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Changes are Coming

By Don Belisle, Sr.



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

The converter industry has received a ton of attention in the past few years. As the prices we pay for scrap converters have skyrocketed so has the incidence of theft. Thieves, low life sorts and

drug addicts are always looking to get the most cash they can for the least effort. Sliding under a parked vehicle at night with a cordless Sawzall turned 15 minutes of work into hundreds or thousands of dollars! This was too good to be true and something had to happen. Naturally the theft of converters from municipal vehicles, school busses and law makers' personal vehicles got a LOT of publicity and rightfully so.

Just last week at Recore we identified two thieves and turned him and her over to police. These crooks crawled under a pickup truck parked at a local body shop, cut the converter and brought it to our door to sell. As with all non-business sales, we insist on a picture ID every time they sell to us. No sooner than we bought the converter did we get a call from the body shop. He asked if we recently bought a converter from his customer's truck application. We checked and sure enough, we had. We immediately called police, gave them the converter (to match up to the vehicle) and the IDs of the crooks. Happy to report that these crooks were arrested and will be prosecuted! At Recore we will do everything possible to stop thieves. In a recent case the defense attorney had the case continued 5 times to get us to stop testifying against his client. I went to court every time and sent the SOB to jail!

Back to converter theft - In general there have been many states which have instituted knee jerk reaction laws to try to control the problem. For the most part, these laws only made it much more difficult for the honest recyclers and had little effect on theft. State to state, the laws vary

so much that the situation is very difficult for national buyers like Recore and others. Their efforts were well intentioned but very ineffective.

Here is what we can expect after the first of the year, if all goes according to plan (a big if). We will have national legislation that will make collectors and refiners (like Recore) obtain federal licenses to operate our converter refining businesses. We hope to have effective and reasonable guidelines to know the origin of each and every converter we buy. Cash payments will be strictly forbidden. This seems to be the one thing all the lawmakers agree upon. If this comes to being it will be a big adjustment for yards, since cash for cats has been the norm since the beginning of the converter business. My understanding is that there will be very strict enforcement with large penalties for those that don't follow the rules. As usual, we will have to wait and see if these new laws are enacted, but this is what is in the works right now.

Last month federal and local law enforcement broke up a national converter theft ring based out of NJ. It appears this ring had suppliers positioned across the country. These suppliers would get word on which converters were worth the most money so they could maximize their shipments. The Feds are seeking restitution in the order

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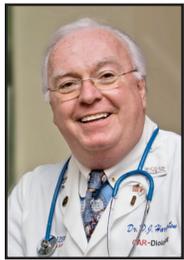
of 500+ million dollars! Law enforcement seized all assets of the ring leaders including homes, vehicles, and bank accounts - everything! The leader was served at his 1.7-million-dollar home. He was arrested and they took possession of the home and all other assets purchased with the allegedly ill-gotten gains. My understanding is that he does not have lawyer money now and is going with a public defender. Disclaimer: According to the law, everyone is innocent till proven guilty so we'll see what happens. If the accused is proven guilty, it is good to see the Feds go after full restitution.

Recently, there was a smaller case in Maine where a group of thieves were found guilty of stealing converters

worth hundreds of thousands of dollars. Over a period of several months, the investigation had the cooperation of multi-state FBI and local law enforcement. After all that work to prosecute these guys, they were only fined \$1,000.00 apiece! If anything, the message that sends encourages theft. As you can guess, at Recore, we are very anti-theft as are our suppliers.

It will be very interesting to see what the New Year brings. Like you we will be waiting patiently to see the new laws we have to work with to operate our businesses.

Happy Holidays!



I Need Your Prayers

By D.J. Harrington

First, I promise if you'll help me now that I will write about recycling topics that are specific to the Recore readers, but topics about URG, Car-part.com or ARA. For now, these two precious people have been heavy on my heart for over a month. My neighbors, Kelly and her daughter, Madison were struck by a car in a hit and run accident in Philadelphia. It happened the day after they watched the Atlanta Braves lose to the Phillies in late September.

Kelly and Madison had been trying to cross a busy road to get to a sandwich shop before heading to another Braves game. The first car waved them on, but the second car didn't stop. When Kelly saw the danger, she pushed her 9-year-old daughter to the side. In doing so, Kelly was struck by the second car. The driver exited the scene, leaving his wife and child inside the car that came to a stop inside a vacant store front. This man will face no charges. Madison's right leg was fractured in several places and eventually needed a pin surgically inserted for better healing. We are praying that Madison will be able to walk and run without any problem. Kelly on the other hand suffered life-threatening injuries. If it had not been for two doctors waiting in line for their sandwich orders, Kelly surely would have died on the spot. Madison plays with my granddaughter on Kelly's basketball team. Kelly loves the game and even played basketball in college at the University of Georgia.

After arriving at the hospital, the doctors went to work on Kelly's brain bleed and eventually inserted a permanent fluid draining shunt. Time has allowed other numerous cuts and lacerations to heal nicely, and it's been over a month since Kelly was put into a coma in ICU but she's off that medication now. We've been told that it still might be weeks before Kelly wakes or is well enough to travel to Georgia. Madison is presently being cared for by her dad and stepmother that she doesn't visit or know well. Now that these details are revealed, you know better how to pray for Kelly and Madison.

I say all of this to let you know we covet prayers for this family. Neither Kelly nor her family need your financial support because they are financially set. Part of the trip they were on in Philadelphia was to see the Liberty Bell, Independence Hall, and had planned a second Braves game at the end of that day, which they never got to see.

People on my street were asking fellow neighbors for prayers. One neighbor referred to Kelly as the basketball coach, "very easy on the eyes." Yes, before this accident, Kelly was a very beautiful person on the outside, but also on the inside. My wife has 12 prayer warrior friends located here and there across this country. As soon as she has an update, she lets all of them know how to pray in the moment. Kelly's mom and dad told us last Friday night that there are people praying for them as far away as Nicaragua and Sri-Lanka, and they can feel all the prayers. How can you help?

Since I write articles for four separate magazines

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every month that goes to over 100,000+ readers and subscribers, wouldn't be nice if some of us could also lift up Kelly and Madison and their family to God? If only 10% of us lifted them up in prayer, that would be over 10,000 prayers. A simple prayer could be, *"Heavenly Father, giver of life and health, comfort and relieve your hurting servants, Kelly, and Madison, and cover them with your healing power. Station encouraging believers to minister to their emotional needs and give them peace during this time so Kelly can heal enough to return to Georgia."*

If you've been reading my articles each month, you know that I stand for the flag and kneel for the cross. I hope you will take a minute to say a prayer for them.

Just text or call me at 770-301-4122 to get on my prayer list and let me know that you're going to pray for Kelly and Madison.

Kelly's healing has been good over this past month, and so today they will even up Kelly's hair cut so she'll like it better when she sees it. Until now, due to stitches and surgeries this had been avoided. We've been told that this will be a long, healing process for Kelly and could also be for Madison. In the end, I bet Kelly will say it was worth going through all of this to save Madison's life. I bet our Lord said the same thing to HIS Father after HE returned from dying on the cross for all of us. Thank you, Jesus!



Converter Chronicles

coming soon!

Want to learn more about what is going on in our industry?!
Please submit your questions online on our website under
the contact form!



www.recoretrading.com



Company Culture and Workplace Personalities

By Becca Skowrya

Have you ever wondered what your workplace personality is? Have you thought about what your employees' workplace personalities are? Just like in your life outside of work, personalities are important to any good relationship. If you want your company to run smoothly because of your employees work habits, try looking into their workplace personality type.

Employees with different workplace personalities may have substantially different approaches to how they do their work. Each personality type has a different preference in how they're treated and how they treat others. "Company Culture" has become a term that you constantly hear when it comes to the workplace. Sometimes the culture is more important than the pay. According to some Human Resource (HR) surveys, company culture is one of the main factors in whether or not potential new hires will choose your company to work for. With the abundance of job opportunities that job seekers have, having good pay just doesn't cut it, you need a good culture too. Here is a list of workplace personalities to consider when looking to optimize your company's culture.

1. The analyst

The analyst is your neat and organized employee. They prefer to work within a designated structure and don't like anything to be off the cuff, they will be out of their comfort zone and may not perform at their best if there are any surprises. Consistency is important to the analyst.

2. The climber

The climber is your ambitious employee who is often looking to advance their career as quickly as possible. They are usually the ones that are willing to take on additional work in order to make a positive impression. But beware, sometimes they can bite off more than they can chew. Oftentimes the climber may not fit in with the rest because other employees may feel intimidated.

3. The illusionist

The illusionist is the employee that often portrays themselves in the way that they think you would prefer. The illusionist can often cause culture problems within the workplace. They make it appear that their contributions to a project are larger than they actually are. They will often delegate their work to other staff

members yet they will still come to you and take 100% of the credit for their finished project/product. This can damage the morale in the office if the illusionist isn't held accountable for their misleadings.

4. The individualist

Individualists are at their best when given the freedom to do their jobs on their own. Even if an individualist is working as a part of a team, they will often prefer to handle their specific tasks on their own. They do not like to be micromanaged. The individualist who understands how they operate at their best can be an asset, as they most likely deliver high-quality work without requiring other employees time.

5. The motivator

A motivator is your high-energy employee who often considers themselves a leader. They believe in pushing themselves and others to accomplish as much work as possible. Sometimes they can overstep boundaries by offering motivation to others that did not ask for it. It's important to manage the motivator carefully. While they can be extremely helpful in increasing productivity, they can also be "annoying" to others who don't match that same energy.

6. The people-pleaser

Your people-pleaser employee is often the first to burn out. They put so much effort into being liked by everyone that they often offer to help with work that they don't have the capacity for. They usually bite off more than they can chew. While this can be beneficial as it can generate positive teamwork, it can also have negative effects if they take on too much. Another thing to lookout for is if there are potential problems that the people-pleaser does not want to address for fear of upsetting another employee, it can allow the problem to grow into a larger issue.

7. The perfectionist

Perfectionists aim to deliver their best possible work at all times. This often means they show an acute attention to detail and do their best to impress. They often focus too much on perfection which can lead to delays in their work. What should be a fairly quick 30 minute task can

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turn out to be hours long for the perfectionist. If your staff includes a perfectionist, it may be beneficial to remind them that perfection only exists in their minds. That may help them find the balance of quality in a timely manner.

8. The performer

The performer is the one who likes to be the center of attention. They are often very talkative and quick to advertise their contributions. The performer may be one of the more popular members of the staff, as they are often very friendly. They usually do well working with anyone, however not everyone does well working with them as other people may be put off by the performer's personality.

9. The worrier

Not to be confused with the perfectionist as their attention to detail isn't as strong. The worrier is always anxious

about producing any work. A worrier needs constant validation assuring them they are meeting expectations. It's important to give reassurance to the worrier to build their confidence so they can produce high quality work.

10. The upward worker

An upward worker is an employee who changes their personality/respect for others based on their audience. They may be more people-pleasing to senior staff while they can be degrading to employees who work at a lower level than them.

Not every employee fits into one type, some may be a mix of all of them, some may be more like one than the other. But when looking to create a workplace culture that your employees can exceed in, think about their workplace personality type to learn how they would do best.





Can You Keep All the Balloons in the Air?

By Ron Sturgeon

Business is complicated today and it's certainly not for the faint hearted. Many of my friends say that the reason that I was so successful is because I was so creative, innovative and so willing to try new things. Of me, they have said, "Ron throws 100 things against the wall, and only five of them stick, but those five are real humdingers."

You should be open to trying new things and doing experiments. It's also important to note though that there is no time for micromanagement and that there are lots of things to manage and moving pieces in a business. Depending on the quality of your help, and your ability to delegate, many of those things require almost no attention. Some of them, however, require attention almost daily.

In this regard, remember that people let us down, but processes don't. The takeaway: is that we should try to make everything possible a process. For instance, once I wanted my sales people to mail something, several pieces each day to their favorite customers. I would ask each of my sales people in the weekly meeting, "How many pieces did you send this week?" They would say, "Some."

I knew what that meant. Some had sent many pieces; most had sent almost none. One thing was for sure. I didn't have time to babysit all the sales people and go around and ask them how they sent letters, ask them how many letters they had sent or even ask them to show me the letters they had ready to send.

I decided to make it a process. I simply put a little sorting rack on the counter by the outgoing mail. For each of the slots, I put a salesperson's name. Most days, as I went through the lobby, I would glance at the rack. It was easy to see which slots had lots of envelopes in them, and which slots had almost none. With that information, I knew exactly which person or persons I needed to talk to.

By making it a process, I reduced what could have been a 15- to 30-minute task to 30 seconds. This balloon would need almost none of my attention. It didn't take but a few days for the rack to be full at the end of each day, with zero effort by me or my sales manager.

Some things are just more important than others. How many vehicles are being dismantled daily? How much cash is in the bank? You'll need to decide which items are most important or least important, and how many

times per day, per week, per month, or per year you need to touch the balloon.

Another good example is I had my controller put the metrics worksheet on my desk for operating metrics by the 5th of the month and for financial metrics by the 10th of the month. In two minutes, I could review the metrics as compared to prior periods and find out which balloons needed to be touched immediately. Most get their financials a month or two after the fact, or maybe never, but wonder why they can't do better. When you work them one month late, you will get 6 whacks at problem solving annually. When you work them at the beginning of the month, you get 12 whacks, and much better results. You can also see what worked and what didn't timely, and adjust again.

I think it's beneficial to put your balloons in a list and think about how often they need to be touched, noting that beside each item. I think you will find that you have more time than you thought and can touch the most important balloons regularly as needed, but seldom touch others.

Make your life simpler but make yourself more effective by determining which balloons need to be touched and how often.

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 businesspeople. 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.

Ron's upcoming and last book is titled Homeless to \$100 Million. He has been giving business advice for years, but he has never advised on how to build wealth, with an actionable road map. The mantra of the book is to build wealth, not income, because they are not the same.

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



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Laughter is the Best Medicine

BE CAREFUL GRANDMA



As grandma was getting ready to leave the house on Christmas Eve, Oliver looked at her with concern.

“Make sure to be really careful on your way home; Santa is delivering presents.”

Her grandmother smiled at him.

“I don’t think I have to worry about Santa.”

Oliver looked at her incredulously.

“Haven’t you heard? He’s already run one grandmother over.”

UGLY CHRISTMAS TREE

The cat had an obsession with the Christmas tree. The entire holiday season, it was a miserable job to keep the cat out of the tree. Thankfully, it was Christmas Eve, and the tree would be coming down soon. However, it was then that the oversized barn cat decided it was time to wage war. Unfortunately, the tree stand wasn’t up to the added weight of the voluptuous tomcat. It came crashing to the ground with a thunderous boom.

Upon hearing the resounding crash, the entire family woke. The living room looked like a Christmas wasteland, with ornaments rolling under the couch and the tree crushing presents. The cat slinked away under the radar to pick needles out of his fur. Bobby, the youngest, looked up at his mother in wonder.



“Dad was right, Mom. Santa thought your Christmas tree was ugly too.”

Find the answers on our website under the newsletter tab!
www.recoretrading.com

Down:

2. Eight candle holders should be of the same height and the far ____ candle holder should be placed higher than the rest?
3. What do Jewish children win by spinning the dreidel?
4. What popular Christmas beverage is also called "milk punch"?
5. Traditionally, in Jewish culture, what must women of the house do until the flame of the candle burns out?
7. Which oil is traditionally used to light the menorah?
8. Which country started the tradition of putting up a Christmas tree?
11. What is the name of the fried potato pancakes that are often eaten during Hanukkah?

Across:

1. Which type of food is considered a symbol of Kwanzaa?
3. Which color represents the rich lands of Africa and symbolizes abundance for the future?
6. What do Swedish children leave out for Santa?
9. During Kwanzaa, drinking from the unity cup is a way to honor who?
10. Throughout the Christmas season, under which type of plant are people supposed to kiss?
12. What is the name of the cup that is a symbol of Kwanzaa and is used on the 7th day of the celebration?
13. What is the name of the candelabra used during Kwanzaa celebrations?
14. This Christmas drink is made from apple cider, lemons, oranges, cinnamon, cloves, allspice and nutmeg and is known as...?

**Recore Trading wishes that your happiness be large and your bills be small during this holiday season!
Merry Christmas and Happy New Year!**

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