AUTOMOTIVE RECYCLERS OF MICHIGAN

The Official Publication of the Automotive Recyclers of Michigan

YARDTALK

Issue 3 Fall 2026







2026 ARM Road Show: What a Weekend!

Wrap-up coverage begins on page 12

















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Scrap Market Report

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Markets are currently in limbo as much of the year has been steady with minimal changes either up or down. With mills hungry for scrap and their operating rates climbing to levels not witnessed since 2019, we are anticipating a slight bump in the October shred feed price.

Thanks to Brett Schneider at PADNOS Iron & Metal, Holland, Michigan

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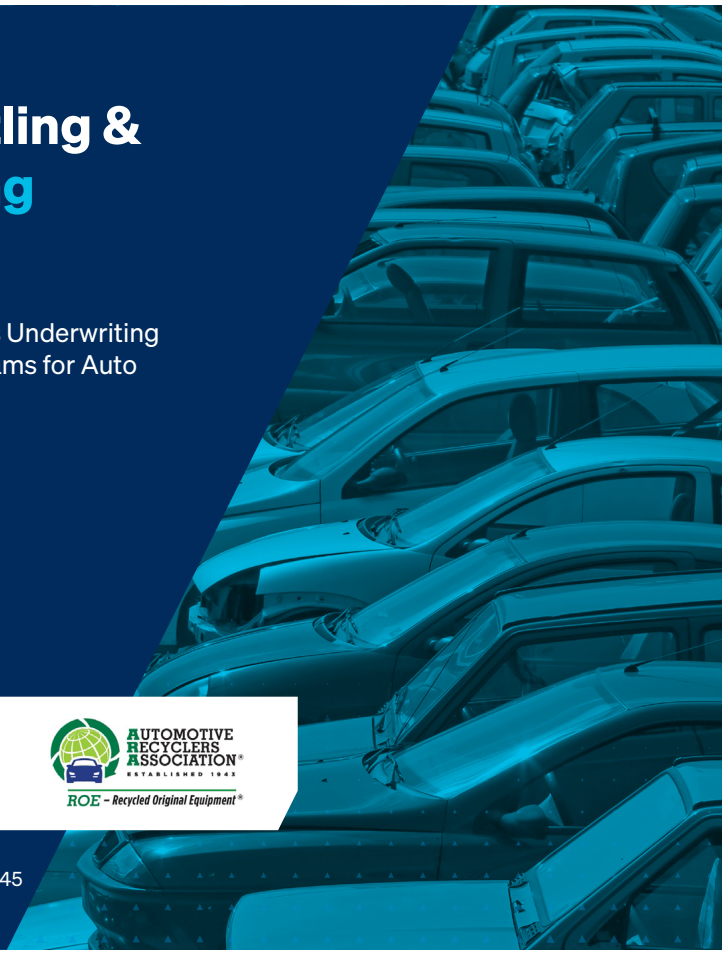
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Please address articles or letters for publication to:

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352 S Angola Rd
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From the Executive Director



Jackie Timm, CAE

What a year.

As we started our new fiscal year on September 1, I've had a chance to look back at everything we accomplished together over the past year. In the two and a half years I've been with ARM, I've seen a lot of growth, and this past year has been especially exciting. There is a real energy around this association right now, and I'm incredibly proud of what we've been able to accomplish together.

And we're just getting started.



The biggest highlight, of course, was our 2026 ARM Road Show & Business Networking Conference. We had more than 300 people join us, and seeing that many members, vendors and industry friends come together was pretty incredible.

A weekend like that doesn't happen without a lot of people behind it. I want to give a very heartfelt thank you to our Road Show Committee. You gave your time, ideas, energy and a whole lot of work to make the weekend what it was.

And a huge thank you to Scott and Chris Kooienga and Premier Auto & Truck Parts for hosting us. Scott and Chris opened their doors to our entire industry, and we are incredibly grateful for everything Premier did to make the Road Show a success.

This year was also special because we made a much bigger effort to celebrate our scholarship recipients and our award winners. We celebrated the 25th anniversary of the Kent Utter Jr. Memorial Scholarship, and it was really meaningful to recognize the students who have benefited from this program over the years.

We also had the opportunity to recognize Amber Kendrick, Beth Dessert, Amanda Ashby and Jayson Doren through our ARM awards. These are people who deserve to be recognized, and I'm glad we took the time to do it.

I hope this is something we continue to build on. Our members work hard, our industry has a lot of people doing great things, and I think it's important that we take the time to recognize them.

Outside of the Road Show, we've been working on some other things that I'm really excited about.

I attended the Northwood University Automotive School's career fair, and we'll

Continued on page 6













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From the Executive Director

Continued from page 4

continue working to introduce automotive recycling to students and young people who may not know about the opportunities in our industry.

We also launched the ARM Job Board. Our goal is to do more than just give you a place to post a job. We want ARM to help promote those jobs and get them in front of people who may be looking for an opportunity in our industry.

We're also planning webinars and EV training opportunities for this fall and winter, along with other educational opportunities for our members. Continuing education is important, and I want ARM to continue bringing you information that is useful and relevant to your business.

I also want to recognize our Board of Directors.

Thank you to Glenn Nuener, Bernie Milnes and Chris Roberge as they complete their service on the ARM Board. I truly appreciate the time and effort each of them gave to this association.

And we welcome two new board members, Kody Hartman from Weller Auto Parts and Austin Rose from Morris Rose Auto Parts. We're excited to have them involved and look forward to working with both of them.

To all of our new members, welcome to ARM! We're glad you're here. And to our longtime members, thank you for continuing to support this association. Your membership and involvement are what make ARM possible.

I've also missed getting out and visiting members over the past few months. I had to take a little break from member visits while we were in the middle of Road Show planning, but I'm looking forward to getting back on the road. I want to hear what's happening in your businesses, what challenges you're facing and what you need from ARM.

And that really brings me to the most important thing I want to say.

This is your association.

My job is to listen to you and execute what you want ARM to be.

If there's something you want us to work on, tell me. If you want to get more involved, join a committee. If you have an idea, give me a call. If there's something we could be doing better, I want to hear that too.

I'm here to work for you and for this industry.

When I look back at this past year, I'm incredibly proud of what we accomplished. But I'm even more excited about what's ahead.

We have great members, a dedicated Board, a lot of people willing to get involved, and a lot of opportunity in front of us.

Thank you for trusting me to lead this association, thank you for showing up, and thank you for being part of ARM.

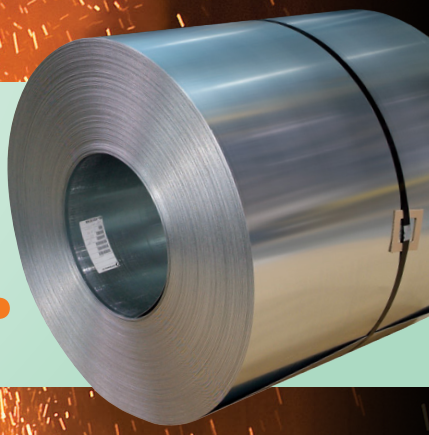
Here's to another great year.

See you soon,

Jackie Timm
Executive Director
Automotive Recyclers of Michigan







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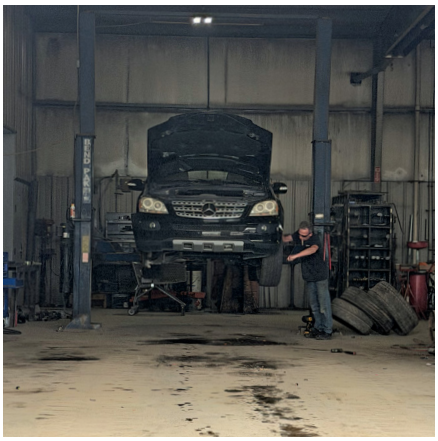
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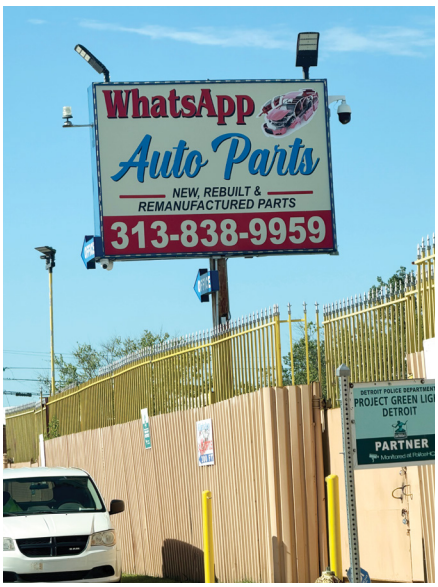

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The President's Message

With another ARM Road Show behind us and fall already here, I want to take a minute to thank everyone who continues to make this association what it is. It was a privilege for our family and team at Premier Auto and Truck Parts to host this year's event. We appreciate everyone who took time away from their businesses to join us.



Scott Kooienga

Hosting gives you an appreciation for how much work goes into an event like this. Thank you to Jackie, the Road Show Committee, our speakers, volunteers, and our Premier team for all the time and effort they put into it. I especially want to recognize our Associate Members, vendors, and sponsors. The support we receive from them is huge, and it goes well beyond a booth or a sponsorship check. These are people who invest in our businesses and our association year after year. Please support them and let them know we appreciate it.

One of the things I value most about the Road Show is the opportunity to talk with other recyclers. We all get busy running our own operations, and it is easy to lose touch. Getting together gives us a chance to compare notes, ask questions, and learn from people facing many of the same challenges. Those conversations are a big part of the value of belonging to ARM.

As for the association itself, I feel good about the direction we are heading. Jackie, our Board, and our committees have put a lot of work into serving our members and keeping ARM moving forward. This year's work on the TR-9 issue is a good example of why that matters. ARM brought recyclers' concerns to the Department of State, legislators, and industry partners. I appreciate Slater Shroyer's leadership as Legislative Committee Chairman and the effort he puts into making sure our industry has a voice.

Continued on page 29

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By Nate Love of Kelley Cawthorne
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ARM continues to advocate for automotive recyclers on issues surrounding vehicle titles and the use of TR-9 forms. The Michigan Department of State's interpretation of current statute has created challenges for recyclers, particularly related to the processing and destruction of vehicles.

ARM has been working with legislators, the Department of State, and industry stakeholders to address these concerns. HB 5356 was introduced to update the statute and provide a more practical process for TR-9 forms, including allowing for an electronic version to be submitted in place of paper copies. The legislation received bipartisan support in the House and has also advanced through the Senate Regulatory Affairs Committee.

ARM will continue working on this issue and keeping members informed as the legislation moves forward. **If your facility is experiencing problems with vehicle titles or TR-9 forms, please contact ARM and let us know**.

ARM is also following discussions surrounding battery extended producer responsibility (EPR) legislation in Michigan. Current proposals focus on smaller-format batteries and do not directly apply to automotive batteries, but ARM is monitoring these discussions closely as they could lead to future conversations involving other battery types and the automotive recycling industry.

Transportation funding and potential changes to Michigan's gasoline tax remain topics of discussion among state policymakers. ARM will continue to monitor proposals that could affect Michigan's transportation system and the businesses that rely on it.

ARM continues to work with legislators, state agencies, and industry partners to make sure the voice of Michigan's automotive recyclers is represented in Lansing. We will continue to keep members informed about legislation and regulatory issues that directly affect our industry.

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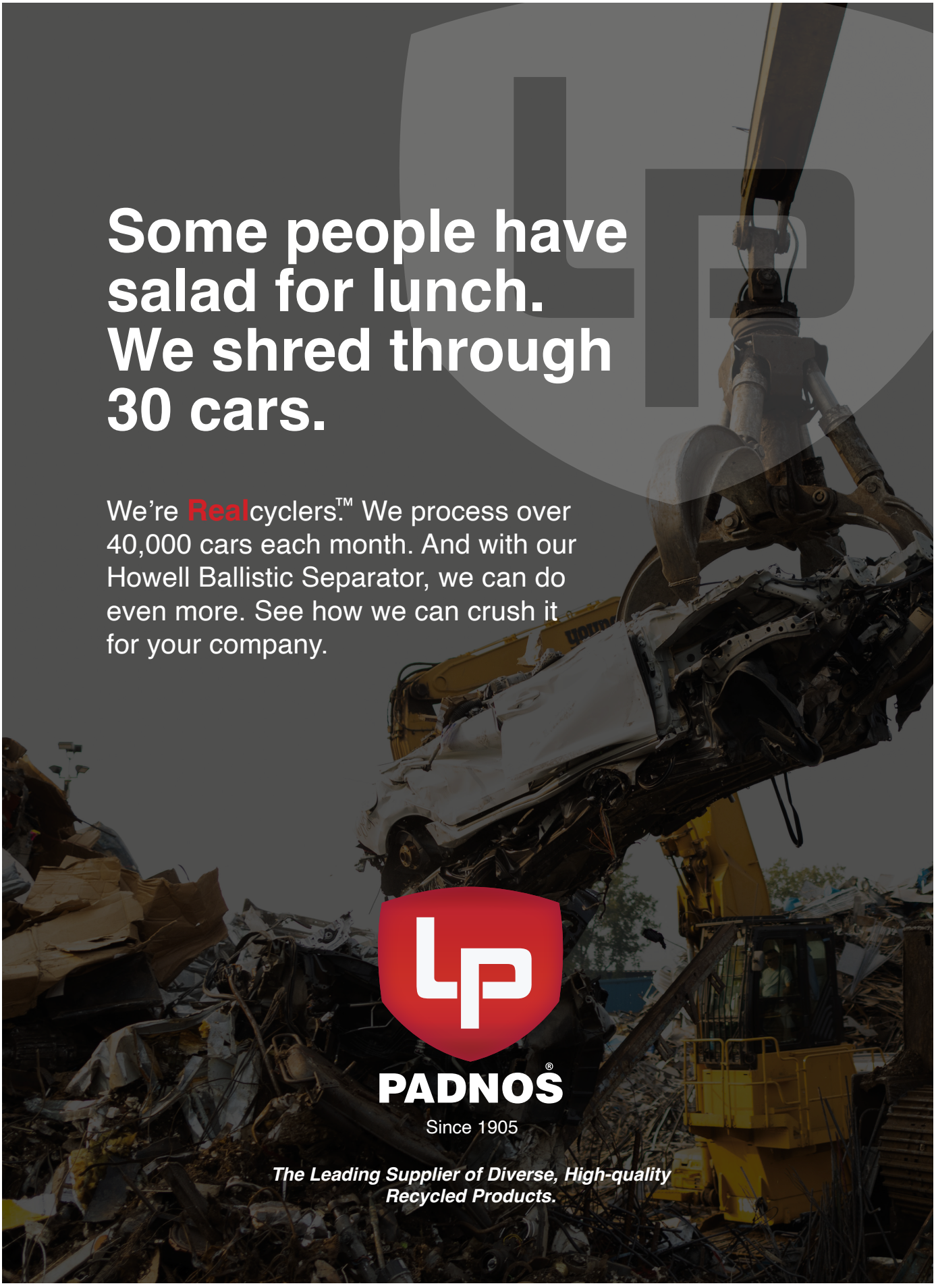
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2026 ARM Road Show: What a Weekend!

It's hard to believe the 2026 ARM Road Show is already behind us!

With **more than 300 people in attendance**, this year's Road Show was one for the books. From the Friday night welcome reception and Pub Crawl to a full day at Premier Auto & Truck Parts, it was a weekend filled with networking, education, laughs, great conversations and a lot of time spent with people who make this industry so special.

A huge **thank you** to everyone who attended and made the weekend what it was. Whether you came for the education, networking, vendors, auctions, awards, food, or just to catch up with friends, you were a big part of making the weekend such a success.

We also want to give a very special thank you to our **Road Show Committee**. So much work happens behind the scenes that most people never see. From planning and logistics to sponsors, vendors, activities and all the little details, this group put in countless hours to make the weekend happen. We appreciate every one of you!

And of course, we can't thank **Scott and Chris Kooienga and the entire Premier Auto & Truck Parts team** enough for hosting us. Opening your facility and welcoming more than 300 people into your yard is no small undertaking. We are incredibly grateful for your hospitality and for everything Premier did to make the Road Show possible.

Thank you to our **sponsors, exhibitors, speakers, volunteers and vendors** for supporting ARM and helping make the event such a success. And thank you to everyone who donated auction and raffle items, participated in the scholarship fundraiser and helped make the weekend so much fun.

One of the most meaningful parts of this year's Road Show was taking time to recognize our **scholarship recipients and ARM award winners**. Celebrating the 25th anniversary of the Kent Utter Jr. Memorial Scholarship and recognizing people who are making a difference in our industry made the weekend even more special.

Most of all, the Road Show is about people. It's about bringing our industry together, sharing ideas, building relationships and taking a little time to enjoy being part of this hardworking industry we all love.

Thank you for showing up, supporting ARM and making the 2026 Road Show one we won't soon forget.

We'll see you at the 2027 Road Show!

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Road Show 2026:
People, Proof, and Protecting Your Profits

By Amber Kendrick

ARM's 16th Annual Road Show & Business Networking Conference brought Michigan recyclers to Premier Auto & Truck Parts in Cedar Springs on September 19, and the education sessions gave us plenty to take home. Before the speakers took the floor, we paused to thank the sponsors who make the event possible. Their support keeps registration affordable and lets ARM bring in the kind of speakers we heard this year! Utilizing ARM sponsors is what keeps them coming back, so thank you to all who support the sponsors who support the industry!

Jason Naoumi of Holbrook Auto Parts introduced three presenters whose topics, at first glance, had little in common: hiring and onboarding, industry certification, and warranty reinsurance. By the end of the day, though, a clear thread ran through all three. Whether we are talking about our people, our processes, or our money, the yards that thrive are the ones that build a system on purpose instead of handling things as they come. For those who couldn't make it, and for those who were there and want a refresher, here are some highlights.

Lisa Cooper: Finding (and Keeping) Your Purple Unicorn

Lisa Cooper of Cooper People Group has helped some 250 organizations across the Midwest strengthen performance through their people. She walked us through recruiting, interviewing, and onboarding for the workplace of today and tomorrow, and her opening point was a sobering one: there are roughly seven job seekers for every ten openings, and the labor force is shrinking. As Cooper put it, hiring will never be as easy as it is today. It only gets harder from here.

Her advice was to start with structure, then people. Every open position presents three choices. You can buy talent by hiring for skills, which costs more up front. You can train, which is cheaper at the start but takes real investment to cultivate. Or you can borrow, using gig workers, contractors, or professional services instead of adding headcount.

Cooper also encouraged us to widen the net. Part-time and older workers, interns, apprentices, rehires, veterans, returning citizens, differently abled workers, immigrants, and contractors are all talent pools easily overlooked. To find them, look beyond job boards to senior centers, high schools and vocational schools, veterans coalitions, refugee services, religious and cultural centers, alumni pages, neighborhood groups, and even the people serving you at local restaurants and grocery stores.

Continued on page 16





Continued from page 15

When it comes to the hiring process itself, Cooper stressed that top candidates are evaluating us as much as we are evaluating them. About 60% of job seekers report a poor hiring experience, and 72% of those share it online, often on employer review sites. Between a quarter and half of candidates turn down offers because of a poor experience, such as slow communication or unclear expectations. She identified five moments that matter most:

1. The job post: clear, human, and honest
2. The first response: fast and respectful
3. The interview: structured, welcoming, and prepared
4. The decision: timely and transparent
5. Closure: every candidate gets a response

A good job posting talks about the impact of the work, what the company values, what a day in the life looks like, and what is in it for the candidate. In the interview, Cooper recommended the STAR method (Situation, Task, Action, Result) to get specific answers about past performance. She also suggested a realistic job simulation, such as a short task or problem to solve, so candidates can show you what they are made of.

On compensation, Cooper made a point that hit home for many in the room: people assume they are underpaid unless you show them otherwise. Commit to regular compensation reviews and tell your team you do them. Just as important, make sure employees understand the dollar value of the benefits you pay for. If they don't, they may leave for a job that pays slightly more without realizing what they are giving up. She also shared a long list of low-cost perks worth considering, from floating holidays, referral bonuses, and milestone bonuses to flexible schedules, gym discounts, paid volunteer time, and an EAP for counseling support.

Finally, onboarding. Cooper suggested a simple day-one orientation where a senior manager sits down with the new hire and walks through company history, culture, and key policies, including anti-harassment and anti-discrimination. A short slide deck keeps it consistent and ensures nothing gets skipped. We often assume new people know things they don't, so keep it simple. Recording a Zoom training or a video of a task being done creates resources you can reuse. And remember: whatever you tolerate in the first 90 days is what you reinforce, so address problems right away. The goal of onboarding, Cooper said, is to confirm for the new hire that they made the right career move.

Shannon Nordstrom: Certification Pays for Itself

ARA President Shannon Nordstrom of Nordstrom's Automotive in Garretson, South Dakota, made the case that certification is not just a plaque on the wall. It saves money, opens doors, and changes how a business runs.

Nordstrom explained that the most trusted certifications are independent, objective audits by a party with no financial stake in the outcome, the way UL works for electrical products. Certification





opened up major arenas for Nordstrom's Automotive, made inroads with insurance companies, and they put processes and audits in place that changed the business for the better. He compared it to second-party programs like GM's collision repair network, and to everyday marks like Energy Star and Bluetooth that give consumers confidence without a second thought.

So what certifications are available to recyclers? Nordstrom listed CAR (and MICAR here in Michigan), Gold Seal, URG 9000, High Voltage Vehicle (HVV), Recall, and ISO 9001:2015. His recommendation for where to start: CAR, HVV, Recall, and CARE. Gold Seal and URG 9000 will both be retired and replaced by the new CARE program.

- **CAR/MICAR** covers three areas of the business: safety, environmental compliance, and curbside appeal. Being a CAR-certified recycler is the foundation for everything else. It requires ARA and URG membership and a physical location, so no brokers, only real recyclers. It also aligns with the certification eBay is rolling out. The website ecarcenter.org, now under ARA, lists the rules and regulations that apply in each state.

- **HVV** sets standard operating procedures and training requirements for safely handling hybrids, full electrics, and fuel cell vehicles, along with the NSVRP battery registry. As Nordstrom pointed out, anyone buying from tow lots is going to end up with hybrids and EVs, so you need a safe plan for them.

- **Recall** checks make sure we are not selling parts that have been recalled.

Nordstrom compared the goals of certification to fast food chains, which produce the same result at every location regardless of the employee behind the counter. The reason is standard operating procedures. Certification gives our yards that same consistency, and the hope is that CAR becomes the industry's Energy Star: the accepted mark of quality that insurance companies and repair shops look for.

Nordstrom also spoke personally. His family's business started on a dairy farm, and he admitted that certification forced him to tackle projects he didn't want to, like what to do with antifreeze. They weren't fun, but they were necessary, and the journey transformed the business. Because they were certified, an automaker eventually called looking for help, which led to the opportunity to buy vehicles directly. It all started with that first step into the certification program.

Nordstrom closed with a call to get involved. While we are all back in our yards selling parts on Monday, ARA is watching out for us at the national level, and our lobbyist Nate Love is watching out for us here in Lansing. Colorado's new battery law didn't happen by accident; it happened because people got involved. Everyone has a part to play. If you can't give your time, give money, and if you can't give money, give your time. Nordstrom also pointed to the Global Sustainability Consortium, backed by Solera, which puts the reuse of auto parts at its center. In Europe, manufacturers must already account for a percentage of recycled parts to sell vehicles, and those same questions are starting to be asked in the United States.

Continued on page 18





Continued from page 17
Certified recyclers will be ready to answer them.

Brett Buike: The Warranty Money You're Already Spending

Brett Buike of National Reinsurance started with a point every recycler knows but few of us account for: we are selling a product we did not manufacture, so there is risk in every sale. Buike explained the IRS and insurance regulators treat the warranty on a used part the same way they treat a warranty on a vehicle or anything else. We train our salespeople to replace parts and write it off as a cost of doing business.

The problem, Buike said, is that most of us don't track what that really costs. When you replace a part, are you eating the shipping? When you tell a customer to toss a bad part and send a replacement without recovering the core, do you record it? Most yards don't account for the standard 90-day warranty at all, and partial credits and brokered parts add liability that never shows up on paper. Poor categorization hides the true loss ratio. As Buike put it, anything you pay attention to you will improve, and better claims data supports better pricing and better warranty decisions.

That's where reinsurance comes in. Under a reinsurance program, built-in warranty value and extended warranty sales create premium, and claims are paid out of that premium as they occur, with consistent accounting on both sides. Whatever surplus remains after valid claims builds a reserve owned by the yard's own reinsurance company. Buike outlined the benefits as better accounting, more profitability, huge tax advantages, and access to those reserves for investments, improvements, estate planning, or ownership transitions.

He noted that the IRS allows up to $2.9 million per year in premium into any one reinsurance company. As an example, if $1 million sits in the account, roughly 30% stays in reserve and the other 70% of unearned premium can be put to use. With money no longer cheap, that lets a business become its own source of capital. Loans back to the business are made at the IRS Applicable Federal Rate (AFR), which Buike put at about 4% at the time of the Road Show. If you carry debt at a higher rate, you can pay it off and owe yourself at the lower one instead. He stressed that programs can be customized and adjusted as a business change. (As with any tax strategy, run the specifics past your own accountant or advisor.)

Buike also covered a missed opportunity on the sales side: independent dealers who may still picture a junkyard when they think of a facility that is truly a modern automotive recycler. Dealers often judge a recycler by one phone call, one delivery, or one claim. They never see our inventory systems, production controls, delivery networks, or reporting. Our job is to give them the full aerial view before an outdated perception becomes their buying decision. He suggested building relationships through dealer associations and using order data, reports, and AI-assisted follow-up to stay in front of them. Buy-here-pay-here dealers are an especially good fit. When a BHPH customer's car quits running, they stop making payments, so it is far better for that dealer to put a good used engine in the car than to have it come back.

Continued on page 20







THANK YOU TO OUR EXHIBITORS!

★ ★ ★ ★ ★

- Accurate Recycling
- Ab CatTech
- Aljon
- Amwins Program Underwriters
- Automotive Recyclers Association
- B-Parts
- Buddy Automotive Innovations
- Car-Part.com
- CCC Intelligent Solutions
- Commercial Forms Recycler Supply
- Earl's Battery Service
- EZ-Suite
- Ferrous Processing & Trading
- G-Cor Automotive
- Great Lakes Recycling
- Hollander
- King and Sons Energy Solutions
- MCI/Maxcore Industries
- National Reinsurance
- PMR
- Preferred Dealer Solutions
- Rebuilders Auto Supply Co., Inc.
- Reman Group Engines
- Salvage Wire Ltd
- Salvato Auctions
- Sue Schauls Consulting
- Vin Match Pro
- Wheels America
- Wheel Management Systems
- Young Insurance

Continued from page 18

Building It on Purpose

Three speakers, three very different topics, and one shared message. Cooper showed us that great hiring is a process we design, not a scramble when someone quits. Nordstrom showed us that certification and standard procedures let any yard deliver consistent quality, and that it can open doors we didn't know existed. Buike showed us that the warranty costs we shrug off are real money, and that tracking them can turn a cost of doing business into a source of capital.

None of it requires a big yard or a big budget to get started. Pick one idea, whether it's a day-one orientation deck, a MICAR application, or simply recording what your warranty replacements really cost, and put some attention on it. As we heard more than once at this year's Road Show, what you pay attention to, you improve.

A big thank you to our speakers, our sponsors who made it all possible, of course to Jackie who makes it all happen, and the whole team at Premier Auto & Truck Parts for opening their doors to us. We hope to see even more of you at next year's Road Show.



Michigan Members Gather in Ohio for G-Cor & EZ-Suite Customer Appreciation Event

Several ARM members from Michigan made the trip to Columbus, Ohio, for the **3rd Annual G-Cor & EZ-Suite Clay Pigeon Shooting & Customer Appreciation Event** on August 19–20.

The two-day event brought automotive recycling professionals together for a great mix of networking, education and time spent with industry friends.

The event kicked off Wednesday with tours of **G-Cor Automotive**, followed by an evening reception and networking at Topgolf. On Thursday, attendees headed out for the sporting clays tournament, giving everyone a chance to enjoy some friendly competition while connecting with others in the industry.

It was a great opportunity for our Michigan members to get together with recyclers and industry partners from across the country, build relationships and represent the Michigan automotive recycling community.

We also appreciate that the event gave attendees an opportunity to support a great cause. Donations were collected for Ronald McDonald House Charities, helping families stay close to their children while they receive medical care.



Thank you to **G-Cor and EZ-Suite** for hosting another great event and for bringing our industry together. We're always glad to see ARM members getting out, networking and building relationships beyond Michigan!













Spotlight on Our 2026 ARM Award Recipients

Each year, ARM proudly recognizes individuals whose dedication, leadership, and commitment strengthen their organizations and elevate our industry. This year's honorees embody excellence in advocacy, operations, mentorship, and service. We are honored to spotlight the recipients of the ARM President's Award, the ARM Lifetime Achievement Award, and the Barbara L. Utter Award.

ARM President's Award



Amber Kendrick – Pete's Auto Parts

The ARM President's Award honors an individual who has provided outstanding service to the association over the past year. It recognizes leadership, dedication, and meaningful contributions that strengthen ARM and support its mission.

Amber Kendrick exemplifies these qualities. She has been an active and engaged member of the ARM Board, consistently offering thoughtful leadership and a steady commitment to the association's work. As Chair of the Membership Committee, Amber has played a key role in strengthening engagement, improving outreach, and helping ARM grow in meaningful ways.

Her leadership extends beyond Michigan. Amber also serves in a significant role within ARA, representing our state with professionalism, insight, and a clear passion for advancing the industry at the national level.

Amber's involvement, her willingness to step up, and her dedication to both ARM and ARA have made a real and measurable impact. ARM is proud to recognize her as the 2026 President's Award recipient.

ARM Lifetime Achievement Award



Jayson Doren

The ARM Lifetime Achievement Award honors an individual whose longstanding dedication, leadership, and service have shaped our association and strengthened the automotive recycling industry.

Jayson Doren has been a steady and trusted leader within ARM for many years. As President during COVID 19, he guided the association through one of the most challenging and uncertain periods in its history, keeping members connected and supported when the industry needed it most. A longtime Board Member and active contributor on ARM committees, Jayson has helped shape the association with his calm leadership, thoughtful perspective, and genuine commitment to the recycling community.



Amber Kendrick accepting the ARM President's Award from ARM President Scott Kooienga



Jayson Doren was honored with the ARM Lifetime Achievement Award at this year's ARM Road Show

He is a mentor to many, a dependable voice, and a respected industry professional whose influence reaches far beyond his formal roles. ARM is honored to recognize Jayson as the 2026 Lifetime Achievement Award recipient.

Barbara L. Utter Award Recipients

This year, ARM is proud to present the Barbara L. Utter Award to two outstanding individuals whose work ethic, positivity, teamwork, mentorship, and operational excellence reflect the spirit of this honor.

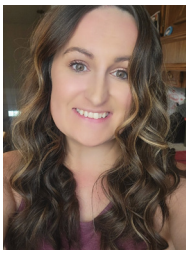


Beth Dessert – Highway Auto Parts

Beth Dessert has been a dedicated part of Highway Auto Parts for most of her life. During the years her family owned the business, she served as General Manager, leading with experience and steady guidance. After the Lewicki family purchased the company, she continued providing leadership in her role as Office Manager, offering continuity and support through the transition.

Beth's work ethic is exceptional. She can always be counted on, whether she's in the office or not. Her management style is detailed, organized, and rooted in clear expectations — yet she balances those standards with a light, fun energy that keeps the workplace friendly and upbeat. Her laughter, her jokes, and her genuine warmth make Highway Auto Parts a better place to work.

Beth brings tremendous value to her team and exemplifies the qualities celebrated by this award.



Amanda Ashby – Pete's Auto Parts

Amanda Ashby joined Pete's Auto Parts in 2018 as a cashier, bringing with her a sharp eye for detail, a willingness to learn, and a sunny attitude from her background in home healthcare. She quickly became an integral part of the operation and a friendly, dependable presence for customers and coworkers alike.

When Pete's Office Manager tragically passed away, Amanda stepped up without hesitation, taking on new responsibilities and learning new tasks. Less than nine months later, when the General Manager of more than fifteen years left unexpectedly, she stepped up again — steady, positive, and ready to grow.

Amanda's positivity is one of her greatest strengths. She encourages her coworkers, looks on the bright side, and brings calm and optimism even in challenging moments. She is dependable, detailed, caring, and deeply committed to her team.

She stands out in her exemplary work ethic, positive attitude, teamwork across departments, and drive for operational excellence — all qualities that make her a deserving recipient of this award.

Celebrating Excellence Across ARM

These honorees represent the dedication, leadership, and heart that make our industry strong. ARM is proud to recognize **Amber Kendrick**, **Jayson Doren**, **Beth Dessert**, and **Amanda Ashby** for their outstanding contributions and the example they set for all of us.



Beth Dessert was awarded the Barbara L. Utter Award, she is pictured here with Ross Lewicki of Highway Auto Parts



Amanda Ashby was also awarded the Barbara L. Utter Award. She is pictured here with Amber Kendrick of Pete's Auto Parts



Celebrating Our 2026

The Automotive Recyclers of Michigan has been proud to support the next generation through the Kent Utter Jr. Memorial Scholarship Fund.

Established in memory of Kent Utter Jr., ARM's past Executive Director, the scholarship provides financial assistance for college and secondary education to eligible employees' dependents of ARM member facilities.

This year marks a special milestone as we celebrate 25 years of awarding scholarships in Kent's honor. We are proud to continue this tradition and invest in the education and future of the families who make up our ARM community.

Congratulations to the 2026 Kent Utter Jr. Memorial Scholarship recipients!



Isabella Allen

My name is Isabella Allen, and I am a 22-year-old nursing student at Oakland University. I am currently halfway through the nursing program, where I am pursuing my passion for providing compassionate, high-quality care to patients during some of the most challenging moments of their lives. Receiving this scholarship has made a meaningful difference in my educational journey, allowing me to continue my studies and work toward achieving my goal of becoming a registered nurse. I am incredibly grateful for this support and the opportunities it has provided.

Hudson Gray

Hudson Gray lives in Coldwater, Michigan. His father, Andrew Gray, works at Doug's Auto Recyclers. Hudson attended Quincy Schools from first through twelfth grade and was active in football, basketball, track, wrestling, cross country, and Esports. He earned numerous awards for his academic success, including Academic All-State for football, around twelve Academic All-Conference honors, and maintained a 3.789 GPA while taking an AP English course. His future plans include attending Bluffton University to play football, pursuing a Bachelor's degree in Sports Management, and ultimately becoming a referee for the National Football League.





Dru Horan

My name is Dru Horan and I am studying Economics at the University of Michigan. I hope to one day be a role model for young women like myself, especially those entering fields that are similarly male dominated. I am incredibly honored to receive the Kent Utter Jr. Memorial Scholarship and want to give a huge thanks to the donors and the scholarship team. Through your efforts, so many kids like myself are able to focus on achieving their goals!



Luke Knoll

Luke is a former student of Lumen Christi High School, and will attend Grand Valley State University in the fall where he will study Environmental and Sustainability.

Scholarship Recipients



Carson Lovett

My name is Carson, and I am a student at Central Michigan University majoring in Exercise Science, with career interests in sports physical therapy and strength and conditioning. I currently work as a student intern with the CMU Football Strength and Conditioning Department, where I'm gaining hands-on experience in the field I hope to pursue professionally. I am also a member of the Leadership Advancement Scholars program through CMU's Leadership Institute, which reflects my commitment to developing as a leader both on and off campus. Outside of my academic and athletic involvement, I work at OmniSource, balancing employment with my studies and campus responsibilities. I'm originally from the Napoleon/Jackson, Michigan area, and I bring a strong work ethic and a genuine passion for athletics and helping others perform at their best.





Makayla Moore

Makayla Moore is a Biological Sciences major at Wayne State University with plans to pursue a career in pathology. A member of the Class of 2030, she earned her Associate of Arts degree this year from Macomb Community College. Passionate about science and learning, she looks forward to continuing her academic and personal growth while working toward making a meaningful impact in the medical field.





Sydney Wolthuis

Sydney Wolthuis is a recent graduate of Kalamazoo Christian High School. She was a member of the National Honor Society, served on Student Council, and enjoyed volunteering at the SPCA. She will be attending Calvin University to study Speech Language Pathology. She is grateful to the Automotive Recyclers of Michigan for the scholarship that will help her pursue her goals.





RECYCLE, IT'S YOUR FUTURE.

Introducing the Next Generation to **Automotive Recycling**

ARM recently attended the **Northwood University Career Fair**, where we had the opportunity to represent the automotive recycling industry and connect with hundreds of students.

For many students, automotive recycling is an industry they may not have considered — and that's exactly why being there matters. We talked with students about the many career opportunities within our industry and shared what it's really like to work in a modern automotive recycling business.

Building awareness with the next generation is an important part of the work we're doing at ARM. We want students to understand that automotive recycling is more than dismantling cars. There are opportunities in sales, management, technology, environmental compliance, inventory, operations, marketing and much more.

We're excited to continue building relationships with colleges, schools and workforce organizations and helping introduce more people to the opportunities within our industry.

The future of automotive recycling starts with the next generation — and ARM is proud to be part of it.









ARM AUTOMOTIVE RECYCLERS OF MICHIGAN

CONSIDER MAKING AN

End of the Year DONATION

TWO WAYS TO SUPPORT THE FUTURE OF MICHIGAN'S AUTOMOTIVE RECYCLING INDUSTRY

KENT UTTER JR. MEMORIAL SCHOLARSHIP FUND



The Kent Utter Jr. Memorial Scholarship Fund was established in the memory of Kent, our past Executive Director, and has been providing financial assistance for college and secondary education to ARM members' employees for over 25 years.

- SUPPORTS MEMBERS' EMPLOYEES
- COLLEGE & SECONDARY EDUCATION
- 25+ YEARS OF IMPACT

Tax deductible

ARMPAC POLITICAL ACTION COMMITTEE

The ARMPAC is the Political Action Committee, which accesses and educates key decision makers on issues that affect the Association and its members.

Contributions to the PAC fund cannot be from corporations, so it is challenging to accumulate the funds needed in order to take a stand against damaging legislation.

Please consider writing a personal check to ARMPAC in order to preserve the interests of salvage yards in Michigan legislation.

Thank you

for supporting the people, industry and future of Michigan's automotive recycling community!

Premier Auto & Truck Parts Celebrates New Space with Open House & Car Show

Premier Auto & Truck Parts recently celebrated an exciting milestone at its Cedar Springs location with an **Open House and Car Show** showcasing its newly rebuilt offices and warehouse space.


STATE OF MICHIGAN

SPECIAL TRIBUTE

To

PREMIER AUTO & TRUCK PARTS

The event gave customers, industry friends and members of the community an opportunity to see the improvements firsthand, take self-guided tours of the yard and celebrate the continued growth of the business.

The day included **a ribbon-cutting ceremony**, car show, coffee and cake, and a food truck for attendees to enjoy.

A special part of the celebration was having **State Representative Patrick Outman**, who represents the area where Premier is located, join the event and present Premier Auto & Truck Parts with a State Tribute recognizing the company and its contributions to the community and automotive recycling industry.

It was a great day to celebrate the hard work, investment and growth that went into Premier's newly rebuilt space.

Congratulations to Premier Auto & Truck Parts on this exciting milestone! We're proud to have you as part of ARM.









The President's Message

Continued from page 9

Later this month, the Board will spend a full day together for our strategic planning meeting. We'll take an honest look at our current programs—what's working, what's not, and where we can improve. We'll also explore additional programs and benefits that could bring more value to our members. We want to make sure ARM's time and resources are going toward things that help you and your business. If you have ideas or feedback, please share them with Jackie or a Board member ahead of the meeting.

I also want to thank our retiring Board members for their years of service and welcome our new members to the Board. Giving your time while running a business is no small commitment, and I appreciate those willing to do it.

Looking ahead, my encouragement is simple: stay involved. Attend an event, share an idea, invite another recycler to join, or let us know what is affecting your business. You do not have to serve on the Board to make a difference.

I'm grateful for the opportunity to serve as your president. Thank you for supporting ARM, supporting one another, and continuing to move professional automotive recycling forward in Michigan.







Calendar of Upcoming Events

October 28, 2026	**Webinar with Matt Hamlin** 3 pm – Virtual
December 2, 2026	**Webinar with Arrowhead Automotive Insurance** 3 pm – Virtual
March 17, 2027	**EV Training (Level 3)** TBD All day
April 22-24, 2027	**URG/PRP Conference** Orlando, FL
May 24, 2027	**Kent Utter Jr. Memorial Golf Outing** The Emerald St. Johns, MI
August 5-6, 2027	**G-COR/EZ Suite Clay Shoot** Columbus, OH
Sept. 17-18, 2027	**ARM Road Show & Business Networking Conference** Weller Auto Parts Grand Rapids, MI

LABOR LAW Workplace Posters

Rules enforced by the U.S. Department of Labor (DOL) require that notices be provided to employees and/or posted in the workplace. DOL provides free electronic copies of the required posters and some of the posters are available in languages other than English. Employers must physically display mandatory state and federal labor law posters in a conspicuous, easily accessible location where all employees and applicants can easily see them, such as break rooms or near time clocks. Electronic or digital posting cannot be used as a substitute for physical posting.



FirstStep Poster Advisor is one of a series of eLaws (Employment Laws Assistance for Workers and Small Businesses) Advisors developed by the DOL to help employers and employees understand their rights and responsibilities under Federal employment laws. To view the entire list of eLaws Advisors please visit the elaws website at https://webapps.dol.gov/elaws/index.html.

Please note that the elaws Poster Advisor provides information on federal DOL poster requirements. For information on state poster requirements please visit state Departments of Labor at https://www.dol.gov/general/topic/stateresources.

ARA also list state-by-states Department of Labor posting resource page at http://www.ecarcenter.org/LaborLaw.html

Michigan Required State Posters
To stay compliant with the Michigan Department of Labor and Economic Opportunity (LEO), you must display the following state notices: https://www.laborlawcenter.com/free-labor-law-posters/michigan?srsltid=AfmBOopq0LAzHXe6pRyGdlqvOjlDWqk42-_t4B4re_Haq4sxj9ynjv8t

- **Minimum Wage & Earned Sick Time:** Updated regulations require current posters to be conspicuously displayed. Michigan Wage and Hours and Youth Employment Standards: Rules for minor employees. Posters: https://www.michigan.gov/leo/bureaus-agencies/ber/wage-and-hour/poster-wage-and-hour-posting-requirements-for-employers

- **MIOSHA:** Safety and Health Protection on the job. AND **Right to Know:** Hazardous chemicals and Safety Data Sheets (SDS). https://www.michigan.gov/leo/bureaus-agencies/miosha/resources/pub-pos-form-media/workplace-posters

- **Unemployment Insurance:** Notice to employee. https://www.stormontvail.org/wp-content/uploads/MI-UIA-1710-Notice-to-All-Employees-Poster.pdf

- **Workers' Compensation:** Notice to employees. Employers can download the official "Employees — Know Your Rights" poster via the State of Michigan Workers' Disability Compensation Agency. https://www.michigan.gov/-/media/Project/Websites/leo/Documents/WDCA-RESOURCES-AND-REPORTS/Publications/wca_WCPUB005.pdf?rev=606092a25023486c95da4ffaf029936e

Required Federal Posters
In addition to state laws, you must display applicable federal DOL posters, which include:

Fair Labor Standards Act (FLSA): Federal Minimum Wage.

- **Family and Medical Leave Act (FMLA).**
- **Employee Polygraph Protection Act (EPPA).**

ARM PAC



Here is your chance to be heard!

Have you ever sat around and griped about the rules and regulations that face our industry?

Do you say to yourself "I wish there was something I could do?" or wish you had a say in what changes are made or what new Bills are passed?

Send your non-corporate check (personal or LLC checks only) made payable to:

ARM PAC 352 S Angola Rd, Coldwater, MI 49036

Together we are making a difference!

- **Occupational Safety and Health Act (OSHA).**
- **Equal Employment Opportunity (EEO):** Includes updated "Know Your Rights" protections.
- **Uniformed Services Employment and Reemployment Rights Act (USERRA).**

You can download printable versions of the state-specific postings directly from the Michigan Department of Labor and Economic Opportunity at https://www.michigan.gov/leo/bureaus-agencies/ber/wage-and-hour/poster-wage-and-hour-posting-requirements-for-employers and federal postings via the U.S. Department of Labor website at https://www.dol.gov/general/topics/posters.

The "for purchase" all-in-one posters are also available from various companies. Their intense marketing efforts make them an annoyance when they insist that you need a new poster every year, but that is not true unless DOL announced changes. Michigan is not one of the states that provide the all-in-one poster, so if you want to simplify posting the purchased poster has reliable information.

WELCOME NEW BOARD MEMBERS!



Kody Hartman
Weller Auto Parts



Austin Rose
Morris Rose Auto Parts

F.Y.I. The deadline for the next issue of the Automotive Recyclers of Michigan's *YardTalk* newsletter is **December 1, 2026**. If you would like to place an advertisement or submit an article, please call the ARM office at 810-695-6760.

Automotive Recyclers of Michigan
352 S Angola Rd
Coldwater, MI 49036



One sweet ride.

Discover how OmniSource can put you in the fast lane in automotive recycling. With more than 70 collection and processing facilities and a vast transportation network, we're one of North America's largest, oldest, and most-trusted recyclers of ferrous and nonferrous scrap. We provide customized solutions powered by cutting-edge technology, superior logistics, and unparalleled customer service. Let us help you maximize your profit. Take us for a test drive today. With OmniSource, you're always in the driver's seat.

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