

STRONGEST BUYER OF CATALYTIC CONVERTERS



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

Small Lot Toll Refining

By Don Belisle, Sr.

It gives me great pleasure to see so many recyclers recouping the max dollar value on the sale of their converters by having us toll refine them. Every month we are seeing more and more

yards taking advantage of using this process we developed at Recore.

To review, toll refining is getting paid for every gram of precious metals your converters contain. Before I developed the process of small lot refining more than 12 years ago, the minimum quantity of converters required to toll refine was 1000 pieces and it took 30-90 days to get results and payment! Back then, local converter buyers would buy and decan your converters into large bulk bags and ship these bags off to a smelter. The smelter would refine the bags of ceramic from the converters and send the assay results and payment to the converter dealer. The smelter then sold the precious metals to the end user who built new converters. The dealer would then pay the yard minus his cut. This system was all that was available to yards back then if they wanted to take advantage of toll refining. The problem was that most yards could not produce 1000 converters and then wait forever to get paid. So the yards were forced to sell their converters by the piece. The converter dealer would average the price of each category of converter and pay the yard based on his estimates. The dealer would then sell to the refiner for himself. This method of selling left a lot of money on the table for the yards since the price estimates were based on protecting the dealer's investment, not the yard.

Every category of converters' content of precious metals varies greatly, even among the converters with the same code numbers. We have literally done thousands of assays on individual converters and proven this every day. The absolute best way to maximize return on converters is to sell based on assay results - period. And using the Recore system allows yards with as few as 70 pieces to cash in and maximize their return.

This is how it works. We pay the estimated value up front based on our extensive assay experience. This happens when we pick up or the converters arrive at our door. This estimated price is very competitive with the prices of dealers paying by the piece. This way the yard gets the bulk of their money up front. We then group your converters into categories based on our knowledge of the precious metals they contain. These groups of converters are then processed separately. They are decanned, milled, sampled and analyzed in house right at Recore. This way we know EXACTLY how much of each of the precious metals your converters contained.

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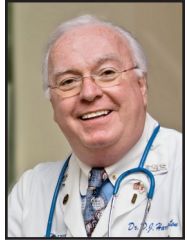
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Precious Metal Conference *continued from Page 1*

At this point, Recore sells the precious metals to the end user, eliminating a middleman. The yard then gets an additional payment reflecting exactly what their converters contain. This post assay payment adds a significant value to your bottom line and is done about 10-14 days later. This is truly a win-win for the yard because they get max upfront money then more in a very short time! Certainly, this is

vastly different from the way things used to be.

Another advantage to small lot toll refining at Recore is that you can lock in (hedge) the pricing of the precious metals ahead of time. This is a big advantage in these times of extreme market volatility. The metal prices have been all over the map with the trend being down.



Is Your Telescope Set Right?

By **D.J. Harrington**

Even though I'm in my mid 70's now, I continue to work in the podcast center two days a week completing podcasts for URG's "On the Go" as well as four other towing and recycler-related podcasts. If you are wondering what I do with the remaining three days of the week, I'm proud to say that you can find me at a radio station in Calhoun, Georgia. Somewhere in all that work week, I manage to find quality time with my three grandchildren in the North Georgia summer sun. My grandchildren mean the world to me, and I am sure you're doing the same this summer with your family.

Let's take a moment to reflect on how you look at life. Here's a short story that I hope you will take to heart. It's about a little boy who wanted to change his situation. There was a big bully down the street who was always bothering this little boy. The little boy was trying to muster enough nerve to stand up to this bully, but he was still too afraid.

Well one day, hoping to divert his son's thoughts, the father bought the little boy a new telescope. Later he found his son playing with it in the front yard and noticed that his son was looking through the wrong end, raising the larger lens to his eye. On a mission to correct him, the father stepped outside and said, "NO, son! You're doing it backward. Turn it around and it will make everything bigger like it was meant to do." The little boy answered, "I know that Dad, but right now I'm looking at this bully. When I look at him this way it makes him so small that I'm not afraid of him anymore."

Life is like a telescope. Sometimes in life, we might have to turn our telescope around because we've magnified a small problem for far too long. It becomes larger only because we are looking at it differently than we should

be. A problem might seem impossible to change and that it's never going to work out. However, if you'll turn it around, you will see it from the right perspective. It goes back to Dr. Wayne Dwyer's saying, "Change the way you look at things and the things you look at will change."

Attitude begins as harmless thoughts. Then, with practice, they become layered by habit into unbroken chains to shackle OR strengthen our lives. We are scarcely aware they exist. Just like a comfortable bed, they are easy to fall into, but difficult to get out of. Consider what we can do about the following conversation I had with another recycler.

Yesterday, I spoke with Doug Williams, the GM of Eagle Auto Parts in Martinsburg, West Virginia, and he stated, "For years when gas prices went up, like they are right now, scrap prices would also go up." The enlightening part of our conversation came afterwards when we agreed that's not what's happening this time around. Actually, the prices are going down on scrap, and that's not good for our industry. You tell me what is next because our government doesn't seem to be prepared for anything these days. What can we do?

It's time to check the lens. How are you seeing things these days? Remember, losers always see thunderstorms. Winners always see rainbows. Losers see all mishaps of icy streets, while winners strap on their ice skates. I, personally know lots of recyclers, real winners, that always work their way around challenges. We have more of our share of challenges in this industry today so let's make the best of it.

Don't forget that we, as recyclers, are not responsible for what happens out here or what others do or think. However, we're only responsible for how we chose to feel, behave, or react.

See you on the next "URG on-the-Go" podcast.

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BUYERS & PROCESSORS OF CATALYTIC CONVERTERS



ASSAY

With immediate payment, our buyers will purchase each of your converters by code number from our extensive catalog that will likely meet or exceed your current buyers price.

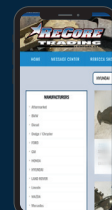
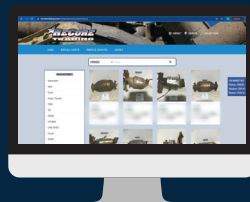
We will then assay your converters with systems we pioneered which gives us the unique ability to give you your bonus payment within 7-10 days.

Our Contact:

www.recoretrading.com

603-437-3000

sales@recoretrading.com





10 Things That Require Zero Talent But Will Get You 100% Respect

By Becca Skowrya

1. Being on time
2. Work ethic
3. Effort
4. Body language
5. Energy
6. Attitude
7. Passion
8. Being coachable
9. Doing extra
10. Being prepared

Many years ago there was a post on LinkedIn and Facebook etc. that went viral. We are now seeing that same post recirculate again. It is the 10 things that require 0 talent but will get you 100% respect. Some of these seem so obvious and many of us do at least a few... but really we should try to focus more on doing all 10 as much as we can.

Being on time

This is first and foremost. We all live chaotic lives so it's very easy for us to run behind. A few minutes here and there is not a big deal, but 15+ minutes, that can be a problem. For many, running late is a sign of disrespect for both the person waiting and the person running behind.

We all have things to do but if it's important to you, you'll make sure you plan accordingly. Being on time shows that we took into consideration other people's schedules.

Work ethic

A strong work ethic will not only expose you to greater opportunities, it will earn you a reputation of accountability and respect. So many focus too much on having a particular skill or education to do well in our careers. While skill and education are important, a good work ethic will get you just as far if not farther. It is far better to be the employee that works hard and stays focused than the employee who may be naturally "good" at something but does not apply that skill all of the time.

Let's go to the extreme example and use Tom Brady. He was definitely not the best when he was drafted back in 2000, I wouldn't say he was naturally gifted either (compared to his peers in the NFL of course). But through years of strong work ethic: showing up every day, giving it 100% - 100% of the time, he became the greatest of all time. No one can out work Tom Brady which is why he is who he is today... As a Patriot fan, it is bittersweet for me to use him as an example but let's call a spade a spade, he is the prime example of what a good work ethic can do.

Effort

This is basically the same as work ethic, but use 'effort' in a different context. When it comes to work, effort relates to work ethic, but when it comes to our daily lives and personal relationships, effort is more than just working. Effort is choosing to do things when you do not want to, even if it is just listening. Let's take husbands for example... raise your hand if you have had to sit and listen to your wife talk about her brunch date with Debbie and Barbara. As painstakingly boring that may be, you still sat and listened, maintained eye contact and hopefully contributed to the conversation a little bit. Regardless, you showed interest in something you probably weren't interested in and that takes effort. The little bit of effort there can and will go a long way.

Body Language

The person carrying a positive body language gets more attention and favor in any discussion. Who are you most likely to listen to? The person who is all squeezed into themselves, or the person who walks in confidently with a commanding presence? A positive body language helps the person to be more assertive and assists in putting his or her opinion forward more easily than the others.

Energy

This can be hard depending on what is going on in our lives. Energy is all about balance. Sometimes people may show up tired or upset about something, which in turn will bring everyone else down.

Other times people can come in with too much energy and it can be overbearing for those not on the same level. So try to find that happy medium. Bring in a positive energy that isn't overbearing.

Attitude

Attitude is the most important skill because it sets you up for all inevitable obstacles in life. You can go one of two ways: self-pity or self-improvement. One thing is for certain and that is: life isn't fair.

When something doesn't go your way, you can either think the cards were dealt against you or you can focus on how to be/do better next time. The key to a good attitude is perspective.

Passion

Having a passion is contagious. Being enthusiastic about a specific hobby or topic will translate into positive energy for not only yourself but also those around you. If you don't have anything you're passionate about, push yourself to explore.

Being coachable

Go into everything with an open mind. Being coachable is about realizing your continued success requires being

open to learning from others, confronting uncomfortable truths, and working hard.

There is a quote, “If you’re the smartest person in the room, you are in the wrong room.”, while it is nice to think we know everything, we need to understand that we don’t.

Doing extra

Knowing how much of a difference a little extra makes can change people’s perception. Oftentimes we just want to get things done and send it off, however if we take just a little more time to “make it nice” the people receiving it will be far more appreciative and receptive.

Vacation, No Vacation, or Work-ation?

By AMA Staff

(from January 2019)

Ah, it’s time to welcome those lazy, hazy, crazy days of summer. Have you started planning your summer vacation? If the answer is no, you’re not alone. If this summer compares to last year’s, the chances for that relaxing get away are pretty slim.

When Adweek/Harris Poll surveyed people last July, they found that only two in five U.S. adults had taken or were planning to take a summer vacation in 2011. And—adding to the burdens of the already overworked—among Americans vacationing last summer, almost half (46%) said they would (or did) work on their vacation. That number included over a third who monitored emails (35%) and 22% who checked voicemails or occasionally took phone calls while on vacation. (2012 statistics are not yet available).

The survey also showed:

- Men are more likely than women to work during their summer vacation (54% vs. 37%).
- Adults aged 35-44 are most likely to say they monitor emails (47%) vs. between 24% and 38% of other age groups.
- Among those who bring a tablet computer on their summer vacation, a third said it made them more likely to do work while on vacation.

Use It or Lose It

According to another study, performed by Harris Interactive for JetBlue, about 57% of working Americans had unused vacation time at the end of 2011, with most leaving an average of 11 days on the table, or nearly 70% of their allotted time off. The

Being prepared

“Proper preparation prevents poor performance”. We’ve all been there, going to a meeting unprepared needing to fake your way through it. It’s obvious to everyone in the room and it’s embarrassing. You can feel the respect being lost by the second. So do your best to be prepared, not only does it make you look better, it also shows you are not wasting anyone’s time.

There are plenty more things you can do to earn respect that require 0 talent. I do wish having perspective was on the list. If we can put ourselves in other people’s shoes, the world would be a kinder place.

survey also showed that while more than 60% of those with vacation days believed they deserved to take their time off, 39% reported having reservations about asking their boss for a vacation.

Expedia’s 2011 Vacation Deprivation Survey showed that Americans treat vacation as a luxury rather than a fact of life. Americans receive roughly half the Europeans’ allotment of vacation time. In 2011, employed Americans earned 14 vacation days and took 12. In comparison, the French earned 30 vacation days, and took all 30.

While Expedia’s 2011 Vacation Deprivation Survey showed that Americans left only two days unused on average, considering that the average full-time worker earns \$39,416 a year (according to the Bureau of Labor Statistics), CNN/Money calculated that as \$34.3 billion worth of unused vacation time for the year.

Perhaps Americans lucky enough to have jobs figure they’re ahead of the game if they’ve taken even one vacation day, because as CNN/Money points out, “Unlike most other developed countries, U.S. law doesn’t require companies to offer paid vacation time to their employees.”

Some 2012 Data Is Available

While the studies cited here hadn’t yet been updated for 2012 by our “Moving Ahead” editorial deadline, one survey, by CareerBuilder, was released in June 2012. That nationwide survey—conducted from February 9 to March 2, 2012, showed that bosses are taking getaways more often than their workers. Eighty-one percent of managers have taken or plan to take vacation this year, compared to 65% of full-time employees.

CareerBuilder also found that vacations remain financially out of reach for many Americans. One in five workers (19%) said they can’t afford to go on vacation (down

Vacation, No Vacation, or Work-ation? continued from Page 5

from 24% in 2011). An additional 12% of workers say they can afford vacations but have no plans to take one, consistent with past years. Additionally, 37% of managers say they expect their employees to check in with the office while on vacation (although most say only if the employee is involved in a big project or major issue).

Why You Should Take a Vacation

Business coach Tanveer Naseer reminds us why vacations are important: "In today's challenging economic climate, it's easy for us to fall into the belief that we need to sacrifice our free time for the sake of the greater good, or worse, succumb to the fear that taking a vacation will cast us in a negative light among our peers. We need our leaders and employees to bring their full efforts to the process of attaining the organization's goals. The best way to ensure that is to encourage everyone in your organization to use their vacation time to step away from the challenges currently on their plate. They will gain a fresh perspective and with it, new ideas about how to most effectively attain these shared goals."

Naseer believes managers should set an example by using their own vacation time and encouraging workers to take time off as well: "By reminding your team that their vacation time is a part of their overall remuneration—and more importantly, by allowing them to actually take this time off work—leaders can demonstrate to their employees that they understand the importance and necessity of having time to relax and enjoy the fruits of their labor."

Tips for Spending Quality Time Away from the Office

So, what's an overworked, vacation-yearning employee to do? Joseph Grenny, co-author of *Crucial Conversations* (www.crucialconversations.com) and co-founder of VitalSmarts, offers the following advice for taking well-deserved vacation time and for setting appropriate boundaries while away:

- **Ask for what you really want.** If you understate the importance of your vacation, you can't blame your boss for giving a lukewarm approval. If you fail to express your wants candidly, you are part of the problem.
- **Define: Vacation [vey-key-shuhn].** Talk about what it truly means to take time off. If you are required to take the office with you in the form of e-mails and conference calls, you never truly leave the office.
- **Be inflexibly supportive.** When asking for time off, be clear about what is negotiable and what

is not. If the timing of your vacation is flexible, say so. But if the amount of uninterrupted time you want off is not, make that clear as well. Be willing to do all you can for the boss and the company short of compromising vacation goals.

- **Maintain boundaries.** After getting agreement to your vacation plans, be prepared for niggling encroachments. At the first sign of infringement, hold others accountable to the commitments they made, while being "inflexibly supportive" of their needs and concerns.

If all else fails, consider working for Internet film/TV subscription service Netflix, where employees never have to worry about taking too much time away from the office or leaving unused vacation days. The company no longer tracks vacation time. Employees may take as many days as they like, as long as their work is covered while they're gone.

About the Author(s)

AMA Staff American Management Association is a world leader in professional development, advancing the skills of individuals to drive business success. AMA's approach to improving performance combines experiential learning—"learning through doing"—with opportunities for ongoing professional growth at every step of one's career journey. AMA supports the goals of individuals and organizations through a complete range of products and services, including seminars, Webcasts and podcasts, conferences, corporate and government solutions, business books and research.



THE VALUE OF JUST ONE CAT FROM THE SAME YEAR, MAKE AND MODEL VEHICLE CAN VARY FROM \$70 TO \$185 BASED ON THE PRECIOUS METAL CONTENT!

RECORE HAS SPENT YEARS ANALYZING THOUSANDS OF CONVERTERS AND HAS PROVED TIME AND TIME AGAIN THAT NO GRADING SYSTEM WILL MAXIMIZE A CUSTOMER'S PROFITS.

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Laughter is the Best Medicine

THE TOMATO GARDEN

An elderly Italian man living alone in New Jersey wanted to plant his annual tomato garden, but it was very difficult work, since the ground was hard. His only son, Vincent, who used to help him, was in prison.

The old man wrote a letter to his son and described his predicament:

Dear Vincent,

I am feeling pretty sad, because it looks like I won't be able to plant my tomato garden this year. I'm just getting too old to be digging up a garden plot. I know if you were here my troubles would be over. I know you would be happy to dig the plot for me, like in the old days.
Love, Papa

A few days later he received a letter from his son.

Dear Pop,

Don't dig up that garden. That's where the bodies are buried.
Love, Vinnie

At 4 a.m. the next morning, FBI agents and local police arrived and dug up the entire area without finding any bodies. They apologized to the old man and left

That same day the old man received another letter from his son.

Dear Pop,

Go ahead and plant the tomatoes now. That's the best I could do under the circumstances.
Love you!



Down:

- Lead Acid or Li-ION
- Most common precious metal in a converter
- Catalyst with the chemical element PT
- Creates a chemical reaction to alter the gasses
- Recore has a completely enclosed system to make sure there is no _____ loss, ensuring you are paid for every ounce of precious metals

Across:

- When selling to Recore you get both per piece and _____
- Keeps the engine cool
- Ceramic or _____ type of converter
- When looking to sell, always check the _____
- Moves the power from the engine to the wheels
- Keeps the battery charge

FIND THE ANSWERS ON OUR WEBSITE UNDER THE NEWSLETTERS TAB!
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