



Don Belisle, Sr.  
Owner of Recore Trading  
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## Looking forward to 2025

**By Don Belisle, Sr.**

As we start another new year in the recycling business one can't help but notice how many things have changed.

As much as it has changed for us as a converter processing business, the changes to the auto recycling business end have been far greater and enormously more restrictive than any of us thought possible just a few years back. There have been a lot of salvage yards that have either just closed or sold out and the yards converted to another use. The ones who survived are certainly the fittest and most well managed among us. To have survived and remain profitable is the result of forward thinking, good business practices, and a ton of HARD work. My hat is off to you! You have my deepest respect. So, for those of us going forward, what can we expect. The next few years should have a bit more relaxed environment in the area of the strangling legislation than we have seen in recent years. If this indeed happens It will be a very welcome relief. Imagine a world where you can just run your business and concentrate on being profitable. All the while doing so in a responsible, environmentally friendly, and common-sense manner. What a concept, this is the way things used to be. In this instance I am looking forward to going back to way we did things in the "good old days".

What else can we expect? Hopefully more realistic legislation in the area of catalytic converter theft prevention. We all realize the need for something in this area, however some of the knee jerk laws in place now are not only beyond cumbersome they are completely ineffective. They do nothing to prevent converter theft, and they put a ridiculous amount of cumbersome burden on the recycler. We have heard horror stories from nearby states where local "inspectors" come to a yard to audit that yard's documentation of his recycled converters. When the yard is found to not have everything in perfect order in the paper work department the inspector/state agency takes/ seizes the yards converters! How does this stop converter theft? Yes, it does leave a mark on the recycler and he will be sure to dot the I's and cross the Ts in the future, but did it prevent or deter theft in any way? I don't think so. In many instances we have a lot of yards that do not want

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to have an accumulation of converters on their property for one reason or another. Not only is it less of a hit if the converters are seized/stolen by a state agency, it is also less of a target for thieves. These yards either drop off their converters to us weekly or schedule us to pick the converters up more frequently. In some instances, we have certain yards who have us just hold on to their converters till they decide to have us process them. There are some of advantages to this;

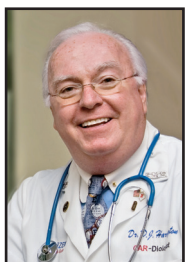
first the yard knows the converters are secure and are available when he decides to sell them. Local police tell us our security is better than a bank!

second the yard can determine when he wants

to sell based on market conditions or financial reasons. The yard can watch the market and let us know when to lock in and process his converters. Or he can have us notify him when we notice any significant market price increases. We monitor the markets constantly every day.

This has worked out great for some yards that have been doing it this way with us for years, no it's not for everyone but it is an option. If a yard wants to have us pick up their converters weekly, we will do our best to work that out. We try our best to accommodate yards as best we can, no matter how they want to sell us their converters. Looking forward to a Great 2025!!!





# I Wasn't Prepared for 2025, Were You?

By D.J. Harrington

Seeing the New Year's Eve celebrations has reminded me that I wasn't at all prepared for 2025. With my health issues and having moved to a new home, I've put quite a bit on the back burner that I shouldn't have. Most importantly, I forgot to plan for 2025. When I read what ARA said about our industry, I knew I needed to plan, even if I was late. ARA lists the automotive recycling industry as, ***"generating \$32 Billion a year in sales nationwide, the industry helps support many other industries like shipping, waste removal, forklift and heavy equipment, and towing."*** That's a huge pie for our industry to have slip from our hands without planning and strategizing for some of that \$32 Billion. We can't keep doing what we've always been doing without changing so we can stay ahead in this recycling game. So, if you're thinking about how we, as an industry, can get some of that revenue, let's strategize. If we do this right, we can make up for lost time. Here's my plan, and I hope it's a pathway for your success in 2025.

Since there are only 12 months in a year, I'm planning on getting something accomplished each month of 2025. So, let's take a month at a time and see what we can do to make 2025 successful for you on paper. Let's do some strategizing first. What are some things that you want to do with your recycling business? Don't be afraid to dream big either because dreams don't come true if you don't put some effort into them. What can you do in June or July that might not make sense to do in January or February? If what you want to do is affected by the weather, then put some thought into when the best time would be to set and complete that goal. Need some suggestions?

Maybe it's new equipment that you wanted and really needed so you can move parts around easier. If you want to sell more parts or hire new team members, how much more do you want to sell or how many new team members can you add to

help you sell more parts? Need a larger facility, or perhaps updated technology to help with inventory and organization? Maybe you need to add another industry or revenue stream to your business, such as towing. Some people say that your goals should show you're thinking big. However, you should be thinking smart too because you don't want your goals for 2025 to be unreachable at the end of the year.

Since smarter goals can be smaller goals, they'll be reached at a faster rate, which will help you in the long run. It will make you feel like you've accomplished more in 2025 because you have completed several goals quickly. You'll see that you've completed some important things and be encouraged to keep meeting and exceeding your goals. It will become fun to strategize, set goals and achieve them. So, plan each month with something that you feel you can work toward and achieve by the end of the month. Maybe one month in the summer should include a trip with the family for at least a couple days, right? Rest and relaxation are always needed for a busy and successful business owner.

Sometimes your goals will take more than a month to achieve; therefore, work on several achievement goals that month. If those goals are centered around the same area, such as needing a new facility, searching for the new property and securing a loan to purchase the property that will complete some huge goals very fast. Planning is the key, so mark down how long you feel it will take to complete your monthly goal. If you're not sure, then put that goal down on two consecutive months and work toward it. You might be surprised that you will complete it in one month anyway. However, also be prepared for a goal not to happen on schedule because things happen when we least expect them.



## I Wasn't Prepared for 2025, Were You? *continued from page 3*

Within our industry, there are some really organized recycling companies out there. Organization is their game, and their teams work efficiently. Maybe that's what you want for your business so that when a customer visits your property, you don't have to search for what they need because you'll already know where it's located. If that's what you've wanted for a while, keep organization on your list of goals for several months by taking baby steps to move certain parts to an area of the building or lot. Everything takes time to complete, so don't burden yourself with too many goals so that you give up trying to get organized. Try this trick instead.

If you feel it will take several months to complete your goal, then make sure you see results by utilizing 30-, 60- and 90-day increments as part of your plan. The first 30 days could be looking for the property, and by 60 days be securing the loan, and by the end of 90 days you've moved into the new facility. If you worry

about having enough revenue to pay your bills and employees, check your revenue stream each month to make sure you have met those two goals. By the last 3 months of 2025, you should be formulating your goals again for 2026. Always be thinking, always be setting goals and always be working toward completion of your goals.

I like this quote. ***"There is no such thing as 'away'. When we throw anything away, it must go somewhere."***

That's certainly true about cars and trucks. ARA also says that ***"86% of a vehicle's material content is recycled, reused or used for energy recovery."*** Isn't that good news for recyclers? Don't miss your piece of \$32 Billion spent in our industry in 2025. If I can help in any way with strategizing or planning your goals, please reach out to me. Remember, successful people will be at the URG/Team PRP Conference in Orlando, Florida on April 10th – 12th, 2025. I'll see you there! Happy New Year, Recyclers!

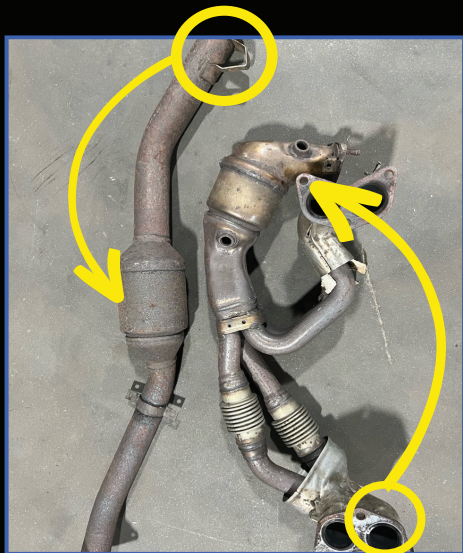


### Converter Chronicles

Subaru Converters



When selling by the piece and not on assay, be sure not to cut them too short when recycling some Subaru catalytic converters. The information needed to properly identify these types are circled below.



Please submit all questions on our website under contact form!



[www.recoretrading.com](http://www.recoretrading.com)





# Are You Wearing Too Many Hats?

By Jonathan Ingalls

Many business owners pride themselves on their ability to juggle multiple roles within their company. While this can be a testament to their dedication and skill, it can also pose a significant problem when it comes time to sell the business. I recently ran into someone that experienced this firsthand. They had built a highly successful business with impressive numbers and over \$1 million in revenue per year. Despite these achievements, the business valuation did not meet their expectations. Why? Because they were wearing too many hats.

## The Hidden Cost of Doing It All

When you, as a business owner, are involved in every aspect of the business, you might think you're increasing efficiency and maximizing profits. However, this approach can backfire during a valuation. In this person's case, they performed the roles of general manager, sales manager, bookkeeper, and more. This meant that the business's impressive profit margins were artificially inflated because there were no salaries being paid for these critical positions.

## The Impact on Business Valuation

When assessing the value of a business, potential buyers look at more than just the current profits and sales figures. They also consider the operational structure and the roles that need to be filled. If the owner is responsible for most of the key functions, the buyer sees this as a risk. The high profits are not sustainable because the buyer will need to hire several employees to replace the owner, which increases operational costs and reduces profit margins.

In this scenario, the lack of a dedicated staff meant that the business could not run smoothly without them. As a result, the valuation reflected the cost of hiring these necessary positions, significantly lowering the business's overall value.

## Planning for the Future

This issue isn't a problem if you plan to continue running your business indefinitely. However, if

you have any intention of selling your business in the future, it's crucial to ensure that it can operate independently of you. Here are some steps to consider:

- 1. Obtain an Independent Valuation:** Understanding your business's true value is crucial. It helps set realistic expectations for the sale and highlights areas you can improve to make the business more appealing to potential buyers.
- 2. Delegate Responsibilities:** Start delegating key roles and responsibilities to competent employees. This not only prepares the business for a sale but also frees up your time to focus on strategic growth.
- 3. Hire Key Staff:** Invest in hiring skilled individuals for critical positions such as general manager, sales manager, and bookkeeper. This builds a robust organizational structure that can function without your constant oversight.
- 4. Document Processes:** Ensure that all business processes are well-documented. This includes operational procedures, sales strategies, financial management, and customer service protocols. A buyer will feel more confident if they know the business has standardized processes that can be followed by new staff.
- 5. Gradual Transition:** Gradually reduce your involvement in day-to-day operations. This transition period allows you to address any issues that arise and ensure the business can maintain its performance without your direct input.

## The Long-Term Benefits

Of course, many business owners want to stay involved and be an active part of their business. However, preparing your business to run without you does not mean you have to step away immediately. It's about creating an operational structure that provides flexibility and sustainability. This not only makes your business more attractive to potential buyers but also increases its resilience and ability to thrive in your absence.

By taking these steps, you can ensure that your business is not only successful but also valuable. When the time comes to sell, you'll be in a much stronger position to negotiate a price that truly reflects the worth of your hard work and dedication. Don't let wearing too many hats devalue your business. Plan ahead, delegate, and build a company that can stand strong with and without you at the helm.



# New Year, New Opportunities

By Becca Skowyra

As we step into the new year, small business owners in the auto recycling industry have a unique opportunity to reflect on past achievements and challenges while setting the stage for a successful and profitable year ahead. With a dynamic market at play, the auto recycling sector offers endless opportunities to innovate, improve, and increase profits! Here at Recore, we're excited to see both our long-standing and new suppliers take the industry by storm, getting creative with ways to drive revenue growth.

The start of the year is the perfect time to reassess your business goals. Whether you're focused on improving operational efficiency, expanding your customer base, or boosting profits, setting clear, measurable objectives gives your business a solid direction. Focus on areas that matter most—like streamlining processes or upgrading equipment to enhance productivity. One of our suppliers leveraged

assay checks from us to fuel his business expansion. Seeing his growth, from taking “baby steps” to where he is now, has been incredible, and we're thrilled to be part of his journey. We couldn't be prouder of his success!

In the auto recycling industry, strong partnerships are essential for long-term success. Building lasting relationships with suppliers, repair shops, and other key players ensures a steady flow of vehicles and materials. Networking and fostering meaningful collaborations will position your business for continued growth throughout the year.

This new year, take proactive steps to streamline your operations and invest in growth. With renewed focus and strategic planning, the auto recycling industry presents countless opportunities for small business owners to thrive.







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## Laughter is the Best Medicine

### New Words

After Christmas break, the kids returned to school. The teacher was shocked when Little Johnny used bad language. "I never want to hear you speak like that again," she said. "Where on earth did you learn those words?"

Johnny replied, "From my father."

The teacher frowned. "Well, he should be ashamed of himself! There's no reason for you to talk like that. You don't even know what it means."

Johnny shrugged and said, "I do know what it means. It means the car won't start."



### Start 2025 with a Bang!

A man, getting along in years, finds that he is unable to perform in bed.

He finally goes to his doctor who tries a few things, but nothing seems to work.

Finally, as a last hope, the doctor refers him to a magical medicine man.

The medicine man says, 'I can cure this.' With that said, he throws a white powder into a flame, and there is a flash with billowing blue smoke.

Then he says, 'This is powerful healing but you can only use it just as the clock is about to strike midnight on New Year's Eve. All you have to do is say '1 2 3,' and it shall rise for as long as you wish!'

The man then asks, 'what happens when it's over, and I don't want to continue?'

The medicine man replies, 'When your partner can take no more, all she has to say is '1 2 3 4', and it will then go down. But be warned, it will not rise again until the next new year.'

The old gent rushes home, anxious to try out his new powers.

That night he showers, shaves and smothers himself in aftershave. He slides into bed, cuddles up to his wife, and just as the clock is about to strike midnight he says '123' - suddenly it's working, just as the medicine man promised.

His wife turns over and asks, 'What did you say '1 2 3 for?'



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