrader will be releasing in the coming months for all recyclers. These include improvements to the built in VIN decoding tool, better filtering options so recyclers only have to spend time on part types they actually sell, and reporting that will allow better sales

performance and targeting.

Live quotes provided by experienced sales personnel are an important part of what makes PartsTrader different from many online procurement systems. "The human intelligence factor is essential because estimate and inventory data are never perfect," Weiss continued. "The recycling professional will still be selecting the part(s) from their inventory that they believe best meets the needs of their repair shop customers in terms of delivery time, quality, price, and value added service."

"Based on feedback we've received from multiple recyclers in the industry, we're confident our Hotlines AutoMatch technology will effectively address their desire to streamline and automate the PartsTrader quote fulfillment process," stated Betsy Finnell, co-owner of Hotlines. "Our live Hotlines AutoMatch service performs a real-time search of the recycler's inventory, displaying all necessary information to promptly and accurately quote the part-saving hours of work each day."

Integration development is proceeding and more information, as well as a release date, will be announced soon. For more information about PartsTrader, visit <http://partstrader.us.com>. For more information about Hotlines, visit <http://partshotlines.com>.

New ATRI Members

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Salvage Yards Targeted by Identity Thieves

Over the past several months, a number of local TV news stations have run segments on potential identity theft concerns at self-service facilities in their areas. KCTV5 News 5 in Kansas City, Missouri recently explored the problem of thieves targeting salvage yards to obtain personal documents that are often left in vehicles. The news program's investigative team examined totaled vehicles at several salvage yards on both sides of the state line and found driver's licenses, bank account information, tax documents, Social Security cards and blank checks in the wrecked cars. According to a former FBI agent, the thieves "know where to look...A car that's just been totaled, somebody would have documents all over the place". Law enforcement recommends keeping nothing more than the vehicle's registration inside the car.

While there are no laws in Missouri that require a salvage yard to clean out the contents of vehicles, many self-service facilities have company policies that include shredding personal documents left behind if they are unable to return them to the previous owner.

ARA University System Enhancements

You may have noticed recent updates to ARAU's Enroll & Register page. We've been working on some system enhancements and part of these changes required that we alter the style of this page. There is also some added functionality that was not available on your old Enroll & Register page.

We'd like to offer you a recording of Scotty, our Head Trainer and Tech Support expert, walking through the changes and demonstrating the new workflow. You can download and view the webinar by clicking on this link (please note that he only talks about the Enroll & Register page from 1:20 – 8:30): <https://attendee.gotowebinar.com/recording/5924151420081787906>.

We are committed to making this transition as seamless and easy as possible, so please don't hesitate to call (540-777-5621) or email (support@ziiva.com) our Tech Support team at any time.

As always, we appreciate your continued cooperation and patience as we work to improve Prosperity!

New Study Finds Regulatory Burden Falls Hardest on Small Businesses

The National Association of Manufacturers (NAM) recently released a study that discusses how disproportionately the U.S. Federal regulatory burden falls on small businesses and manufacturers. The study was conducted by economists at Lafayette College in Pennsylvania, who examined the \$2.023 trillion Federal regulatory burden on businesses. According to the study, small businesses bear a heavy burden because "the costs associated with regulatory compliance are fixed costs, so a firm with 20 employees incurs roughly the same expense as a firm with 500 employees. Large firms spread these fixed costs over larger revenues, or output, and larger employee base, resulting in lower costs per unit of output as the firm size increases".

The NAM study released monetary examples of the disproportionate burden as follows:

- The average Federal regulatory compliance costs for businesses is \$9,991 per employee per year;
- The average Federal regulatory compliance costs for manufacturers is \$19,564 per employee per year;
- The average Federal regulatory compliance costs for manufacturers with fewer than 50 employees is \$34,671.

None of these figures include the additional costs of health insurance or state, local or federal taxes. The NAM also surveyed its membership and asked them to identify "recent challenges" to their businesses. A resounding 88% responded that "federal regulations" pose the most difficulties.

ARA is a member of NAM and works with them on numerous issues which include regulatory reform, environmental and small business issues.

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Join ATRI TODAY and see what we can accomplish together!

Please note that if you don't see your company name listed in this issue, you are not a current member in good standing with ATRI.



Discover the Benefits of Being an ATRI Member!

Illinois Green Car Program (Illinois Certified Automotive Recyclers)

Illinois Green Car recognizes and certifies that the member meets certain criteria in terms of environmental impact, safety, licensing and other regulatory standards as well as general business practices. This program is endorsed by the Illinois EPA and is cost effective. For just \$50 a year, you can become CAR certified through the National Association. ATRI has an established a working relationship with the Illinois EPA so if you have questions for them but don't want to call, ATRI will be glad to make the call and provide you the answers.

ATRI Executive Director is a lobbyist for the association and engages legislative issues pertaining to Illinois auto recyclers. Through the Executive Director, ATRI engages in lobbying efforts and has established relationships with government agencies including the Secretary of State of Illinois.

Education and Training Opportunities

ATRI provides training throughout the year. Additionally, ATRI provides educational programs, social events, yard tours, and networking with fellow recyclers.

Opportunities to network, share and learn from other recyclers. See what works and what does not.

ATRI Newsletter is published 6 times a year

The newsletter is currently mailed to all recyclers in Illinois. The newsletter includes industry news, a complete listing of the membership, updates on legislative and environmental issues and lots of other interesting information I am sure you will find useful in your day-to-day business operations.

CMARC Central Midwest Auto Recyclers Convention and trade show held annually

This event rotates between Illinois and Indiana. This event is designed to bring recyclers and vendors together from all over to network, educate, and provide and encourage camaraderie. We invite our fellow recyclers from surrounding states to attend our convention and trade show, which clearly makes CMARC a regional show like none other.

Website and staff accessibility, www.illinoisautorecyclers.com

- All members are listed on the website with all of your information, including a link to your website, if available.
- Newsletter archives
- Calendar of Events, as they are scheduled.
- Parts Search, an opportunity for each member to sell parts.
- Suppliers list, a complete list of suppliers, associate members of ATRI.
- All contact information for the ATRI Board of Directors and Staff.
- Staff accessible to answer all your questions, or find the answer for you.
- Information friendly, ask ATRI to email the membership with an article or question you may have.

ATRI is a member of the Automotive Recyclers Association, the National association for auto recyclers. ATRI is active by participating at the ARA conventions and sharing that information with ATRI Members.

All Illinois recyclers encouraged to join ATRI and make a difference by getting involved. Support your state association and reap the great benefits of the membership.



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