

STRONGEST BUYER OF CATALYTIC CONVERTERS



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

What Will The New Year Bring?

By Don Belisle, Sr.

If you look at the history of prices of the three precious metals used in converters, they are mixed. Palladium and rhodium are down over the past year however platinum

is up a bit. Unfortunately, in today's converters, platinum (PT) has the least effect on pricing!

Back in 2008 when PT was the major metal used in building new converters and the price hit an all time high of \$2400.00 per ounce, the manufacturers quickly realized they could save money by using more palladium (PD) and less PT. PT and PD have very similar chemical reactions to exhaust gasses in cars although it takes a larger quantity of PD to get the same effect. At the time, it was way less expensive to use more PD than PT. This is a simplified explanation of the big switch in the quantities of metals used in converters after 2008 to minimize costs.

Since then, emission standards have gotten stricter, and the refining of the chemistry is not as simple as it used to be. If it were, the manufacturers would just switch back to the less expensive PT. The truth is they cannot. In today's markets, PD is worth approximately twice as much as PT. And the quantity of PD used is usually more than twice that of PT. So going forward, PD will continue to have the most effect on scrap converter prices. Unfortunately, market prices are extremely volatile, and all forecasts expect them to stay that way.

At Recore, we hedge our metals at least daily and many times more often than that. As a service to our

suppliers, we hedge lots for them as they request. It is very common for a supplier to call and say they have X number of converters coming to us next week, please lock in my prices. This makes perfect sense to minimize risk. If you are a regular supplier, even if you don't have large quantities, we can and will lock in your pricing. This requires a level of trust on both sides. If the supplier locks in prices on 200 pieces for next week, he is assuring us that he will send them. And on the flip side, when we lock in prices, we guarantee that we will honor them when the converters reach our door. You can see that a big change in the markets might tempt someone not to honor their agreement. In the 33 years we have been in business, 99.9% of our suppliers have honored their commitments and Recore has honored 100% of ours. We are dealing with honorable people here! With the value of converters so HIGH and the markets so volatile, it is way too risky not to cover your prices.

Never risk more than you can afford to lose! A giant overnight jump or drop in the market would

PRSR STD
U.S. POSTAGE
PAID
BRATTLEBORO, VT
PERMIT #79

continued on page 2

What Will The New Year Bring?

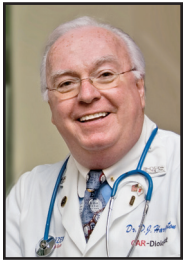
continued from Page 1

not surprise anyone right now. It is that bad.

So as converter prices remain relatively strong and the scrap (ferrous) prices remain weak, it seems that going forward converters will continue to control prices paid for junk cars. Even though converter prices are not what they were a year ago, they are still in the driver's seat.

Everyone I talk to says the same thing - They cannot get the help they need to run their businesses. I have never seen it this bad, but it's not just us. It is in every industry. At Recore, I do all I can to keep my employees happy. From bonuses to gift cards to whatever is reasonable, we must retain

our employees. Two years ago, when there were national advertisements offering the sky and moon to CDL A drivers, I found it impossible to keep my semi drivers hauling the crushed cars on that side of our business! I remember them coming in one at a time asking me to match offers they had. There was no way we could have done that and paid a competitive price on flats. So, I sold the trucks and trailers and the crusher and changed that side of the business to brokering. In this way, we can still offer very competitive pricing - just not haul it using our own trucks. This has worked out remarkably well. I guess it is like every other aspect of recycling. The only constant is change!



2 Dollars Are Yours IF

By D.J. Harrington

That's right! You read it right. I will give a two-dollar bill to every reader of the Recore Trading Newsletter who will pledge \$11.00 a month to the URG Scholarship Foundation. Yes, a two-dollar bill, just like the one my dad put inside my new wallet when I was young. Last year, I started an Ambassador Club with the expectation that many would be willing to donate \$11.00 a month to this wonderful cause. Everyone who did donate at that point was recognized for their donation by wearing a special Ambassador Ribbon at the URG Annual Training Conference in 2022.

Here's what to expect this year. I will personally give two dollars to anyone who will sign up for the Ambassador Club this year. The cost of being a monthly sponsor of this club is nominal. If you break it down, the monthly cost is less than 36 cents a day to participate in this great cause. I just finished writing my check for the full 12 months in the amount of \$132. Like lots of my fellow recyclers, they also didn't want \$11 a month coming from an account. So, they wrote one check, \$11.00 a month times 12 months equals \$132.00.

If also you prefer making your one-time donation by check, make it out to: URG Scholarship Foundation. Yes, it is a tax-deductible donation because the URG Scholarship Foundation is a 501c3. Mail your check to URG.

Now, don't forget that you can apply anytime between January 3rd – April 14th, 2023 for one of the scholarships that will be given away at the annual training conference this year. As of the publishing of this article, applications are already being accepted. Therefore, don't wait. Go online now to www.u-r-g.com and learn all about the 4-year college application and the technical school application, which is a particular interest to me. Applications are made available each January for the following Fall Semester and award winners are announced at the URG Annual Training Conference, April 27th to 29th.

The 2023 conference will be held in warm and sunny Orlando, Florida at the Hyatt Grand Cypress. Join us at the most prestigious event of the year. Please remember you don't have to be a member of URG to attend the URG Annual Training Conference. URG was created by recyclers for recyclers. That's why this conference is OPEN TO ALL RECYCLERS. As we seem to grow in number every

continued on page 3

2 Dollars Are Yours IF

continued from Page 2

year, I truly believe our April conference will be the largest URG conference so far.

With a whole new agenda being planned for this conference, lots of recyclers, along with body shops from all round the US and Canada, want to do business with the best of the best recyclers in our country. At this conference, you will have the opportunity to network with lots of recyclers from Europe that come to URG to see the newest programs being offered. We are also proud to announce that we have over 300 recyclers from outside the USA listen to our podcast every week.

I am very grateful for the generous recyclers who every year give to the annual scholarship foundation auction. If you have a something that you would like to donate for the auction, please contact Jennifer McPherson or me. My wife and I are

donating a signed copy of the book, Faith, Still Moves Mountains, written by Harris Faulkner from Fox News. If your business has a lending library, it would be my pleasure to donate my unsigned copy of Harris' book to your company library.

If I can count on you for help with the URG Scholarship Ambassador Club, the URG office will let me know. Then I can send you two dollars. If you need some planning strategy or advice on whether you should go to Orlando for the annual training conference being held April 27th – 29th, please call me at 770-301-4122. If you want to be a guest on the fastest growing podcast in the automotive recycling industry, call me and let's talk.

Until I see you in Orlando or on the next "URG, On-the-Go" podcast.



Converter Chronicles



OEM vs Aftermarket

In the past few years we've seen more and more aftermarket converters that look almost identical to an oem style cat. Here are some examples:



RECORE
TRADING
COMPANY, L.L.C.



Please submit all questions on our website under contact form!



www.recoretrading.com

5 Common Causes of Project Failure and How to Avoid Them

From AMA Nov 02, 2021

Failure happens, as we're often told. It's simply a part of the process of learning and growing, and it just might yield valuable insights. So, when managing a project, it's realistic to expect something to fail—a mismatched task, a minor miscalculation, a slight delay from a supplier—along the road to completion. But a total project failure is altogether different; it has the potential to cause serious and lasting damage to the company's bottom-line, relationships, and reputation. And even if it's not likely to reach the notorious level of Betamax, New Coke, or the Edsel, no manager wants to be responsible for a failed project that could harm their company and threaten their career.

There are many reasons a project can fail, and some contributing factors—the disruptive impact of a pandemic, for example—are truly beyond the project manager's control. As a general rule, however, project managers are better equipped to avoid failure by knowing the common causes in advance and addressing these project management challenges before they escalate and lead to a disaster.

A world leader in professional development, American Management Association (AMA) is committed to providing project managers with the tools, techniques, and foresight to succeed. Towards meeting that goal, AMA highlights five key areas for project managers to pay careful attention to from the start of a project by taking the time to ask and answer the following questions:

1. Is the project well-defined at the executive level?

To have a solid chance of succeeding, a project must be fully thought out, easily comprehensible, and wholeheartedly supported by senior leaders. If there's lack of consensus among key players at the top, then prioritizing resources for the project will be a struggle. If the scope continuously changes, or other crucial elements aren't aligned, the project may be headed for failure.



2. Are the required work management structures in place?

Another common project management challenge is not having the structures firmly established to manage complex work. When there's a lack of agreement about the right project methodology, inadequate computer systems to support the work, or insufficient people to handle the tasks, the project is pretty much doomed from day one.

3. Are the implementation plans correct?

It's the project manager's job to make sure implementation plans are developed within the project team environment. Otherwise, team members could become confused about their roles and responsibilities, resulting in overlooked tasks, missed benchmarks, and the gradual unraveling of the entire project.

4. Are software expectations realistic?

Technology can be a wonderful asset and make work more efficient. Still, regardless of its state-of-the-art status and hype, it's only a tool. Project stakeholders may have unrealistic expectations about the project software. Software has its limitations—and not every organization has an on-hand software expert to train the project team and troubleshoot technical issues.

5. Is there mismanagement?

Yes, even project managers can be mismanaged, which trickles down into project team mismanagement. The possible reasons are many, from unrealistic delivery dates to critical people being excluded from project implementation.

To avoid project failure, know the risks and common project management challenges. Communi-

5 Common Causes of Project Failure and How to Avoid Them

continued from Page 4

cate them to others. And have a plan to address them if they do occur.

About AMA

American Management Association (AMA) is globally recognized as a leader in professional development. For nearly 100 years, it has helped mil-

lions of people bring about positive change in their performance in order to improve results. AMA's learn-by-doing instructor-led methods, extensive content, and flexible learning formats are proven effective—and constantly evolve to meet the changing needs of individuals and organizations. To learn more, visit www.amanet.org.



Groundhog Day

By Becca Skowrya

Groundhog Day: a situation in which events that have happened before happen again, in what seems to be exactly the same way.

See also: Groundhog Day: Feb. 2, when, according to tradition, the groundhog comes out of hibernation.

Have you ever experienced that before? Not exactly *deja vu*, but more so a repetition of the same thing over and over again. Hence, why when people are doing the same thing repeatedly they always say, "it's like Groundhog Day every day". To provide a bit more detail, the movie *Groundhog Day* is about a man reliving the same day over and over again. Every time he wakes up it's Groundhog Day again. People always say the same things and do the same things over and over, and he's the only one who is aware of the infinite repetition and who is capable of doing things differently.

For many in business, especially businesses that depend on sales/services, every day is like Groundhog Day. We all make calls, have the same sales pitch, usually get the same answer... just to go home, eat, sleep and repeat... starting tomorrow the exact same way. We've all

been there! If that is working for you- great! If not, why not change it up a bit?

If you are in the sales and/or service industry, our customers, suppliers, clients etc are our main focus, they are the entire reason we went into business in the first place. Everything we do, we do for them. Which is why we focus so hard on finding something that works, and repeating it. Over time, competition can add a threat and what we were doing everyday for them is no longer adequate to keep current business or attract new business. Disruptors enter the market and can change everything, forcing the veterans in business to evolve or get left behind.

If you have a product you're selling, how are you going to constantly evolve it so it stays modern. If you're in the service industry, how are you going to maintain your current book of business while also adapting to the times to attract newcomers to the market?



Think of hospitality for example. In the hotel industry, the older generation prefers to see people when they check in. Meanwhile, the younger generation could

care less, they just want a kiosk or app on their phones to check themselves in. Both of these drive large sums of business while having a very different experience.

continued on page 6

Groundhog Day

continued from Page 5

Businesses that get stuck in the Groundhog Day mode typically age themselves out of business. In order to succeed you have to constantly stay current by reinventing your business without sacrificing your core values. Always keeping an eye on what made you successful in the past. And always understanding that each customer has their own preference, so you will need to offer a variety to accommodate each.

You have to have a multidimensional approach on how to do business. Understand that what you do today and how you are going to do things tomorrow could be a 180. If you're not agile and flexible, you will not survive. Blockbuster is the perfect example for this.

With a new year just getting started, maybe now is the time to evaluate how you're going to move

forward in your business. Is your current business strategy working? Then maybe Groundhog Day mode is perfect for you; "if it ain't broke, don't fix it". If you're starting to see your business or sales slow down, maybe it's time to put an end to the repetitive cycle and try something new, something different.

Maybe you fall in the in-between category. The product or service you offer may be exactly what your customers need but maybe they need a different way to access it.

Here at Recore our service and what we offer hasn't changed in over 3 decades because it works! However, we have had to evolve and grow with the times and now offer different solutions to our suppliers so it's convenient, quick and easy for them. A win-win for all!

No matter
how long the winter,
spring is sure to follow.
- English Proverb

Happy Groundhog Day!



OverBuilt has one of the Largest Brake Presses in North America

**Contact Matt for
your Plasma
Cutting and Metal
Fabricating Needs**

Email service@overbuilt.com
or call 605-352-6469



Still Building the Fastest Car Crushers and Baler Loggers in the Industry

OverBuilt

OVB HOLDINGS, LLC

800-548-6469 ● 605-352-6469

www.OverBuilt.com

sales@overbuilt.com



Laughter is the Best Medicine

Dave was bragging to his boss one day, "You know, I know everyone there is to know. Just name someone, anyone, and I know them."

Tired of his boasting, his boss called his bluff, "OK, Dave, how about Elon Musk?"

"Oh, Elon and me go way back, and I can prove it." So Dave and his boss fly out to Florida and knock on Elon Musk's door, and Elon shouts, "Dave! What's happening? Great to see you! Come on in for a beer!"

Although impressed, Dave's boss is still skeptical. After they leave Musk's house, he tells Dave that he thinks him knowing Elon was just lucky.

"No, no, just name anyone else," Dave says.

"Bill Gates," his boss quickly retorts.

"Yup," Dave says, "Bill and I are old buddies. Let's fly out to California," and off they go.

At the Microsoft offices, Bill Gates spots Dave and motions him and his boss over, saying, "Dave, what a surprise, I was just on my way to a meeting, but you and your friend come on in and let's have a beer first and catch up."

Well, the boss is very shaken by now but still not totally convinced. After they leave the Microsoft offices he expresses

his doubts to Dave, who again implores him to name anyone else.

"Pope Francis," his boss replies.

"Sure!" says Dave. "I've known the Pope for years." So off they fly to Rome.

Dave and his boss are assembled with the masses at the Vatican's St. Peter's Square when Dave says, "This will never work. I can't catch the Pope's eye among all these people. Tell you what, I know all the guards so let me just go upstairs and I'll come out on the balcony with the Pope." He disappears into the crowd headed towards the Vatican.

Sure enough, half an hour later Dave emerges with the Pope on the balcony, but by the

time Dave returns, he finds that his boss has had a heart attack and is surrounded by paramedics. Making his way to his boss' side, Dave asks him, "What happened?"

His boss looks up and says, "It was the final straw... you and the Pope came out on to the balcony and the man next to me said, 'Who the heck is that on the balcony with Dave?'"



The Valentine's Day Gift

A young man wanted to purchase a gift for his new sweetie for Valentine's Day.

As they had not been dating very long, it was a very difficult decision. After careful consideration, he decided a good gift would be a pair of gloves.

Accompanied by his sister, he went to the store and bought the gloves. His sister purchased a pair of panties at the same time.

The clerk carefully wrapped both items but, in the process, got them mixed up. The sister was handed the gloves and the young man got the panties.

The young man mailed his Valentine's Day gift with the following note:

"This special Valentines Day gift was chosen because I noticed you are in the habit of not wearing any when we go out in the evenings. If it had not been for my sister, I would have chosen the ones with buttons, but she prefers short ones that are much easier to remove. These are a lovely shade, the lady I bought them from showed me the pair she had been wearing for the past three weeks and they were hardly soiled. I had her try yours on for me and they looked quite lovely. I wish I was there to put them on you for the first time; no doubt, other hands will come into contact with them before I have a chance to see you again. When you take them off, remember to blow on them lightly before putting them away as they will naturally be a little damp from wearing.

Just think how many times I'll be kissing them in the future. I hope you'll wear them Friday night for me."

Love, Cuddle Bear

PS: The sales lady says the latest style is to wear them folded down with just a little fur showing.



PROUD MEMBERS OF:



WE WELCOME YOUR COMMENTS Please know that any article or information in our newsletter is the expressed opinion of the writer. If you are enjoying our newsletter, we'd love to hear from you and if for any reason you are not, just let us know, and we will remove you from the mailing list. Contact us at sales@recoretrading.com.