

**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.

It seems that changes in the scrap auto recycling business have become more and more extreme/dramatic in recent years. One of the most

difficult situations right now is finding people to work. We are not alone because literally every business in the country is having the same extremely hard time finding help. It would be easier to understand if the help shortage were limited to just our or any other industry, but it is not. The problem is everywhere.

Certain things must change for things to improve. Free money to people who are not working has to be cut way back. I'm all for aid when it is truly needed but the bar for eligibility must be raised considerably. A lot of the work force stopped working in 2020 during the COVID scare. Then when things went back to normal, many did not return and will not go back to work.

At Recore, our work force is down five people and we are processing more converters than ever. Luckily, three years ago, we designed and built a new process line that is fully automated. One person throws the converters in and they are decanned, separated, sampled and bulk loaded automatically. This process line allows one person to do the job that previously took four to six employees. Even with this improvement, we are severely short of help.

Like most of you, we place ads everywhere we can only to find that very few people call and those who do don't show up for the interview. On the rare occasion that we hire someone, they don't last. They go to lunch and do not return or just quit saying "This is too difficult." As business owners, you can understand that I am beyond frustrated with the lack availability of people who are able to work.

Another recent change in the way we do things concerns the widespread new regulations that were designed to decrease the theft of converters. Mostly knee jerk reactions by legislators whose intentions were good produced effects that are not. In most instances, all the regulations did was make it considerably more cumbersome for the legitimate recycler to operate. Yes, the legislators will point to the decline in converter theft and claim they were effective, but the real reason in the decline was the giant drop in the market bringing scrap

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converter prices down drastically. When and if the markets come back, we can really evaluate whether the new legislation is effective or just another cross the legitimate recycler must bear.

Like most of our suppliers, we feel the internet age has certainly affected our business in both directions. When a customer looking for a part can search the inventory of every salvage yard in the country looking for what he needs the local yard loses. It now becomes a price war and the local guy either matches price or loses the sale. It sure makes it tough for the little guy to compete.

On the bright side, the relationships we have with our suppliers remain strong.

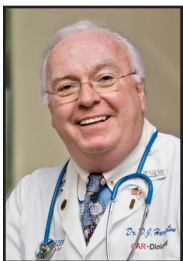
Many of you have been dealing with us for years and we treasure these relationships. Every year we add a few more new suppliers to the family

and we welcome them wholeheartedly. Sadly, each year a few sell their yards and move on to other things or they retire. Although this may be good for them, we do miss them.

With the crash of prices for converters in the past couple of years we have seen a positive side. Many of the Johnny Come Lately converter buyers who miraculously appear when prices are high are gone now or have greatly reduced their appearances.

We have been in the converter business since it's inception. We have seen this time and time again, when the price is high all these NEW faces appear with their phony pricing and deceptive claims. I for one am glad the market cleanses itself every few years. It is unfortunate that we all have to suffer with low prices to get rid of the scumbags!

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▲ GOLD	▲ SILVER	▲ PLATINUM	▲ PALLADIUM	◆ RHODIUM
1983.30	22.84	914.00	956.00	4100.00
+1.90	+0.03	+3.00	+10.00	+0.00



## Earn the Right to go to "We Are One" Conference

By D.J. Harrington

Earn the Right to go to the "We Are One" Conference, but first, "Happy New Year". I hope everyone had a fabulous Christmas and a wonderful Hanukkah. This is a New Year with URG and Team PRP joining together for their conference which is called, "We Are One" Training Conference held April 4th – April 6th. It's history in the making, and you will be able

to say that you were there. Most assuredly for this premier event of the year, you don't need to be a member of URG or Team PRP to attend.

Those yards that are near St. Louis need to bring the entire team or as many that can fit in

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## Earn the Right to go to “We Are One” Conference

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a van and have them there on Saturday, April 6th. We will also offer special classes for salespeople, yard people and dismantlers. I really like this theme, “Earn the Right to Go to the *“We Are One” Conference* because it says what we need. So, start preparing for it in January, February, and March. Run a sales contest for the Best Counter person, Best Dismantler. For some it might be a long distance, so it’s airfare. There are expenses in bringing people to this conference. If it is drivable, bring as many staff members as you can. Be like Dan Synder when the conference was held in Texas. Their company shirts where everywhere.

Talking about shirts. Last year, we had a few companies get together as a foursome for the URG Scholarship Golf Tournament. They wore a special company shirt and challenged other teams to do the same. Exhibitors could ask customers to play in their foursome and wore the exhibitor’s special shirt. What a great picture that would be for your office wall. Maybe FENIX Parts Inc., AESOP Auto Parts and Road-Tested Parts will put together one or two teams and sponsor a hole. It’s just another way to give back to the industry by helping our Scholarship Fund. Car-Part always sponsors a hold. Maybe, they could put a team together for the Golf Tournament. Just a suggestion. Please note that all Golf Packages and Sponsorships benefit the URG Scholarship Foundation and are tax-deductible, 501(3) c. Golf will be held Thursday, 4th of April.

The keynote speaker is Ross Shaffer, a six-time Emmy Award-winning comedian, Network TV Host and Best-Selling Business Author of 10 books on Reinvention & Resilience. Listed here in alphabetical order are other speakers: Chris Daglis, Matt Ehlers, Rachel Ehlers, Paul Elmendorf, Jim Erben, Mike Kunkel, Matt Lacy, and Rob Rainwater.

Some vendor speakers are Chad Counselman, Betsy Finnell, Garff Fitzgerald. We have had Garff Fitzgerald and his company eBay Motors on the URG Podcast before just like Rob and Mike. Recently, Mike Kunkel who won the President’s Award at ARA did the URG, “On-the-Go” podcast. Everyone needs to hear that podcast and especially the week before with Rob Rainwater.

All the speakers have a profile on the U-R-G.com website. To learn all about this premier training event, just go to the website or call Jennifer McPherson on her direct line at 512 – 677 – 6202. Remember, before I end this article, that this is now January 2024. Applications for the URG Scholarships start now and are made available for the following Fall Semester and award winners are announced at the URG Annual Training Conference. Applying for a scholarship is simple to do. First, you must be an employee or a child of an employee who has worked at least one year. Each year, the Foundation offers substantial financial scholarships for college, trade, technical, and vocational schools. Go online to U-R-G.com and learn more about applying for these scholarships. There is also a way that you can become an ambassador too. Many of you, like me, give \$11 a month or \$132 a year. You can identify ambassadors by ribbons on attendee badges at the *“We Are One” Conference* in St. Louis, April 4th – 6th.

All this information is listed on-line. However, if you want to pledge verbally for \$11 a month, just call me, DJ Harrington at 770-301-4122. All of us want to help the next generation. Your generosity will be acknowledged in St. Louis.

See you on the next URG “On-the-Go” podcast.



We had a great time at our local ATRA Christmas parties! It is so important to support your local automotive recyclers associations. It is integral for enhancing the business landscape within the automotive industry. These associations serve as crucial hubs for networking, collaboration, and access to resources. By engaging with them, you can gain opportunities to connect with suppliers, access industry-specific knowledge, and stay updated on regulatory changes and market trends. Furthermore, these associations advocate for the interests of their members, influencing policies and legislation that directly impact the automotive recycling sector. In essence, supporting these associations is about fortifying the success and growth of businesses in the automotive recycling sphere.





## Embracing Change: The Significance of New Year's Resolutions

By Becca Skowrya

The transition from one year to the next isn't just about confetti and fireworks—it's a universal moment of reflection and renewal. New Year's Eve is more than just festivities; it encapsulates a collective desire for positive transformation and personal growth. And maybe a few extra slices of cake before the diet starts!

Before the clock strikes midnight, it's important to pause and reflect on the twelve months that have gracefully slipped through our fingers. Contemplate accomplishments, setbacks, and lessons learned. Yes, that includes remembering the abandoned gym membership from last year's resolution list! Resolutions are not just promises; they're commitments to self-improvement that most likely will only last a month or so. Crafting resolutions demands specificity and feasibility. Instead of broad aspirations, focus on tangible objectives that pave the way for attainable progress.

Amidst the frenzy of setting resolutions, it's easy to overlook the profound significance of this ritual. It's not just about the list of goals written on a piece of paper; it's about the introspection that precedes it—the retrospective gaze that allows us to comprehend where we've stumbled, what we've conquered, and the multitude of experiences that have sculpted our being.

In this era of rapid change and perpetual flux, the ability to adapt is an invaluable asset. The world seldom conforms to the neat outlines of our plans; it twists, turns, and occasionally throws curveballs that send our meticulously crafted resolutions into disarray. Herein lies the true



test—not in the perfection of our plans but in our resilience and ability to recalibrate, readjust, and continue the pursuit despite the detours.

The transition to next year is more than just a chronological event—it's a psychological milestone, a temporal marker that prompts us to recalibrate our ambitions, reassess our plans, and reimagine our aspirations. It's the annual pilgrimage where we traverse the landscape of our ambitions, armed with a fresh set of aspirations and a pinch of seasoned wisdom from the year gone by.

At the start of a New Year, we're presented with a fresh canvas, inviting change and growth. Developing adaptability becomes an essential

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tool in our journey towards navigating life's twists and turns. Embracing change fosters resilience and strength. It's like training for life's challenges; being flexible isn't just advice—it's a strategy for success!

As the countdown begins, we're standing on the diving board of possibility. Let's cannonball

into the New Year with buckets of optimism and resolve. May it be a chapter of growth, resilience, and thrilling discoveries. The canvas is blank, waiting for our intentions to paint the masterpiece ahead. And hey, if those resolutions take a detour, no worries—there's always next year to nail it, right?





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## Laughter is the Best Medicine

### 60th High School Reunion

He was a widower and she a widow.

They had known each other for a number of years being high school classmates and having attended class reunions in the past without fail.

This 60th anniversary of their class, the widower and the widow made a foursome with two other singles.

They had a wonderful evening, their spirits high. The widower throwing admiring glances across the table.

The widow smiling coyly back at him. Finally, he picked up courage to ask her, "Will you marry me?"

After about six seconds of careful consideration, she answered, "Yes,..... yes I will!" The evening ended on a happy note for the widower.

But the next morning he was troubled. Did she say Yes? or did she say No? He couldn't remember. Try as he would, he just could not recall.

He went over the conversation of the previous evening, but



### 60th High School Reunion

his mind was blank.

He remembered asking the question but for the life of him he could not recall her response.

With fear and trepidation, he picked up the phone and called her. First, he explained that he couldn't remember as well as he used to.

Then he reviewed the past evening. As he gained a little more courage he then inquired of her.

"When I asked if you would marry me, did you say Yes? or did you say No? "Why you silly man, I said Yes. Yes I will! And I meant it with all my heart." The widower was delighted.

He felt his heart skip a beat. Then she continued. "And I am so glad you called because I couldn't remember who asked me!"

Two women are on a girl's night out, both of them married, loyal and exemplary wives.

This night they have had one too many Bacardi Breezers and are unsteadily walking home.

On the way they suddenly realize that they really have to pee, and lacking any proper facilities, they decide to sneak into a graveyard.

The first woman realizes that she has nothing to wipe with, so she uses her underwear and then throws them away.

Her friend, however, is wearing expensive lingerie and doesn't want to resort to such methods. Instead, next to the grave she finds a ribbon on a wreath, so she uses that.

Having finished, they both walk home, tipsy but happy.

The next day, the first woman's husband phones the second woman's husband, furious: "You'll never believe this! My wife came home last night not wearing any panties!"

"That's nothing," says the other man, "My wife came home with a card stuck between her butt cheeks that said" ... "From all of us at the Fire Station, we'll never forget you."



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