

STRONGEST BUYER OF CATALYTIC CONVERTERS



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

No Spikes

By Don Belisle, Sr.

The past few weeks have PGM (platinum group metals) prices still somewhat volatile but remaining in their low range. It is quite uncommon not to see spikes of any significance for such an extended period.

At Recore, we constantly monitor the markets looking for price spikes so that we can hedge (lock in pricing) at the spiked levels. We do this to maximize converter prices for our suppliers. It has been quite unusual not to see price jumps in response to some headlines across the globe. The whole market seems to be operating very cautiously with no one wanting to be stuck with an inventory of high-priced metals! Everyone we speak with seems to have the same attitude. "Let's wait and see."

In the meantime, the rest of us must run our businesses and turn a profit. Our attitude has always been to buy against the market and not expose ourselves to unnecessary risk. My mantra has always been "There is no profit like a KNOWN profit and do not risk any more than you are willing to lose!"

I get asked several times per month what I think the markets will do. Just like everyone else, I don't know and neither do they! The best advice I can give to our suppliers is to call us to lock in your pricing and work against that. Remember- Known profit is better than no profit! Doing things this way we can all be here still in business years from now.

The changing landscape of the environment we all run our businesses in continues to change. We are seeing more and more regulation. Some of it is good but most is just cumbersome. It defies logic that the licensed salvage yard has more and more regulation to abide by but the unlicensed back yard scrapper does whatever he wants! From waste oil disposal to record keeping to tire disposal he is free to do whatever he wants. In many instances the licensed yards need dedicated employees just to adhere and conform to the mountain of regs imposed on them. The legislators continue to inflict regulations on us when the unlicensed scrapper is allowed to exist and thrive burden free! As a rule, I am usually not in favor of more legislation, but in this case I am. We need laws to forbid unlicensed scrappers from selling scrap cars to shredders, converters to processors, and lead acid batteries and any other auto related scrap! Some of these items are environmentally hazardous and should only

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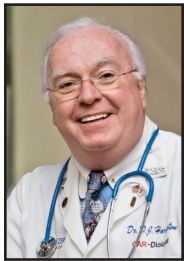
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be handled by the licensed/controlled salvage yards, PERIOD! Those of us that have been in business legally for years have been beating this drum forever. I can remember making this point to state representatives at many NHATRA meetings as far back as 30 years ago.

No one seemed to hear us then or seems to hear us now. It just doesn't make sense to overcontrol the legit guy and let the illegit guy do whatever he wants. Rant off.

Spot Prices Oct 13, 2023 at 11:03 New York Time				
www.kitco.com		Please Press Reload or Refresh to Update		
▲ GOLD	▲ SILVER	▲ PLATINUM	▼ PALLADIUM	▲ RHODIUM
1917.60	22.60	875.00	1110.00	4150.00
+49.10	+0.79	+9.00	-8.00	+0.00



Your Words Can Change Lives

By D.J. Harrington

Here's a wonderful story that I'm passing on to you, especially after such a hard month for our Washington government.

There was a young, teenage girl who was struggling with Anorexia. Anorexia is an eating disorder but really a disease that doesn't usually end well for the person suffering with Anorexia. Such was the case with the famous singer, Karen Carpenter. What a tragic end for Karen Carpenter, but will this young, teenage girl's life be cut-short without the chance to experience a positive life? Here's what happened. At nearly 6 feet tall, the young, teenage girl weighed less than 100 pounds. She wouldn't eat but a couple hundred calories a day which is really not enough nourishment to sustain her forever. This girl became depressed and disillusionment set in. Eventually, she broke ties with her family and friends and remained to herself. Starvation seemed like a reasonable option to her because she had no purpose for her life.

Then, one fateful day, a good friend called from

school and asked if she would help her with some math homework. The friend at her wits end pleaded for math help. So, the anorexic teenager agreed to help her this time. They worked together on the math problems and afterwards, the friend, just in passing said, "You are so smart, and you have such a way of explaining things. You would make a great math teacher one day." That simple comment planted a seed within this troubled teenage girl's life. Her friend's encouraging words gave her a sense of purpose. She realized that she had talent, and had something to offer to others. With that comment, her perspective changed, and so did the course of her life. Twenty years later, this teenager who once was struggling with anorexia is a healthy and happy mother of three and an award-winning math teacher who works with underachieving children. She credits the turnaround in her life to the words of the friend who needed help with her math homework. A simple affirmation, an encouraging comment, or a bit of praise can make a huge difference in anyone's life. You might not ever know who needs your words at the time, but when you bless people with your words, you speak faith into them.

Simple affirmations can do so much for our confidence and self-esteem. Even just a few short words of praise can make someone's day,

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Your Words Can Change Lives *continued from page 2*

or plant a seed of hope. It might be something as simple as: “Your voice has so much character.” “Your drawings are amazing.” “You have such a way with words.” Or, “You handled that recycled truck, like a PRO.”

One thing you can be certain of is people never grow tired of hearing compliments and encouragement. You can go on and on about how wonderful they are, but they’ll never be bored hearing it. That’s proof of just how much we, as normal people, hunger for praise and a sense of direction in our lives.

Here’s what Mark Twain thought about compliments, “I can live for a whole year off one good compliment.” Think about whom you can give the gift of encouragement to today. Maybe, it’s someone that works in the yard of your business. Everyone wants to be appreciated, and some are yearning for your kind word to change their lives.

President, Abraham Lincoln was carrying several things when he was killed. Those three things are now on display at the Smithsonian in Washington, DC. Lincoln had a handkerchief with his initials on it. He also carried a five-dollar bill. Today that bill sports Lincoln’s picture. The other item he had in his pocket was a newspaper article which was folded

up inside his pocket. The article headline read, Abraham Lincoln, One of the Greatest Statesmen That Ever Lived. You might be wondering why he would carry around an article like that. It’s simple. Lincoln served during difficult times of the Civil War which caused an upheaval in our country over slavery and other major issues. He was criticized, ridiculed and constantly put down for his decisions to bring the country together. So even this great man needed to be reminded, now and then, that someone appreciated and believed in him.

As I get older, and I am, I want to be a Dream Releaser and a Wallet Filler. I want to speak much vision, much faith and many blessings that inspire people to give others some encouragement. Here’s what you can do to help. Find at least one person that you can build up. You might find 4 or 5 people. Let them know you believe in them. Right words can change their lives.

Remember, encouraging words work wonders for those in need. Get in the habit of building up those around you. In the end, it will make you a better person too.

See you on the next podcast.



Finding the Right Employees

Finding the right employees for your business can be a challenging task. In a dynamic job market, companies often face issues related to recruitment and retention. One of the most frustrating scenarios is when a new employee joins the organization and leaves abruptly within a few days without any prior notice. This not only disrupts the workflow but also raises questions about the effectiveness of the hiring process. In this article, we will explore the challenges associated with hiring, the consequences of employee turnover, and how one company adapted to this situation by changing their approach to hiring through a temp agency.

Finding the Right Employees *continued from page 3*

Hiring suitable employees is essential for the growth and success of any business. It's a complex process that involves identifying the right talent, conducting interviews, checking references, and, in some cases, providing training. It can be time-consuming and costly, especially when the selected candidate decides to leave abruptly. This situation can leave employers bewildered, as it disrupts the work environment and may result in missed deadlines or other inconveniences. The story of an employee who joined and left without any prior notice is not uncommon, and many organizations have experienced similar situations.

In the scenario presented, the employee's sudden departure without communication is an alarming issue. Such behavior is unprofessional and leaves the employer in a difficult position. Employers usually invest time and resources in the hiring process, and when an employee decides to leave without notice, it can be demoralizing. Additionally, it can be costly to repeat the hiring process and retrain a new employee to fill the vacancy. This kind of turnover can also impact the morale and productivity of the remaining staff, as they may have to take on extra responsibilities or deal with the uncertainty that comes with high employee turnover.

In response to these challenges, some companies are reconsidering their hiring strategies and exploring alternative methods to find suitable employees. One approach that has gained popularity is partnering with temp agencies. Temp agencies specialize in matching employers with temporary or contract workers to fill staffing gaps. They often have a pool of pre-screened candidates available for immediate placement, making the hiring process more efficient and cost-effective. By outsourcing the initial recruitment and selection process to a temp agency, companies can reduce the risk of hiring employees who are not a good fit for the organization.

Partnering with a temp agency offers several benefits. First and foremost, it provides access to a diverse talent pool, allowing businesses to find candidates with the right skills and experience for specific positions. Temp agencies often have

a database of qualified workers, which can save companies valuable time during the hiring process. Furthermore, temp agency workers are usually more flexible and can quickly adapt to the specific needs of an organization. This flexibility can be particularly advantageous for businesses with fluctuating workloads or seasonal demands.

Moreover, temp agencies typically handle all administrative tasks related to employment, including payroll, taxes, and benefits, reducing the administrative burden on the hiring company. This can result in cost savings and less paperwork for the employer. In the scenario where an employee leaves without notice, the temp agency can swiftly find a replacement, minimizing disruptions to the workflow.

However, it's important to note that while partnering with a temp agency can be an effective solution for finding employees, it may not be suitable for all types of positions. Some roles require a long-term commitment and specialized training, which might not be readily available through temp agencies. Therefore, businesses should carefully assess their specific hiring needs and determine whether a temp agency is the right solution for their situation.

In conclusion, finding and retaining employees is a challenging endeavor for businesses, and the abrupt departure of a new hire can be frustrating and disruptive. To address this issue, some companies are changing their approach to hiring by partnering with temp agencies. Temp agencies offer several advantages, including a diverse talent pool, flexibility, and administrative support, which can help streamline the hiring process and reduce the risk of employee turnover. While this approach may not be suitable for all positions, it provides an effective solution for many businesses looking to overcome the challenges of finding and retaining employees in today's competitive job market. By adapting to changing circumstances and exploring innovative hiring strategies, companies can improve their chances of finding the right employees and fostering a more stable and productive work environment.



Converter Chronicles



Locating the Serial Number

The catalytic converter serial number is usually engraved or stamped on the cat or on the heat shield. The code/serial number can also be found on a small plate attached to the catalytic converter or the edges of its body.



The code/serial number is generally a combination of numbers and letters, and can range from 3-12 digits, depending on the manufacture.

Remember: Codes only give approximate prices. Actual prices are based on Assay.

- Ford • 3-14 Characters, usually split into three parts (e.g. F7CC PC FEB)
- Toyota • 3-10 Characters, with letters and numbers (e.g. OH040)
- Dodge/Chrysler • 3-10 Characters, with letters and numbers (e.g. 484AA)
- VW/ Audi • 9-11 Characters, with letters and numbers (e.g. 1K0131701DM)
- GM • 8 Characters, usually no letters (e.g. 12606389)
- Mazda • 4-6- Characters, with letters and numbers (e. g. PE18)
- Honda • 3-8 Characters, with letters and numbers (e.g. 91141LD)
- BMW • 7-10 Characters, with letters and numbers (e.g. 90602945)
- Hyundai \ Kia • 4-6 Characters, with letters and numbers (e. g. CNV01)
- Mercedes • 6-11 Characters, with letters and numbers (e.g. KTO366)
- Mitsubishi • 2-3 Characters, with letters and numbers (e.g. AHE)
- Subaru • 5 Characters, with letters and numbers (e.g. FCA97)
- Volvo • 6-8 Digits usually no letters (e.g. 9146663)



Please submit all questions on our website under contact form!



www.recoretrading.com



Thanksgiving – A Time for Family, Food, and Gratitude

By Becca Skowrya

It's that time of year again, when the air gets crisp, the leaves turn brilliant hues, and the mouthwatering scent of turkey and pumpkin pie wafts through the kitchen. Yep, Thanksgiving is just around the corner, and we can't wait to dive into this wonderful holiday that's all about celebrating gratitude and togetherness.

Thanksgiving: More Than a Feast

Before we get lost in the delicious details of the Thanksgiving meal, let's take a step back and remember what this holiday is all about. It's not just about gorging on turkey and stuffing (although that's a big part of it). Thanksgiving is a time to appreciate the people and blessings in our lives.

Thanksgiving Traditions: Food, Family, and Football

Let's be honest, one of the best parts of Thanksgiving is the food (and football!). Whether you're a turkey lover, a mashed potato fanatic, or a pie connoisseur, there's something for everyone. But it's not just about the food; it's about who you're sharing it with. Family and friends come together, creating moments of joy, laughter, and the occasional post-feast nap.

Give Thanks: The Heart of the Holiday

So, what's the secret sauce that makes Thanksgiving so special? It's gratitude. Take a moment to count your blessings and share what you're thankful for. From the big things like good health and loving family to the little things like your morning cup of coffee, there's no shortage of reasons to feel grateful.

Community and Kindness

Thanksgiving isn't just about what happens at home. It's a time to think about the community too. Consider lending a hand to those less fortunate, whether it's through volunteering or donating to a local food drive. Extend the warmth and love of the holiday beyond your dinner table.

A Time to Kick Back and Give Thanks

As we gear up for another Thanksgiving, remember that it's a time to relax, have fun, and give thanks. Whether you're celebrating with a big family gathering, a Friendsgiving feast, or even a solo dinner, make it a day to appreciate the good stuff in your life.

At Recore, we're thankful for you, our incredible suppliers. You've been a part of our journey, and we're grateful for your continued support. We wish you a fantastic Thanksgiving filled with love, laughter, and all the food you can handle. Happy Thanksgiving, everyone!



happy
THANKSGIVING

ON THIS THANKSGIVING DAY, WE WANT TO EXPRESS OUR HEARTFELT THANKS TO OUR DEDICATED SUPPLIERS. WE HOPE YOUR HOLIDAY IS BRIMMING WITH HAPPINESS, GOOD FOOD, AND CHERISHED MOMENTS WITH LOVED ONES.

Your Friends,
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Laughter is the Best Medicine

HERE'S A RECIPE FOR HOW TO COOK A TURKEY.



- Step 1: Go buy a turkey.
- Step 2: Take a drink of whiskey.
- Step 3: Put turkey in the oven.
- Step 4: Take another two drinks of whiskey.
- Step 5: Set the degree at 375 ovens.
- Step 6: Take three more whiskeys of drink.
- Step 7: Turn oven the on.
- Step 8: Take four whisks of drinky.
- Step 9: Turk the bastey.
- Step 10: Whiskey another bottle of get.

- Step 11: Stick a turkey in the thermometer.
- Step 12: Glass yourself a pour of whiskey.
- Step 13: Bake the whiskey for four hours.
- Step 14: Take the oven out of the turkey.
- Step 15: Floor the turkey up off the pick.
- Step 16: Turk the carvey.
- Step 17: Get yourself a scottle of botch.
- Step 18: Tet the sable and pour yourself a glass of turkey.
- Step 219: Bless the saying, pass and eat out!

HAHAHA

1978	2023
Long hair	Longing for hair
8 Tracks	Cataracts
KEGs	EKGs
Streaking	Leaking
Acid Rock	Acid Reflux
Seeds and stems	Fiber
Stayin' Alive (the song)	Stayin' Alive (the goal)
Hoping for a BMW	Hoping for a BM
Going to a new, hip joint	Getting a new hip joint
Rolling Stones	Kidney Stones
Bell bottoms	Big bottoms
Disco	Costco
Whatever	Depends
Rock n' roll all night	Sleep through the night
Think you know everything	Think you know your name



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