

RECORE *Newsletter*

TRADING

COMPANY, L.L.C.

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Don Belisle, Sr.
 Owner of
 Recore Trading
 Company, L.L.C.

Market Update and More

By Don Belisle, Sr.

Writing this article in early August we are presently observing great prices on PGM's (platinum group metals). Both Pt (platinum) and Pd (palladium) are at the highest levels we have seen in a year. Judging by what I see in our warehouse, I'm not saying anything that most of you don't already know. It seems as though the flood gates have opened and our suppliers are shipping like never before. It is great to see suppliers capitalize on an up market and finally cash in on an upswing in market pricing instead of the opposite. Everyone knows we have seen too much of that in recent months. I'm thrilled to see so much product in our building. With recent major upgrades to our processing lines both the decanning and the milling/ sampling lines are buzzing right along. We are



still able to get lots processed in less time than anyone else in the business! This is something we are very proud of. All I can say is keep it coming. For those that don't actively watch the markets sign up for our market watch program. This program notifies you by email of significant changes in the market. The program is free to anyone who wants it

with absolutely no obligation. To sign up send Pat an email at sales@recoretrading.com.

The OEM sales report of new cars for July came out today and basically says sales are sideways. We have been seeing the results of good sales for some time now; I don't however feel a flat month will be any trigger for negative market impact. We'll see.

We are seeing some crazy looking converters in our individual cat assay room.

Looking through there this morning I see converters that look like they were built by a mad scientist! Some of these units look nothing like the traditional converters we are all used to seeing. The modified DeLorean in "Back to the Future" comes to mind. With all those hoses and wires all over the place! These new converters would look right at home on that time travelling machine. We find it very important to do individual assays on all new converters, not only to put a value on them but also to see which metals they are using in each component of the converter system. With this knowledge we can



PRSRT STD
 U.S. POSTAGE
PAID
 FIVE MAPLES

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Market Update and More *Continued from Page 1*

process these converter components with similar metal containing lots and maximize their value. With over 20,000 different converters out there now, this is crucial.

The DOT is planning their annual "Commercial Vehicle Safety Alliance Brake Safety Week September 11-17. Make sure your trucks are up to snuff. I know this is a real drain on business when one of more of your trucks gets pulled over for an inspection that usually takes at least an hour. Schedules get delayed, stops don't get made, customers get upset, and profits are lost. I guess this is just more of our government "helping" the small business! I remember a few years ago driving a month old truck through one of these inspections. I was taken out of service by an overzealous inspector who insisted there was an air leak on one of the valves. I could not hear any leak, but it didn't matter, I sat there for hours!!!! As most of you know anytime you have a truck taken out of service or are written up for any safety violation your Safer score goes up. The Safer score is what is used by your insurance

company to set your rates.

Speaking of truck insurance; Five years ago one of our semi's hauling crushed cars was travelling down route 93. A foam seat bottom happened to become unsecured and was sticking up. When the driver passed under a bridge the foam seat struck the bridge and blew apart. A "good Samaritan" saw this and found it necessary to report it to the state police. Not only were we cited the trooper called in the state engineer to determine if any damage to the bridge had occurred from the impact of the FOAM SEAT! The engineer determined that our truck had caused \$50,000.00 in damage to the bridge. The state filed a claim with our insurance company. To no avail I demanded a hearing but was not given one. The insurance company paid the claim then raised our rates tremendously! Since there was no damage to the bridge, the state did not do any repairs!! GRRRRRRR.

If you want the best return on your converters, sell to Recore Trading.

Tools for Success— Why Training Makes Sense on So Many Fronts

By Ron Sturgeon



The first article in this series listed more than 25 tactics to increase your business success, all of them based on my experience. I started with nothing and didn't get to college, so I know you can achieve maximum success, regardless of your education.

E-mail me to get the first article or any of the other articles in the series. Each of the articles after the first takes a closer look at one of the tactics.

Train, then train some more! Why? Let me share some reasons:

• **You AND your employees don't know what you don't know.**

Typically, you think of training as being about how to sell, how to use the computer, or how to keep a workspace safe (compulsory boring safety videos). All of those training topics are important. You should be doing them, but you should also be thinking about how to address deeper needs.

Consider these possible training topics:

- How to be a better manager
- How to prioritize and manage multiple projects
- Best practices for organizing electronic files
- How to read and understand financial statements
- Six productive ways to deal with difficult employees
- How to effectively deal with difficult customers.



All of these are relevant. I encourage my employees to find courses to take. I subscribe to e-learning sites and I share all of the course catalogs we get from training companies. I try to get employees to attend one training

per month, knowing we will be lucky to get six per year. The managers who embrace the opportunity to learn improve fast. They learn to understand financial results better and deal with employees better. Salespersons who find time for trainings learn how to sell and deal with customers better. In addition, I am often stunned at how poorly most employees are at organizing their emails and data files. How do they find anything? They don't know what they do not know!

• **Training boosts employee morale, loyalty, productivity and self-esteem.**

Employees always complain that they don't have time to go to trainings, but the best ones always find time and get excited about applying newly learned skills in the workplace. When great employees like these miss time, you notice. If your business can't run without an employee for a day, shame on you! You need to develop contingency plans and cross train so that your business runs well even without a key person or two. Make your employees keep

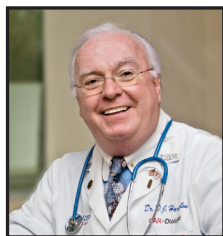
OUR DOCK IS OPEN MONDAY THROUGH FRIDAY

Recore Trading's dock is open Monday through Friday from 7:30 AM to 4:00 PM for drop off with professional buyers available for immediate cash payment.



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Make Every First Impression a Good One By D.J. Harrington



Years back, I wrote an article about the real picture others see of a business. Not a thought of that article entered my mind while greeting my friend, Melinda. It had been a while since I had seen her, so we chatted a while. Several months earlier, Melinda needed to fill an open position in her office but only recently

found the perfect person. Over the next few minutes, she revealed the process it took to find Jenny.

Jenny had the experience, knowledge, and magnetic enthusiasm that all of Melinda's previous candidates lacked. While talking about this new employee, my friend's face lighted up but quickly turned to concern when she revealed events that followed over the first week of working with Jenny.

As needed, Melinda sent Jenny with special requests to other departments. Each time Jenny returned to Melinda's department, negative results were reported. By the 4th visit and complaint, Jenny's job excitement started to fade. As Melinda described each incident, she recalled the attitudes, demeanor, body language and verbiage that gave Jenny negative vibes. Jenny began to question her decision to take the job. General consensus was that Jenny should have been appropriately informed by Melinda, answered email requests promptly, known specifically what to ask for before she entered their department. And better yet, Jenny had missed a scheduled meeting with one lady who had set it for the day Jenny was off. One very studious worker, and I use that lightly, chose to roll her eyes at Jenny's request and explained that Melinda should have given Jenny the rules manual before she bothered them. The printing department in particular, gave Jenny grief instead of grace.

Sometimes when we hire a new person we forget there's a learning curve. We forget that they're nervous, want to do everything right and enjoy their first days on the job. Melinda then revealed something very interesting, "I've always known that those particular ladies were hard to deal with and I've learned techniques to deal with them. I should have warned her or taken care of it myself." Melinda began to apologize for the bad behavior of those people as if she had done all of it herself. Then she added, "DJ, I'm afraid that I will lose this employee. And there's nothing I can do about it." While looking Melinda straight in the face, I retorted, "But there is! And if you don't do it, you WILL lose this employee." The incidences she described weren't nice and certainly not professional in such a work environment.

You might not believe this, but folks this lady works in a church! Why on earth would people who work in a place of grace not offer grace to others? Church people aren't perfect by any means but should know how to treat people right. Sometimes they need to be reminded.

Over the next few minutes, I explained to Melinda that she had to communicate this situation to her church business

manager. Even if she didn't mention any names, she needed to make sure this type atmosphere was squelched. Those people needed retraining! Retraining would allow those people to reflect on what they did and might discover a change is order. Who knows, maybe the entire staff needs reflective training. After we parted, I could hear my Dad whispering in my ear, "Treat people like you want to be treated."

Even though this incident comes from outside the regular business world, there are multitudes of stories like this one inside of it. No matter what's happening during our day, someone's always listening. We're given one chance to make the right impression because the first impression can't be redone.



Suppose for a moment that one of your employees was having a bad day and in walks an unsuspecting customer. Your employee might react to the customer as if he or she caused the problem. We're human. Here's a quick and easy technique to avoid such a situation.

Train your people to pause, take a deep breath, smile and count to five before talking. The conversation with the customer will go better. Try the same thing with the telephone but add a mirror to the mix. Smiling into a mirror before picking up a telephone

will remove irritation from the voice. Nothing sounds worse than an irritated person answering the telephone. It's hard to be mean when smiling. Even a happy, busy person can sound irritated if they don't check themselves before using the telephone. Fiber optics never shows body language. It's strictly sound. Therefore, body language has to be delivered with your voice.

No matter how your day is going don't forget to smile remember and treat others like you want to be treated. Since you're given one chance to make the right first impression, make it a good one. See you next time.

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PRECIOUS METALS KNOWLEDGE MEANS MORE CASH

Recore Trading Company has spent years analyzing 1,000's of cats in their lab

and have proven time and time again that no grading system will maximize a customer's profits. The value of just one cat from the same year, make and model vehicle can vary as much as 150% based on the precious metals content and on the PGM market when it was manufactured. Maximize your profits, sell your cats as precious metals, and get paid **MORE** at **RECORE**.

Cruising Downtown Classic Car Show

Hosted by the Rotary Club of Manchester, NH, Cruising Downtown classic car show will be held Saturday, September 3 from 8 AM to 4 PM in downtown Manchester. It is through the hard work of many Rotary volunteers who spend hundreds of hours that make this special day possible. This makes a real difference in the community as all proceeds are distributed to non-profit organizations throughout the greater Manchester area.



Last year's Cruising Downtown featured special guest Dennis Gage, host of the television show "My Classic Car". It was the biggest Cruising Downtown to date and work is underway to make this year's event even bigger and better

than ever. Last year drew more than 700 cars to the streets of downtown including some very unique vehicles that even car enthusiasts don't see at the average show.

Tools for Success *Continued from Page 2*

all their certificates, and soon you will see them wanting to go to trainings. You should make sure that your employees understanding that the new skills they learn and apply to growing your business are the keys to higher wages and more opportunities. Your employees will see that you are investing in them and become more effective and more loyal.

• **Even train your worst employees to save them or at least part with no regrets.** Once I had a controller who told me that we might not be able to terminate a bad employee, but we could darn sure train the tar out of him. Doing so might actually save him or her from termination. Even when it does not, you can fire knowing that you did all that you could to make him or her a better employee. Other employees will see you as a boss who offers help and tries to be fair.

• **Make time for professional association meetings in your industry.** For recyclers, the key meetings are the annual ARA meeting, the URG meeting, and the other training conventions. Send employees. Please be open minded

Again this year, classic cars and trucks will be on display up and down Elm St., along side streets and in Veterans Park. In addition to the classic vehicles, there will be lots of vendors, folks with classic memorabilia and so much more at the park. There will also be live entertainment throughout the day featuring Zanois from 12:30-3 PM on the mobile stage, Permanent Vacation from 1-3 PM on the Main State and The Nashville Rash from 10-3 PM on Veterans Park Stage. Also, live radio during band breaks will be provided by Frank Fm—99.1 & 106.3 and The Wolf—99.3.

Handicapped parking is available directly behind City Hall and along Franklin St.

For more information and for a complete list of sponsors and charities benefiting from the show, please visit www.cruisingdowntown.com.



about the cost of training; see it as an investment, not an expense. This view of trainings was once a key that helped my operation grow to be one of the largest in the US.

• **Go to association meetings and trade shows for industries other than your own.** When I was in the salvage business, I attended the annual trade show for the collision and mechanical associations. Businesspeople in other industries often have solved the problem that is so pressing in your industry. Go and listen. You will be surprised at what professionals outside your industry can teach you.

Remember only you can make business great!

Ron Sturgeon, Mr. Mission Possible, has been a successful business owner for more than 35 years. As a small business consultant, he can deliver wisdom and advice gleaned from an enviable business career that started when he opened a VW repair business as a homeless 17-year-old and culminated in the sale of several businesses he built to Fortune 500 companies.

Ron has helped bankers, lawyers, insurance agents, restaurant owners, and body shop owners, as well as countless salvage yard owners to become more successful business people. He is an expert in helping small business owners set the right business strategies, implement pay-for-performance, and find new customers on the web.

As a consultant, Ron shares his expertise in strategic planning, capitalization, compensation, growing market share, and more in his signature plainspoken style, providing field-proven, and high-profit best practices well ahead of the business news curve. Ron is the author of nine books, including How to Salvage More Millions from Your Small Business.

To inquire about consulting or keynote speaking, contact Ron at 817-834-3625, ext. 232, rons@MrMissionPossible.com, 5940 Eden, Haltom City, TX 76117.

WE WANT TO EARN YOUR BUSINESS!

Whether you have 10 catalytic converters, 100 or 1,000's, Recore Trading Company is committed to and welcomes the opportunity to earn your business. We've invested time and money in the equipment to make sure you maximize your profits. You deserve this and nothing less! Get paid **MORE** at **RECORE!**



The Small and Stagnant Business Dilemma By Jim Counts



Recently I had someone ask me why some recyclers get bigger and bigger and others seem to stay the same or gradually disappear? I tried to answer them as best as I could on the spur of the moment, but then decided I needed to give that more thought, therefore, this article has some of the more frequent statements we hear.

1. "I made a lot of money in the past doing it this way." That's true, but we are not competing in the past. In the past, we did not have enormous pool fees or higher fuel prices or as much government interference or foreign buyers, etc., etc. The past is usually fun to talk about but it's like ducktail haircuts, 25 cent gas and 5 cent Cokes. It makes a good story but has nothing to do with the world we live in today. We have learned how to adapt to all the changes and still grow sales and profits, have you? Sitting around trying to make the past come back is a waste of time. You will be a lot better off attending a good conference or peer group to learn how you can adapt and get your business back on track.

2. "Vehicles are just too high." Actually vehicles are not too high if you learn how to buy them. Yes, they are higher than in the past but so is gas and Cokes, and we still buy them. We are in the business of selling recycled parts to customers who need to fix their vehicles. That means we need to buy what they plan to fix, and not what they no longer want to or can't afford to fix. Junk vehicles are just that, **JUNK**, unless you are running a scrap metal business or a self service u-pull operation. Don't be surprised if your business does not grow if your *only* source of vehicles in a full service business is what you can buy off the street and through the newspaper. Again, we need to be out there learning the new ways of making recycling work for us.

3. "You just can't find good help anymore." Sure you can, about as often as you find money lying around on the ground, which isn't very often. The rest of the time you have to work for it. Having good employees works exactly the same way, you have to train them and that takes time and persistence (work). Unfortunately, many of us don't have the patience or know how to train people; and therefore, we are frustrated with what we hire and blame the employees for not doing the job our way. Many times, what we pay and how we pay will dictate the quality and work habits of the people we hire. Using incentive pay programs gives the employees a financial motive to learn how to get more done and makes them want to know what your goals are because meeting them is how they get paid.

4. "Those ideas might work in a big city, but they won't work out here in the country." You are absolutely right; they won't, as long as you believe they won't. Thomas Edison is quoted as saying, "Whether you believe you can or whether you believe you can't, you are right." There's another saying I like. "That guy has a mind like a steel strap, rusted shut."

We need to be flexible and constantly looking for new ideas which means going where those are presented. The recognized best conference in the U.S. or Canada is now the URG Conference. Will I see **YOU** this next April? If not, why?

5. "I know how to run a salvage yard, and I don't need anyone telling me how!" Then why is it that you aren't running the biggest auto and truck recycling business in the city or state? Why is your business constantly struggling and just can't seem to get to the next level of sales and profits? Many people consider me an "expert" in how to run one of these businesses, and I will tell you that I am constantly learning

new ways to measure and improve the performance of our industry. When I get to where I think I know it all, it's time for me to step aside because that is the day the industry passed me by. Has it passed you by? If so, what are you going to do about that?

6. "I can't get my employees to change to the way I want to do things." Well, then it's time to start writing them up for failure to meet your standards of performance.

Then if they don't change, it's time to replace them with someone who realizes that you run the company and not the employees. Quite often the person who needs to go is one of the old timers who believes they can do what they want, when they want, because we have proven we won't stand up to them. When you replace one of these hard headed employees, the rest of the staff will realize you are serious, and you will see almost immediate improvement. I can assure you that if you tie their paycheck to meeting your standards, you will get their attention plus some of the deadwood will quit simply because they are too lazy to **work** for a paycheck.

7. "I can't afford to be away from my business to be a part of a peer group or attend that conference." Have you considered that maybe you can't afford not to? Doing the same thing over and over expecting to get a different result is the definition of insanity! I know recyclers who pay to be part of a focus or peer group and then don't go. Why? Pick any one of the above excuses.

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HUGE VOLUMES OF WHEELS

Recore Trading buys a huge volume of wheels every month and dealing with the end user affords us the ability to pay the highest prices possible. Roll off container with pick up service available with immediate cash payment. Remember, you do not have to clean your wheels!



You the Owner By Dan Messina



As an owner of the business your success falls on your shoulders. You don't have to know everything about business, but you do have to know who you are. When I started my company I knew nothing about the industry, but I knew who I was and how I would operate.

Growing up I played a lot of team sports. I never realized how that would play a role later in business. I was very competitive and always wanted to win. In order to win you need several things to happen:

- Know the rules of the game
- Know your objective
- Look intimidating
- Surround yourself with good players
- Don't worry about your reputation
- Define your character

These were the winning ingredients for my company.

(Rules of the game) When I opened my business I learned all the laws pertaining to my business both state, and federal. I knew all the city ordinances of the cities that I operated in and how they pertain to my business. I even got so involved in the industry I helped write the laws that affected my business, but that's a story for another day.

(Your objective) When I opened my doors I knew exactly how I wanted my company to look, and how I wanted it to function. We hit the road running and tweaked it as necessary going forward.

(Look intimidating) Any sports team I played on I made sure we



had matching uniforms, all the colors matched, added bling, and had the latest and greatest equipment. All my employees wore uniforms, the colors of the trucks and uniforms matched, we had state-of-the-art equipment, and we decorated our trucks to add a little flair. All of my competitors talked about me and knew who I was. **So did their customers.**

(Good players) I tried to hire the best employees for each position. We were a team and each position complemented each other. Your competition gets discouraged when they see that you have a winning team. When you have a great team your success rate is much higher and everyone wants to work for you and your turnover will

be minimal.

(Your reputation) When you are the best company your competition will try to ruin your reputation. Remember this is not who you are this is other people's opinion. They can paint any picture they want and make you look how they want you to look.

(Your character) Your customer will know who you are by your character, the team you built, and the way you conduct business.

It is difficult being a small business owner because you wear all the hats even if they don't fit. Make no mistake your company will become what you are. The good thing to know is, there are plenty of resources to draw on if you are having problems, especially other business owners that would love the opportunity to help when you have problems.

Remember these few things:

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The Small and Stagnant *Continued from Page 5*

The reasons listed above really boil down to the attitude of the owner and how they deal with long-term employees. Too many businesses let the employees have more to say about what will or will not happen than the owner. Why? Usually, FEAR they will quit or sometimes it makes a good excuse for doing nothing.

My father used to refer to some people as being "as stubborn as a Missouri mule." He would then say, "Something has to

hit them right between the eyes just to get their attention." I hope I have your attention because I want to help.

How many people do you know who died of some disease because they waited too long to go to a doctor and check out that pain or lack of energy. Please don't let your business die because you waited too long. What you don't know WILL hurt you.

Folks, I want to help you have a better life by improving your business. This takes enormous pressure off the employees and your family. But, you have to take the first step and ask questions, be open to trying new things and dropping some old business practices which may have worked fine in the past. Remember, the only constant is change and how we deal with that determines how our lives and businesses will fare going forward. Remember, no action is in fact an action.

Correspondence regarding this article should be addressed to Jim Counts, 6379 Cactus Drive, Fort Worth, TX 76135.

Visit our web site at WWW.CountsConsulting.com; email Jimcounts@USA.com or phone 817-238-9991.

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ONLY AT RECORE TRADING COMPANY!!



With our in house precious metals lab, over 4 years ago we pioneered assay based returns on small lots of catalytic converters.

Whether you have 1,000 pieces or 100 pieces, you can get paid for every ounce of precious metals your cats contain with final payment in 7-10 days. Get paid **MORE** at **RECORE!**

You the Owner *Continued from Page 6*

- If you want others to pursue excellence, you must set the standard
- If you want others to communicate, you must be prepared to listen
- If you want others to have innovation, you must give them freedom to fail
- If you want others to trust you, you must earn their trust

Develop Customer Contact Systems *By Mike French*



I recently called to make an appointment with my physician for a routine checkup required by my insurance. The receptionist asked me when I had last been in. I couldn't remember. "Well," she said, "I can't find you in the system, so it must have been over five years ago so you are no longer one of his patients," she

said, "and the doctor is no longer taking any new patients." My favorite doctor was no longer my doctor! I was sad. I really liked him. This incident reminds me of the reason people usually get dropped through the cracks. It is through neglect!

It is a well established fact that you must continually work to stay in contact with your customers to keep their relationship with you strong and healthy and avoid client atrophy. Constant contact does take time and work. The good news is that you can dramatically reduce the amount of work you have to do each month by putting your customer contacting efforts into contacting systems. These systems automate your "customer personal relationship programs" (CPR). (They keep your customer contacting resuscitated!)

As you probably know, good systems help you organize any job that needs to be repeated by organizing any job or marketing project into a logical series of repeatable steps. They allow you to put important recurring jobs on automatic pilot. When you think of it, even a cup of coffee can be put into a system. You can make every cup of coffee exactly alike by organizing how you make it; that is, by putting it into a



system. You can use the same size cup, the same amount of water, the same type of coffee with the same amount of grounds, and heat it at the same temperature for the same length of time. This should make every cup of coffee turn out exactly the same.

- If you want others to follow you, you must demonstrate excellent leadership

(Success Magazine)

Be honest, moral, and ethical and your business will succeed.

Dan Messina worked 25 years as a consultant in the computer industry. He writes business articles for over 150 different industry associations and 16 different magazines. Dan can be reached at 469-774-0340, or by e-mail at dan@danmessina.com.

Most successful companies and all franchises put everything into systems. It is possible for any restaurant, bank, drug store, clothing store, and even used parts business to be put into systems. There is a great book on this subject; it is "The E-Myth", by Michael Gerber. This book can give you some great ideas and tips to help you put your business into systems. To develop some good CPR systems and put them to work within your company, think through the steps of each contacting method you presently use. One CPR method example might be the sending out of thank-you notes to customers who've made purchases from you on large ticket items.

Here's how you could put it into a system:

1. Print some cards with matching envelopes that have your business name and address printed on them. Leave a little space on them to write a short note and add a signature.
2. Have a way to capture the names and addresses of your customers and what they purchased. Also, get the name of the person who sold them the product if you want the thank you to come from sales staff.
3. At the end of each day someone at your office writes the name of each customer with their address onto an envelope and adheres a first class stamp.
4. The card is given to the salesman or the owner to sign.
5. The card is sealed and dropped into the mail.

That's it! It's very simple.

A system like this can keep you from losing contact with your customers.

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SELL YOUR CATALYTIC CONVERTERS AS PRECIOUS METALS

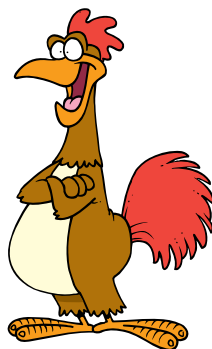
Recore Trading has the experience, the knowledge, the equipment and the people for buying and processing catalytic converters for maximum return. Selling to us cuts out all of the middlemen and we sell our finished product to an automobile manufacturer. Call us today and get **MORE** at **RECORE!**



Laughter is the Best Medicine

Chicken Little

One day the first grade teacher was reading the story of Chicken Little to her class. She came to the part of the story where Chicken Little tried to warn the farmer. She read, "... and so Chicken Little went up to the farmer and said, 'The sky is falling, the sky is falling!'" The teacher paused then asked the class, "And what do you think that farmer said?"



One little girl raised her hand and said, "I think he said: 'Holy Shit! A talking chicken!'"

Ugly Faces

Finding one of her students making faces at others on the playground, Ms. Smith stopped to have a talk with the child. Smiling sweetly, the Sunday School teacher said,

"Johnny, when I was a child, I was told if I made ugly faces, it would freeze and I would stay like that."

Johnny looked up and replied, "Well, Ms Smith, you can't say you weren't warned."

Smart Blonde

A girl came skipping home from school one day. "Mommy, Mommy, she yelled, "we were counting today, and all the other kids could only count to four, but I counted to 10. See 1, 2, 3, 4, 5, 6, 7, 8, 9, 10!" "Very good," said her mother. "Is it because I'm blonde, Mommy?" "Yes, it's because you're blonde."



The next day the girl came skipping home from school. "Mommy, Mommy" She yelled, "we were saying the alphabet today, and all the other kids could only say it to D, but I said it to G. See A, B, C, D, E, F, G!" "Very good," said her mother. "Is it because I'm blonde, Mommy?" "Yes, it's because you're blonde."

The next day the girl came skipping home from school. Mommy, Mommy," she yelled, "we were in gym class today, and when we showered, all the other girls had flat chests, but I have these!" And she lifted her tank top to reveal a pair of 36Cs. "Very good," said her embarrassed mother. "Is it because I'm blonde, mommy?" "No Honey, it's because you're 24."

Auto Parts "Sales Person" Needed

Your primary responsibilities will include using our parts inventory system to identify the right part for your retail, wholesale and online customers' needs, then execute the sales cycle from pulling the orders to QC then to invoice. The ideal candidate will have the ability to coordinate orders for pick up customers, package parts for UPS and assist with freight orders. Sales People will be expected to handle cash, checks and credit card transactions.

Requirements: High School Diploma or GED, Valid Driver's License with reliable transportation, prior automotive work experience (sales experience is a plus but willing to train the right person), knowledge of automobiles, trucks and related parts and systems, must be able to work retail hours (Saturdays??), must be able to stand, sit at sales counter and also bend, stoop, or reach to shelves to retrieve parts. Maximum weight lift is 50lbs. Average weight lift is 25lbs. Please email resume or drop off. All applicants are required to fill out a job application too!!

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