

# ATRI News



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Articles may be edited for length and format.

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# President's Perspective

By David Anderson, ATRI President

As I begin my 2nd term as President for ATRI, first things first, I want to express my gratitude for all that the immediate Past President John Catalano, Bionic Auto Parts, has done for the past two years. During John's term, the IL Green Car Program has really expanded, tripled actually. Also, John was very instrumental in assisting Michelle plan our first two Convention & Trade shows as a single state without any partners, both were successful. I plan to carry on his mission to build the membership, work with our regulators and more. One of the issues ATRI plans to do this year is a "Lobby Day", I know there is a lot going on in IL right now, but hopefully we can come together as a strong association to lobby for our rights as auto recyclers, and see to it that our industry does not go un-noticed.



I plan to promote, and continue to help our IL Green Car Program grow. I would also like to expand membership with advertised literature explaining the benefits of becoming an ATRI member. Getting out and doing site visits is also on my to-do list. Educating the members is key, and something I intend to see happen though out the year with our convention, and also, by putting on education seminars. I plan to keep a watchful eye on any new legislature along with Mi-

chelle and Joey Devereux. Michelle keeps a constant contact with our regulators so we know what to expect at all times.

There are a couple other changes to the ATRI board, Jonah Smith, Smiths Auto Parts, will become the next ATRI treasure. I am so glad to have younger owner/managers of auto recyclers in our state, getting involved with the state association. Having young blood brings new ideas and enthusiasm to this industry. I want to thank Andy Zalon, C & J Auto Parts for his service as the ATRI Treasure, and I am so glad he will continue to be on the ATRI Board of Directors.

I am looking forward to my second 2 yr term with ATRI. I hope to hear from some of you. Please feel free to contact myself or Michelle with your thoughts, ideas and or articles for the newsletter. Next year our annual convention & trade show will be in Springfield so watch for more details in our newsletters.

Happy Holidays,  
David Anderson, I-55 Auto Salvage  
ATRI President



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# Executive's Viewpoint

By Michelle Lechner, Executive Director

Two more conventions and trade shows under my belt for 2015 equals more education, and more to do! It really is never ending in this industry as the changes are constant. The biggest concern is probably the scrap prices that are at an all-time low, we sure



hope to see a turn around there in the near future. With IL in such a sad state of affairs it makes it difficult to think about any legislation at this time. I am hopeful that we can have a lobby day in 2016 at some point. In the meantime, I want to encourage you to get to know your representatives and senators in your area. This is extremely important for your business. I highly encourage you all to like your legislator's Facebook pages, Instagram photos and tweets. Social media can be powerful in today's business, and this will only get more popular with time. I attended a media at the ARA convention on Social Media and you should all learn more about it. It is the way of our future.

This year the ATRI Convention & Trade Show was well attended, there were 22 yards that pre-registered and four yards that were walk-ins. However, the Hyatt Regency Hotel was a big hotel, and there was a misunderstanding about the exhibit space previously contracted for. I am all about keeping us together in close quarters, and unfortunately, the exhibit space we were forced to use was quite a ways from the meeting space and I think some did not make it to the exhibit hall. I want to apologize to our wonderful exhibitors who come to our show yearly, and to those who were new this year, for the unfortunate distance between the meeting space and exhibit space. ATRI is ever so grateful for your continued support!

I know there are a lot of yards out there who are struggling, and I wish I had more words of encouragement to say. It is important that we all ban together and keep educating

ourselves further for the betterment of the auto recycling industry. At this year's ATRI event Mike Kunkle provided training that I hope the members who attended came away with some new and inventive idea's to help in the day to day operations of the business. I can't express the importance of building as many relationships as you can at a time where togetherness is important.



Mike Kunkle training

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I am so pleased to say that our IL Green Car Program has tripled in size in a year! Congratulations to Ed Coultas and staff, from Coultas Automotive Recycling Superstore, who received 1st place as the "IL Green Car Platinum Medalist" award, and Bionic Auto Parts who is the "Most Valuable IL Green Car Medalist". Please see the full article in this magazine for more details. If you are interested in becoming an IL Green Car member please contact me for more information. Even if you don't think you are ready to actually become an IL Green Car member, but have questions and are thinking about it for the future contact me to discuss it.

Welcome David Anderson on his second term as the ATRI President. David brings a wealth of knowledge and energy to the association, and I am looking forward to working with David, and the ATRI board on some new adventures that will enhance the member benefits of the membership. It was a joy working with John Catalano who becomes immediate Past President, and is still a valuable leader in our association today.

Lastly, I want to wish all of you a safe and happy holiday season.

Keep Recycling,  
Michelle Lechner  
Executive Director



*Michelle Lechner, Executive Director and New ATRI President Dave Anerson thank Retiring ATRI President John Catalano, Jr. for his leadership on the ATRI Board for the last two years.*



*Sara Hamidovic gave the IL Green Car Program update*



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# The VET Review – IL Green CAR: Medalists Awarded!

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

We would like to congratulate all of our Illinois Green Certified Automotive Recycler (CAR) Medalists. VET presented awards at the Illinois Convention and Tradeshow in Rosemont, Illinois. We are proud to say that we have almost met our goal and tripled our membership in the IL Green CAR program in 2015. We are proud to announce that we now have 30 IL Green CAR facilities! The facilities listed below as “PENDING” are working toward initial certification and earning their medals by the end of 2015. Our medalists and new membership should all be very proud of the commitments they have made. Each has taken a huge step toward environmental and safety compliance, improving their business, and gaining peace of mind. Congratulations!

## IL Green CAR SCOREBOARD (2015)

### Coultas Automotive Recycling Superstore

(98.28%) – PLATINUM (0% Increase)

### Bionic Auto Parts & Sales

(97.70%) – PLATINUM (2.30% Increase)

### Collins Truck Parts

(97.13%) – PLATINUM (9.20% Increase)

### Aero Auto Parts

(95.98%) – PLATINUM (9.20% Increase)

### Elgin Super Auto Parts

(95.98%) – PLATINUM (7.47% Increase)

### Stafford’s, Inc.

(95.98%) – PLATINUM (New Medalist)

### Mack’s Auto Recycling

(95.40%) – PLATINUM (3.45% Increase)

### New Cats Auto Parts

(95.40%) – PLATINUM (6.89% Increase)

### Decatur Auto Parts

(91.95%) – GOLD (New Medalist)

### River Valley Auto Parts

(91.38%) – GOLD (3.45% Increase)

**I-55 Auto Salvage**  
 (90.80%) – GOLD (2.87% Increase)

**Scotty’s Auto Parts**  
 (90.80%) – GOLD (2.30% Decrease)

**Speedway Auto Parts**  
 (87.93%) – GOLD (4.60% Increase)

**ABC Auto Parts**  
 (87.36%) – GOLD (1.73% Increase)

**Ashley’s U-Pick-A-Part**  
 (87.36%) – GOLD (12.07% Increase)

**Bill Smith Auto Parts**  
 (85.63%) – GOLD (10.34% Increase)



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**Kankakee Auto Recyclers**  
(85.06%) – GOLD (New Medalist)

**Rockford Auto Parts**  
(85.06%) – GOLD (4.60% Decrease)

**C&J Auto Parts**  
(84.48%) – SILVER (1.73% Decrease)

**Dan's Used Auto Parts**  
(81.61%) – SILVER (New Medalist)

**BC Automotive**  
(81.03%) – SILVER (New Medalist)

**Rhodes Auto S/S/S**  
(78.74%) – SILVER (New Medalist)

**Shelby and Sons, Inc.**  
(78.74%) – SILVER (3.45% Increase)

**Auto Parts City**  
PENDING

**Calumet City Auto Recycling & Scrap Metal**  
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**Hileman's Motor Mart**  
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**The Y-Yard Auto & Truck, Inc.**  
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**United Road Towing – Chicago Auto Pound #2**  
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**United Road Towing – Chicago Auto Pound #6**  
PENDING

**Xpert Coring & Recycling**  
PENDING

**Frank's Westside Auto Parts, Inc.**  
SCHEDULING

**W&W Auto Parts**  
WITHDREW

**Wood River Auto Parts**  
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**1st Place**  
**Coultas Automotive Recycling**  
**Superstore**  
**PLATINUM – 98.28%**

We would like to congratulate Ed and the staff of Coultas Automotive Recycling Superstore on earning 1st Place and an IL Green CAR PLATINUM Medal. Coultas scored the same in 2014 and 2015 and earned PLATINUM both years. The most impressive aspects of this business are the operational management and the systems that are in place. From fluids storage, to managing core engines, to training, and recordkeeping - Coultas does it right. They have one of the nicest crusher and core engine management buildings of anyone in our program. Coultas is in the process of installing a triple basin oil water separator that will further increase their score. Thank you, Ed, for your commitment to doing it right and setting such a great example for us all to follow.





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**2nd Place****Bionic Auto Parts & Sales****PLATINUM – 97.70%****\*\*MOST VALUABLE IL GREEN CAR MEDALIST\*\***

We would like to congratulate the Catalano family and the staff of Bionic Auto Parts & Sales on earning 2nd Place, an IL Green CAR PLATINUM Medal, and the Most Valuable IL Green CAR Medalist award. Bionic's score represents a 2.30% increase from the score that also earned them PLATINUM in 2014. Bionic's late model inventory never ceases to amaze us during audits. They take their business very seriously and are committed to constant improvement. This year they completely overhauled their core engine storage area, an improvement that streamlined their operation and moved all core engine storage under roof. Bionic was also awarded the MOST VALUABLE award. This award is given to the facility that does the most to help our program to grow each year. John, Jr. just finished his term as President of ATRI. During his tenure, Junior, supported our program and helped us to spread the word about the IL Green CAR program. Thank you for all your support!

**3rd Place****Collins Truck Parts****PLATINUM – 97.13%**

We would like to congratulate Brian and the staff of Collins Truck Parts on earning 3rd Place and an IL Green CAR PLATINUM Medal. Collins' score represents a 9.2% increase from the score that earned them GOLD in 2014. VET started working with Collins at the end of 2013 and has seen them grow by leaps and bounds over the last two years. Brian is one of those guys that will do it right or not at all. He will not rest until he has done everything he can to improve. He continues to be one of the IL Green CAR program's biggest cheerleaders and is personally responsible for at least three of our members' involvement. Collins has also internalized the use of our compliance software and is doing a fantastic job keeping up with compliance tasks. Congratulations to Brian, Bubba, and Bernie – way to go, guys!

**4th Place (Three-way Tie)****Aero Auto Parts****PLATINUM – 95.98%****\*\*MOST IMPROVED IL GREEN CAR MEDALIST\*\***

We would like to congratulate the Frank, Andy, and the staff of Aero Auto Parts on earning 4th Place in a three-way tie with Elgin Super Auto Parts and Stafford's, Inc., an IL Green CAR PLATINUM Medal, and the Most Improved IL Green CAR Medalist award. Aero's score represents a 9.2% increase from the score that earned them GOLD in 2014. I am rarely surprised when I show up for a yearly audit – but at Aero, this year, I was surprised. Aero's efforts this year were remarkable. They took the audit report form from 2014 and used it as a checklist. Andy and the team eliminated an impressive number of deficiencies to include adding secondary containment for every one of their fluids storage containers. To make a 9.2% improvement to a facility that was already a GOLD medalist demonstrates a level of commitment that we are proud to have in our program! Thank you, Aero for your commitment and hard work!

**4th Place (Three-way Tie)****Elgin Super Auto Parts****PLATINUM – 95.98%**

We would like to congratulate Bryan and the staff of Elgin Super Auto Parts on earning 4th Place in a three-way tie with Aero Auto Parts and Stafford's, Inc., and an IL Green CAR PLATINUM Medal. Elgin's score represents a 7.47% increase from the score that earned them GOLD in 2014. Elgin has the most efficient vehicle storage yard we have ever visited. Their racks are impressive and greatly increase the amount of vehicles they can store in a safe and organized fashion. Elgin's commitment to investing back into their business is clear and it sets them apart from the crowd. Their warehouses and equipment are top-of-the-line. Bryan is an invaluable resource for our group because he passes information to us so we can help inform other members. We appreciate your support, Bryan, keep up the awesome work!

**4th Place (Three-way Tie)**  
**Stafford's, Inc.**  
**PLATINUM – 95.98%**

We would like to congratulate Jim and the staff of Stafford's, Inc. on earning 4th Place in a three-way tie with Aero Auto Parts and Elgin Super Auto Parts, and an IL Green CAR PLATINUM Medal in their first year involved in the IL Green CAR program – the only new member that earned PLATINUM this year. Stafford's is another facility that is managed extremely well. To be able to earn PLATINUM during the first year of membership is a big deal! We were very impressed with some of the best management practices that are in place as part of their normal day-to-day operations. One of these included laying junk vehicle seats under the crusher to ensure that residual fluids did not leak on the ground. Their documentation and record keeping are impeccable and they had the best self-written storm water pollution prevention plan that we've ever seen. Jim, your attention to detail is second-to-none and we are so happy to have you in our group!

**7th Place (Tie)**  
**Mack's Auto Recycling**  
**PLATINUM – 95.40%**

We would like to congratulate Rob, Jesse, and the staff of Mack's Auto Recycling on earning 7th Place tied with New Cats Auto Recycling, and an IL Green CAR PLATINUM Medal. Mack's score represents a 3.45% increase from the score that earned them GOLD in 2014. Mack's made one of the most impressive improvements to their facility this year in our program. They transitioned their entire dismantling operation from outdoors to indoors. Their unconventional and efficient use of space added value to their business and reduced the chance of environmental impacts outdoors. They were in the running for MOST IMPROVED this year – it was tough decision. We love seeing the inventions and good ideas that Mack's brings to the table each year. Their systems and gadgets never cease to amaze us! Rob's record keeping is still some of the best we have seen. Very well done, guys! Can't wait to see what you come up with this year!

**7th Place (Tie)**  
**New Cats Auto Recycling**  
**PLATINUM – 95.40%**

We would like to congratulate Frank, Donna, and the staff of New Cats Auto Recycling on earning 7th Place tied with Mack's Auto Recycling, and an IL Green CAR PLATINUM Medal. New Cats' score represents a 6.89% increase from the score that earned them GOLD in 2014. Donna at New Cats has been a pleasure for us to work with. We ask her to get something done and it is done. Her responsiveness, hard work, and no nonsense management have allowed the business to improve greatly. New Cats erected a new core engine storage area this year that prevents contact with precipitation. Great job, Donna, thanks for making our job easier!

**9th Place**  
**Decatur Auto Parts**  
**GOLD – 91.95%**

We would like to congratulate the Beasley family and the staff of Decatur Auto Parts on earning 9th Place and an IL Green CAR GOLD Medal in their first year involved in the IL Green CAR program – the highest scoring new member in the GOLD category this year. Decatur is extremely thorough. They do not do things just to do them. They make sure they understand the process and take the time need to learn how to do it right. When a change is made it becomes part of their system. This management style will serve them well in our program. I would watch out for them in the PLATINUM category next year. Decatur's DIY self-contained wash bay is ingenious! Thanks to Decatur for joining our group, we cannot wait to learn more from you!

**10th Place**  
**River Valley Auto Parts**  
**GOLD – 91.38%**

We would like to congratulate Kyle, Steve, and the staff of River Valley Auto Parts on earning 10th Place and an IL Green CAR GOLD Medal. River Valley's score represents a 3.45% increase from the score that earned them GOLD in 2014. River Valley is unlike any other medalist in our program. They are very diversified and work in many sectors

of the scrap and automotive recycling industries. They are a large company with the most employees working at one facility. Despite their size and complexity, River Valley remains one of the most impressively managed businesses we represent. This year River Valley moved their core engine storage area inside shipping containers to prevent exposure to precipitation. Kyle is also someone I consider an authority on our industry. I call him frequently to ask questions – I have learned so much working for River Valley. Thank you!

**11th Place (Tie)**  
**I-55 Auto Salvage**  
**GOLD – 90.80%**

We would like to congratulate David and the staff of I-55 Auto Salvage on earning 11th Place in a tie with Scotty's Auto Parts, and an IL Green CAR GOLD Medal. I-55's score represents a 2.87% increase from the score that earned them GOLD in 2014. I-55 still has the nicest, fanciest, and most inviting front office and customer reception area. The first impression of this business is amazing. I-55 is another business where it is clear that reinvesting and doing it right is important. Their crusher enclosure is one we describe to other members frequently. I-55 has made some operational changes this year that will streamline their operation. I expect them to join our PLATINUM medalists next year. David also took over as our President (again) for 2016. Thanks for your commitment to our association, Dave, we look forward to working with you!

**11th Place (Tie)**  
**Scotty's Auto Parts**  
**GOLD – 90.80%**

We would like to congratulate Scotty, Travis, and the staff of Scotty's Auto Parts on earning 11th Place in a tie with I-55 Auto Salvage, and an IL Green CAR GOLD Medal. Scotty's score represents a 2.30% decrease from the score that earned them GOLD in 2014. Scotty's is one of our favorite facilities to visit. The scenery in the area is amazing and the facility is so nicely run. Scotty is an inventor and we love seeing the different unique solutions he comes up with for common issues in our industry. We noticed this year that all of the issues we identified at Scotty's relate to paperwork.

Their operational systems are more or less perfect. We like it when this is the case because we can help with paperwork. Watch for Scotty's to climb the scale in 2016!

**13th Place**  
**Speedway Auto Parts**  
**GOLD – 87.93%**

We would like to congratulate Sean, Ron, and the staff of Speedway Auto Parts on earning 13th Place and an IL Green CAR GOLD Medal. Speedway's score represents a 4.60% increase from the score that earned them SILVER in 2014. Speedway has one of the greatest buildings in our program. It is an extremely large and spacious building with room for all of the processes to be performed indoors. Ron does a great job of managing the operational side of the business and made several improvements this year to include recordkeeping, adding spill kits, and improving secondary containment. Great work this year, guys! Can't wait to see what you will tweak in 2016.

**14th Place (Tie)**  
**ABC Auto Parts**  
**GOLD – 87.36%**

We would like to congratulate Joe and the staff of ABC Auto Parts on earning 14th Place in a tie with Ashley's U-Pick-A-Part, and an IL Green CAR GOLD Medal. ABC's score represents a 1.73% increase from the score that earned them GOLD in 2014. ABC is working on several changes that will allow them increase their score next year. These include a covered core engine storage area and reorganizing their vehicle storage yard to increase efficiency. Joe developed an awesome oil water separator to use in conjunction with a wash bay area that ABC is using as part of their operation. Excited to see what other great ideas you will come up with in 2016, great work!

**14th Place (Tie)**  
**Ashley's U-Pick-A-Part**  
**GOLD – 87.36%**  
**\*\*Most Improved IL Green Car Member - Honorable Mention\*\***

We would like to congratulate Ken and the staff of Ashley's



U-Pick-A-Part on earning 14th Place in a tie with ABC Auto Parts, and an IL Green CAR GOLD Medal. Ashley's score represents a 12.07% increase from the score that earned them SILVER in 2014. Ashley's improvement represents the largest percentage improvement in our program during 2015. This is a remarkable achievement! Ken took over as manager of Ashley's this year and has been instrumental in the improvements that were made. Ashley's is the only indoor self-service operation we have visited. They also added a retention basin this year that is helping to improve the quality of storm water runoff from the facility. We are so proud of your improvements this year. Well done and keep it up!

**16th Place**  
**Bill Smith Auto Parts**  
**GOLD – 85.63%**

We would like to congratulate Jonah and the staff of Bill Smith Auto Parts on earning 16th Place and an IL Green CAR GOLD Medal. Bill Smith's score represents a 10.34% increase from the score that earned them SILVER in 2014. Bill Smith has undertaken a major project this year to improve its vehicle storage yard. This project will improve drainage, resurface the entire yard, and greatly increase the amount of storage area available. They also regraded and improved their customer parking area which improved the look and first impression of their business. Jonah is an excellent record keeper and made great strides this year. We are excited to see what improvements your team will make next year!

**17th Place (Tie)**  
**Kankakee Auto Recyclers**  
**GOLD – 85.06%**

We would like to congratulate Pete and the staff of Kankakee Auto Recyclers on earning 17th Place in a tie with Rockford Auto Parts, and an IL Green CAR GOLD Medal in their first year involved in the IL Green CAR program. We recently visited this facility for the first time. During our visit we saw photos of what the facility looked like only a few years ago. The changes that have been made at Kankakee Auto Recyclers is nothing short of amazing. This facility is tidy, well run, and has all of the details in place. We only made minor tweaks to help Kankakee earn its GOLD medal. We

were particularly impressed with how clean the vehicle storage was. It is uncommon to see a self-service facility with no debris on the ground. Outstanding work guys, welcome to our group!

**17th Place (Tie)**  
**Rockford Auto Parts**  
**GOLD – 85.06%**

We would like to congratulate David, Zack, and the staff of Rockford Auto Parts on earning 17th Place in a tie with Kankakee Auto Recyclers, and an IL Green CAR GOLD Medal. Rockford's score represents a 4.60% decrease from the score that earned them GOLD in 2014. Rockford has undergone some significant institutional changes this year including new yard management and book keeping. Zack, the new yard manager, is a go-getter and is committed to learning and developing long-lasting solutions. Rockford still has one of the most welcoming and attractive front office and reception areas in our program. Rockford's fluids containment unit is also one of our favorites. They are considering expanding this asset to allow for greater storage. Great work, Rockford!

**19th Place**  
**C&J Auto Parts**  
**SILVER – 84.48%**

We would like to congratulate Andy and the staff of C&J Auto Parts on earning 19th Place and an IL Green CAR SILVER Medal. C&J's score represents a 1.73% decrease from the score that earned them GOLD in 2014. We love visiting C&J. It epitomizes Chicago for us. The facility has tried and true older buildings that you can just feel the history inside. C&J's operation is solid. There are just a few minor tweaks standing between them and high GOLD. The systems are in place and the detail-oriented approach that Andy brings to the table is a recipe for success. Let's focus on record keeping in 2016! We look forward to helping you earn GOLD or PLATINUM, if you're feeling froggy!

**20th Place**  
**Dan's Used Auto Parts**  
**SILVER – 81.61%**

We would like to congratulate Dan and the staff of Dan's Used Auto Parts on earning 20th Place and an IL Green CAR SILVER Medal in their first year involved in the IL Green CAR program. Dan's is our southernmost member in the State of Illinois. We are tickled to have Dan's involved. This facility is easily located on the prettiest lot of any yard in our program. The property is full of mature trees, the yard is perfectly graded, and the lawns are manicured like a golf course. The yard sits back off the roadway. You can hardly tell that an auto recycling facility is there. Dan's record keeping is outstanding – he likes binders almost as much as I do! Dan, we are proud of your accomplishments this year and are so glad to have your representing the south! Thank you!

**21st Place**  
**BC Automotive**  
**SILVER – 81.03%**

We would like to congratulate Steve, Ron, and the staff of BC Automotive on earning 21st Place and an IL Green CAR SILVER Medal in their first year involved in the IL Green CAR program. BC is in a really interesting location right next to a State Park and Lake Michigan. They added a self-service section to their facility this year that boasts a beautiful new fence. Their dismantling building is one of the most ingenious structures we have seen. The entire building is entirely supported by steel tanks. Brings a new meaning to reusing materials! We also found Steve and Ron very enjoyable to work with. Steve is so kind and polite, it makes work fun! Thank you, BC, for your support – welcome aboard!

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**22nd Place (Tie)**  
**Rhodes Auto S/S/S**  
**SILVER – 78.74%**

We would like to congratulate Rich and the staff of Rhodes Auto S/S/S on earning 22nd Place in a tie with Shelby and Sons, Inc. and an IL Green CAR SILVER Medal in their first year involved in the IL Green CAR program. Rhodes recently suffered some significant damages during a tornado. They are in the process of rebuilding, reorganizing, and moving their business into their new buildings. The facility now boasts some of the most impressive buildings we have seen including radiant floor heat, unprecedented overhead clearance, and fantastic racking systems. Their fluids storage area is fantastic and their yard is huge. I predict that we need to keep an eye on Rhodes. They have the potential to climb the ranks and to do it fast. Great work guys, can't wait to see where you go in 2016!

**22nd Place (Tie)**  
**Shelby and Sons, Inc.**  
**SILVER – 78.74%**

We would like to congratulate Robert and the staff of Shelby and Sons, Inc. on earning 22nd Place in a tie with Rhodes Auto S/S/S, and an IL Green CAR SILVER Medal. Shelby's score represents a 3.45% increase from the score that earned them SILVER in 2014. Shelby's is the home of the Mayberry Squad Car. It is a great tourist attraction! Shelby also boasts an extensive classic car section on their vehicle storage yard. Shelby has some really interesting processes that include containerizing fluorescent light tubes, extensive use of microbes to clean up small drips of oil, and a facility that straddles a state highway. Shelby's is a unique facility that is full of potential. We are so glad to have you representing southern Illinois! Great work guys, keep it up!



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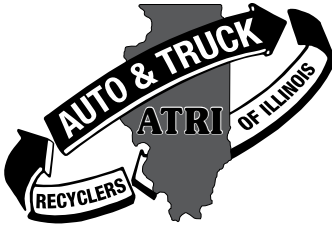
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*Join ATRI TODAY and see what we can accomplish together!*

*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](http://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.***



## Auto & Truck Recyclers of Illinois

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 QUESTIONS CALL: 877.880.2874

## Successful Succession

*By Robert Counts and Chad Counts*

**“You will have an exit from your business. The question: Is it planned?”**

A couple of years ago I was in a seminar (yes I do attend seminars) on succession planning. This was a dyed in the wool business consultant who specializes in succession planning. Since we get involved many times with succession planning I thought it would be a good idea to hear someone else’s thoughts on the issue. I am not sure that the quote above is verbatim but the sentiment it expresses is accurate.

Family businesses by their nature can and do out live the original owners. But the outcomes for the second generation may be better or worse. Much of that depends on the native intelligence of the person(s) taking over the business and many times it is under what conditions they take over the business.

### Conditions for successful succession

1. **Evaluation of the value of the business.**
  - I personally know of parents who have unfairly burdened their children with an inflated value of the business. As a parent I don’t understand this. In some cases they want to have the children struggle to make it, like they struggled to start the business or they have not prepared themselves for life after their business and see their children as their retirement plan.
  - I recommend both parties get a fair market evaluation of the business. This brings an independent reality check into the discussion before any final value is agreed to.
  
2. **Evaluation of the talent that is going to own the business**
  - This needs to begin 5 or more years before the event, and includes an outside opinion of the



strengths and weaknesses of those that are purchasing the business. Evaluations should be very practical and include:

- o Decision making both on personnel and on process and procedures.
- o Experience in all facets of the business from the back to the front.
- o Work ethic: Do they come early and stay late or do they come late and leave early?
- o Baggage: How successful are they in their personal life?

**3. Roles post succession**

- What role will the parents perform, if any? Too many times, parents give up financial responsibility for the business, but not the decision-making.
- If there is more than one child what role do each assume? This is where it is really important to have a third party help in the decision process of which child is better gifted or prepared to be the CEO. Too many times I see one of the partners (children) invest a lot of energy and effort while another shows up and performs a singular task in the business. Age or birth order is irrelevant.

**4. Other things to consider**

- Practice makes perfect. The parent needs to give increasing responsibility on key decisions prior to them exiting the business. This allows time and opportunity to see how well the future owner will do in maintaining the business. In most cases, these decisions are going to be ones that the future owner will have to live with long after the present owners

exit the business.

- o Specifically in this category I would include facility and personnel decisions. If the business needs or could use improved or new facilities make sure that both parties agree and that the business growth expected from these facilities is needed and can be paid for.
- o Personnel decisions are some of the most difficult decisions that many owners face. The new owners should not be required to inherit employees that are dysfunctional or refuse to listen to the heir(s) apparent.
- o Key employees should be kept informed on what the future holds. Good people are hard to find. Losing them during a transition is not what either party should want.

Robert Counts,  
 robert@countsbusinessconsulting.com, 512-653-6915 ©

Chad Counts,  
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