



Newsletter

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STRONGEST BUYER OF CATALYTIC CONVERTERS



Strong Prices, Steady Sellers, and a Resilient Industry

By: Don Belisle Sr

Converters remain strong, as do most of the other products we buy. It has been a good year overall with some price volatility, but pretty good and stable recently. We are seeing

many collectors/recyclers decide now is the time to sell. Most explain that with the existing good pricing and the very real possibility of major price swings, now is a good time to sell. The other factor that comes into play is, in some situations, sellers want to increase their end-of-year sales numbers. The third option that is only available in December is to hedge prices at their high level now, then have the sale actually post on Jan. 1! This way they lock in today's high pricing but do not affect this year's sales numbers. Then we still see a few that will hold on for a variety of reasons. Overall, most are selling now. Our last two months of converters coming through the door have rivaled the best we have ever seen.

2025 has been a trying year at Recore, with injuries to key people. We have adjusted and soldiered on. We have been able to heal our injured, keep our key people, and add a couple more. It sure has been interesting and accomplishing to keep going and actually increase business. But look who I'm talking to! Recyclers have more to deal with regarding change than almost any other business out there. You guys know what I'm talking about- from the help situation, to changing regulations,

and local and state municipal issues! Not to mention the scourge of the internet. It seems as though at times they are lined up against you. I'm so glad that the recyclers today are so resilient and adaptable. We can soldier on together.

A good thing we are seeing that was unexpected is that the thieves have not returned like they did the last time converter prices were up. Yes, I know there will always be some, but it is not nearly as bad as it was a few years ago. Perhaps some of the measures we all took to prevent these thieves are actually working. I give little credit to the lawmakers, who in most instances only made it more difficult for the legitimate recycler, and had little to no effect on the thieves. In any event, I'm glad prices are up disproportionately to thievery. Let's collectively enjoy the conditions we are in at the moment. As we all know, things can and will change in a moment! Conditions are good now; let's enjoy and profit from them.



All of us at Recore Trading Company
wish you a very Merry Christmas and
a happy, healthy New Year!





Don't Hire Spoilers: Hire Right the First Time

By: DJ Harrington

As was customary, I parked my car behind another parent who was sitting in line to get grandchildren after the school bell had rung. My mind began to wonder as my eyes were drawn to the trees located at the top of the retaining wall. The landscape was a series of green trees, each with three points, standing in degrading formation but impressive above the rock wall. The rock wall descended the hill to the grass level. Each tree seemed to be healthy and green. Then I saw it, a spoiler. And, then another spoiler. Two of the trees from the group were dead, indicating something had happened to them. Did they not get enough water, bad soil or needed fertilizer to survive?

Sometimes, in business this can happen too. Whether it's a person whose been hired that doesn't have the skill to fit in with the rest of the team or someone who needs to go because they're causing negativism within the group. Dead trees in midst of those nice, healthy trees above the school's rock wall can eventually cause trouble with other trees. It's the same thing with hiring employees. By hiring the right people, who have GOOD people skills, we have a better shot at having them stay because we can teach a new team member what they need to know as long as they have good people skills.

If you don't want to spend time hiring someone and six months later having to fire them, you need to start checking their references. Check their social media for anything that they might have posted about previous workers or employers. That might reveal some negativism on

their part. You certainly don't want any negativism added to your business. Most assuredly, this spoiler could affect your company's image at some point.

Talk to all the employers from their past positions to zero in on why they are looking again. Spending a little time calling a prospective employee's last job could be a time saver after all. Treat each conversation as an investigation to get answers of why they left. If you don't check everything before you hire, you might end up hiring a problem employee and regret that you offered them a job. You don't want that for yourself and certainly don't want your other employees to step lightly around a new employee, creating a negative atmosphere at your business. It's like putting a dying tree into the soil with other healthy green trees that you know probably won't make it because it's a spoiler. It eventually could spoil the other healthy and happy employees. So, avoid doing that to your team. Hire right the first time by finding the best candidate you can for your team. It does take more time to ask others about referrals and why someone left. And too, you could also have a team of people that interview the same person individually to see if they feel they can work with this new prospective team member. Then you have several opinions of whether they will fit in with your other team members.

I remember a time when an employee who had the wrong attitude significantly impacted

customer loyalty. None of us need that today. As a matter of fact, 68% of customers who stop associating with our businesses do so because of an employee's indifference toward a customer. There have been times that I thought I had hired people who were just what my training company needed. They acted and talked like they would fit in perfectly with the other employees.

Unfortunately, somehow between the time that I interviewed them and the time they showed up for work they had turned into something totally different.

I remember asking one guy, "Do you have a twin brother?" Not really understanding my question, he replied, "No, why?" I could swear the guy that I interviewed on Friday was extremely different from the one that showed up to work on Monday morning. It didn't take me long to ask myself, why did I hire this guy? Watch out for people that sound too good to believe because there are plenty of "how-to interview" books that can help them become hired applicants. They make great impressions on multitude of employers because they don't last too long when they do get hired.

Just as an unhealthy tree needs something extra to keep it alive, the person you hired but would rather fire, might need something extra to keep them after all. We have high hopes that it's a training problem. When our training doesn't work, we think it's a motivational problem. Here's the usual process. Additional time and effort go into reevaluating the results, but things don't seem to improve. I got it. It takes time to take out the spoiler by the roots and replace it with something else. Remember one bad tree remaining in the group too long can affect the rest of the group. Therefore, remove the bad employee as soon as you can so he or she doesn't affect the others.

If you conclude that sometimes you've made a bad hire, you can fix it going forward. Or maybe you just haven't had the right intestinal fortitude to let them go yet because the person is still employed at your business. When you hire someone, they appear to be something you and your team need at the time because they said all the right things in the interview. However, overtime, they reveal themselves differently later and maybe you just need someone to say it's okay to let them go, then please call me.

I would be happy to hear what's happening at your business and what you're looking for in your next employee. Maybe I can offer some solutions for better hiring going forward.

See you on the next podcast!





Converter Chronicles

-FAQ-



Is Recore Trading open to the public?

Yes, no appointments needed. We are open Monday to Friday 7:30 am to 4:00pm and closed on major holidays.

I'm a new customer how quickly can I get a pick up?

Immediately, with our team of buyers already on the road it's possible we can have you scheduled that week.

Do you offer pick up service outside of New Hampshire?

Yes, we have weekly/monthly pickups throughout New England (ME,VT,MA,CT,RI)

How many cats do I need to get them assayed?

75 minimum. We still offer competitive pricing to customers that don't meet that amount.

How soon do I get paid?

Immediately, we offer 100% of the graded/coded value. Next, we analyze with our cutting-edge technology and efficient process to get you an assay return.

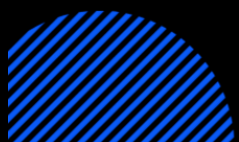
Why offer assay?

To ensure the customer is getting full value for their catalytic converters.

Recore Trading is the leading processor of catalytic converters on the east coast. We are dedicated to providing the customer with the most competitive and up-to-date prices. In addition, Recore Trading also offers top dollar on aluminum wheels and other automotive recycling.

Please submit all questions
on our website
under contact form!

www.recoretrading.com
603-437-3000
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A Year-End Call That Pretty Much Describes 2025

By: Rebecca Skowyra

We got a call the other day from one of our yearly regulars. He's the type who saves converters all year long and brings them in every at the end of the year for what he calls his "year-end bonus." He says the same thing every year: "I've got a box of converters here. Nothing exciting. Probably not worth much. But I'm coming to see you guys."

That's how every good end-of-year call starts.

He brought them in, and like always, it was a mixed bunch. Some were about as low-grade as they come. But right in the middle of the pile were a few solid units he didn't even know - or forgot - he had. Good value. A bit of a surprise for him, and not a bad way to end the year!

This customer is an older gentleman, one of the nicest you'll ever meet. He has been slowing down his business for quite some time so he treats whatever he brings as a bonus, never expecting much. He just saves throughout the year, shows up with a smile, and trusts the process. And like clockwork, there's always a couple sleepers hiding in his pile that turn an ordinary visit into a pretty good day for him.

He looked at his payout this year, shook his head, and laughed - "Well, that turned out better than I thought." And the best part is, he's still got his assay check coming. That's where the "hidden" value shows up.

Assay matters- especially with converters. Anyone in this business knows you can eyeball a unit and get close... but "close" isn't good enough when the price swings are real and every ounce counts.

Knowing the true value, not the guessed value, is what keeps the numbers honest and the payouts fair. Whether you bring in a box or a full truckload, the assay is what makes sure everyone gets what they're owed.

Truthfully, that box he brought in looked a lot like 2025. This year had a little bit of everything. Some low points we all could've done without. Some steady stretches that kept the wheels turning. And every now and then, something unexpectedly good showed up!

Not the easiest year we've ever had, but certainly not the worst. We kept moving forward, adjusted when we had to, dealt with injuries and illness, and still managed to keep the material flowing.

So when our customer looked at his payout and said, "Well, that turned out better than I thought," it summed up the year pretty well. Most of us can probably say the same. It wasn't perfect, but it ended on a solid note.

As we wrap up 2025, thanks again to all of you who stuck with us, brought your material in or had us pick up, and kept doing business with us. We appreciate it and we're ready to make 2026 a good one!





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LAUGHTER IS THE BEST MEDICINE

Little Johnny Christmas Cussing



Little Johnny had a cussing problem and his father was getting tired of it. He decided to ask his shrink what to do about it.

The shrink said, "Since Christmas is coming up, you should ask Johnny what he wants Santa to bring him. If he cusses while he tells you his wish list, leave a pile of dog poop in place of the gift or gifts he requests."

Two days before Christmas, Johnny's father asked him what he wanted for Christmas.

"I want a damn teddy-bear laying right beside me when I wake-up. When I go downstairs I want to see a damn train going around the damn tree. And when I go outside I want to see a damn bike leaning up against the damn garage."

Christmas morning, Little Johnny woke up and rolled over into a pile of dog poop. Confused, he walked down stairs and saw another pile under the tree.

Scratching his head, he walked outside and saw a huge pile of dog poop by the garage.

When Johnny walked back inside with a curious

look on his face, his dad smiled and asked, "What did Santa bring you this year?"

Johnny replied, "I think I got a dog but I can't find the son-of-a-b*tch!"

Expensive Present



One day Little Johnny went to his father, and asked him if he could buy him a \$400 bicycle for his birthday. Little Johnny's father said, "Johnny, we have a \$700,000 mortgage on the house, and you want me to buy you a bicycle??? Wait until Christmas!"

Christmas came around, and Little Johnny asked again. The father said, "Well, the mortgage is still extremely high, sorry kiddo. Ask me again some other time."

Well, about 2 days later, the boy was seen walking out of the house with all his belongings in a suitcase. The father felt sorry for him, and asked him why he was leaving.

Little Johnny said, "Yesterday I was walking past your room, and I heard you say that you were 'pulling out,' and mommy said that 'you should wait because she was coming, too....'

"And I'll be DAMNED if I'm gonna be stuck with your \$700,000 mortgage!"

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