



Automotive Aftermarket News

Arkansas · Colorado · Iowa · Kansas · Missouri · Nebraska · New Mexico · Oklahoma · Texas · Wyoming



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PRESIDENT'S MESSAGE

Networking has always been a key benefit of association membership. As a business owner and member of the Automotive Wholesalers of Texas, I always looked forward to attending association meetings. In addition to the many excellent program presentations, the ability to associate with my peers and discuss common issues was invaluable. I never left a meeting without at least one good idea that could be immediately applied to the enhancement of my business.

Now APSA members can enjoy this same networking benefit through the miracle of the Internet.

A new "members only" benefit has been established that allows members to log onto the APSA website and discuss ideas and industry issues with their peers. While there are many ways to communicate on the Internet, it was felt a "member's only" site would best serve as a forum. APSA members can communicate with other like business owners with common issues, share creative ideas on sales and promotion, problem solving and business management. There is a tremendous amount of brainpower within the APSA ranks that can be utilized to address the challenges that exist today.

This will also be an excellent opportunity to address any issues you have with your association. What can the association do, or quit doing, to better serve your needs and add value to your membership?

This is a restricted site, therefore registration is necessary in order to log on. Many members have already registered and are taking advantage of this valuable tool.

EVERYONE'S DOING IT... FACEBOOK

You can now find the Automotive Parts & Services Association on Facebook by going to

www.facebook.com/apsassociation

Or join the APSA group at <http://www.facebook.com/APSAssociation#/group.php?gid=118965363185&ref=mf>

Here, you will find up-to-date information on what is happening in your association and helpful links to important websites including APSA, Right-to-Repair and others that will keep you abreast of the latest news from Austin, Jefferson City and Washington DC.

Add apsa@austintx.net to your Facebook and join the APSA group today to be part of the next generation of communication!

Also, you can now also follow us on Twitter! <http://twitter.com/APSAssociation>

LASLEY ELECTED

CHAIRMAN OF THE BOARD

Griff Lasley, A & I Parts Center, Inc., Stratford, Texas, was installed as **Chairman of the Board** of the Automotive Parts and Services Association during the Association's annual meeting held recently at the Embassy Suites, Austin, Texas.

Other **Officers** elected were: **Leonard Simpson**, **First Vice Chairman**, Iowa Automotive Machine & Supply, Sac City, Iowa; **Carl "Scooter" Gierisch, Jr.**, **Second Vice Chairman**, Roanoke Auto Supply, Roanoke, Texas; **Allen Lyon**, **Secretary-Treasurer**, Auto Parts & Equipment, Farmington,



2009-10 APSA Executive Committee
Left to right: Rob Bolin, Greg Dunlap, Griff Lasley, Carl "Scooter" Gierisch, Jr. and Leonard Simpson
Not Pictured: Allen Lyon and Wilson Liter

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Association News

New Mexico and **Rob Bolin, Immediate Past Chairman**, Bolin Auto & Truck Parts, St. Joseph, Missouri.

Board members elected to a **three year term** were: **Don Bickle, Jr.**, Warehouse, Inc., Hays, Kansas, **Bob Gant**, NAPA Distribution Center, Dallas, Texas, **David Jordan**, Carquest Distribution Center, Dallas, Texas, **Walt Moncrief**, Galveston Standard Auto Parts, Galveston, Texas, and **Kenny Payne**, Parts Warehouse, Inc., Little Rock, Arkansas.



2009-10 APSA Board Members Pictured: Standing (back row left to right): *Bob Gant, NAPA Dist. Center, Dallas, TX; Hank Stuth, Anderson Automotive Supply, Tyler, TX; Don Bickle, Jr., Warehouse, Inc., Hays, KS; Wally Lyssy, Hirsig-Frazier Co., Inc., Richardson, TX; Leonard Simpson, Iowa Automotive Machine & Supply, Sac City, IA and Carl "Scooter" Gierisch, Jr., Roanoke Auto Supply, Roanoke, TX.* Standing (front row left to right): *Rob Bolin, Bolin Auto & Truck Parts, St. Joseph, MO, Cathy Ackermann, Landa Automotive, New Braunfels, TX; Linda Huggard, Broadway Machine, Oklahoma City, OK; James Ferguson, Tasco Auto Color, Austin, TX and Doug Crowe, Diesel Specialists, Ltd., Humble, TX.* Seated: (left to right): *Scott Vaughan, Burton—Brownsville, Brownsville, TX; David Goss, Panora Auto Parts, Panora, IA; Chuck Udell, Essential Action Design Group, Leawood, KS; Greg Dunlap, Engine & Performance Warehouse, Denver, CO; Gary Carpenter, Kansas Auto Repair, Newton, KS and David Jordan, Straus-Frank Co., Lewisville, TX.* Front Row: *Griff Lasley, A & I Parts Center, Inc., Stratford, TX.*

Board Members Not Pictured: *Wilson Liter, Liter's Automotive & High Performance, Nevada, MO; Allen Lyon, Auto Parts & Equipment, Farmington, NM; Walt Moncrief, Galveston Standard Auto Parts, Galveston, TX and Kenny Payne, Parts Warehouse, Inc., Little Rock, AR.*

Thank You to the APSA Board of Directors and Committee Members for volunteering their time, talent and money!

APSA MEMBERS IN THE NEWS!!

WAREHOUSE, INC., CELEBRATES 75TH ANNIVERSARY

"Diversity is the key to our success," said Don Bickle, Jr., third-generation president of Warehouse, Inc., a Federated Auto Parts member celebrating its 75th anniversary. "Last year was our strongest year in company history and even with the downturn nationwide that took place, we are still are on track to have our second best year in 2009", he said. Bickle

said he attributes much of the success in 2008 to the booming oil industry. As oil jumped to \$150 a barrel, every oil-drilling outfit in Kansas was punching holes and running every piece of equipment in the field, he said. It wasn't just the oil industry, however, it was a culmination of all industries being strong at the same time. "All eight cylinders were hitting last year, he said. "Ag was good, automotive was good and oil really stuck out more than the others." As the price of oil dropped in 2009, Bickle said he has seen a drop in business devoted to that industry, but he has seen an increase in other markets, specifically the automotive repair industry. "Rarely are all three markets down", he said. "Typically, if one is down, another is up and vice versa—that is the benefit to our diversity."

By stocking \$5 million in parts for a variety of industries, Warehouse, Inc., can help its independent jobbers grow in their respective communities, Bickle said. "We will help them get business in other markets," he said. "We have been able to help our Federated stores by making a wide range of products available to them. Nobody else offers that kind of diversity."

It is not all about the diversity, though, Bickle said, adding that involvement with programs such as Federated Auto Parts and Independent Distributors Cooperation USA (IDC-USA) has assisted Warehouse, Inc. in reaching its full potential. "If it weren't for those relationships, we probably wouldn't be half the size we are and we would probably just be limping along," he said. "Those programs are so strong that it doesn't matter who would open up the store next door because with those programs in place, we can compete with anybody in the market." Through those programs, Bickle said, Warehouse, Inc., has grown tremendously. What started as a warehouse developed in the 1960s to work with its company-owned jobber stores now services more than 100 independent jobbers throughout Kansas—40 of which use Warehouse, Inc. as their primary supplier. Of the 40 jobbers for which Warehouse, Inc., is the primary supplier, most fly the Federated flag, Bickle said, which offers the independent jobbers strength through national advertising and marketing campaigns, along with a car care program that provides installers with the tools necessary to be successful, he said. "Federated was designed as a program distribution group," he said. "Federated founder,



Warehouse, Inc., a Federated Auto Parts member, is a family affair. (From l.) Don Bickle, Sr. with his sons, Tim Bickle, president of S & W Supply and Don Bickle, Jr., president of Warehouse, Inc. and his grandson and sales manager Ryan Bickle. Ryan marks the fourth generation to be involved in the family business.



Art Fisher, said it is one thing to pool everything together for purchases, which is important, but you have to have programs to help people take them to market from the warehouse to the jobber to the car care professional.” “We want to build brand recognition, but we want to do it on quality, trust and value”, he said. “That was Fisher’s philosophy—a complete program all the way through.” Bickle was recently the recipient of the Art Fisher Memorial Award-presented to a Federated member who has demonstrated tremendous dedication through leadership and support of Federated’s program. “Fisher had the reputation throughout the industry that if he gave you his word, it was gold,” he said. “Having the opportunity to work around him for 20 plus years meant a lot to me and receiving that award meant more than any other award I have ever received.”

Bickle’s father, Don Bickle, Sr. is still involved with Warehouse, Inc. and is chairman of the Board of Directors, his son said. And, it appears that Warehouse, Inc. will continue onto the fourth generation. Both Don Bickle, Jr. and brother Tim Bickle have sons who are currently involved in the business.

Courtesy: Parts & People

ENGINE & PERFORMANCE WAREHOUSE PRESENTS ANNUAL AWARDS AT SUMMER CONFERENCE

Engine & Performance Warehouse (EPWI) recently named its 2008 "Vendor of the Year" and "Representative of the Year" at an awards dinner during its annual summer conference. The event was held August 6th in Vail, CO.

Engine & Performance Warehouse named **Joe Gibbs Racing** as **EPWI’s 2008 Vendor of the Year**. Lake Speed, Jr. accepted the award for Joe Gibbs Racing, EPWI’s supplier of racing, break-in and hot rod motor oils and related specialty lubricants. The annual Vendor of the Year award is presented to the supplier or manufacturer based on scores in seven categories during the prior year, including distribution/sales polices, pricing policies, inventory, returns, labor claims, office support and shipping/packaging. Past recipients of this award include S.A. Gear, Total Seal, Pioneer, B & P Rods, COMP Cams, Cylinder Head Center, Clevite Engine Parts, Dura-Bond Bearing Co., Damper Doctor and Melling Engine Parts.

Engine & Performance Warehouse also named **Bill McCleskey** as **EPWI’s 2008 Representative of the Year**. A surprised Bill McCleskey, western regional sales manager for Melling Engine Parts, accepted his award during the Thursday night dinner. McCleskey provides sales, product and marketing support for all Melling product lines to EPWI’s western branch warehouses. The Rep of the Year is selected annually, on a rotating basis by region, using combined votes based on scores in three categories: sales support, distribution philosophies and timely and accurate follow-through.

This year, a special one-time **Outstanding Service Award** was presented to **Bill Gillespie**, president of Desktop Publishing, for his exemplary efforts in supporting EPWI’s Engine Kit Catalog program, Specials Catalog programs and

ancillary publishing and printing tasks.

Courtesy: Aftermarket News

LIGHT DUTY GUIDELINE

For anyone covered by Workers’ Compensation insurance, and based on a doctor’s release with restrictions, it is highly recommended to offer “light duty” - sometimes referred to as “modified or restricted duty”. According to numerous W/C studies ... medical and rehabilitation costs are lower for the injured worker who returns to work in a light-duty or modified capacity.

Management should make every effort to find “light duty” for their injured employees. After all, the company is paying for the medical expenses and the lost-time compensation either way - whether the employee is at home or at work. The employer should examine every department and every type of work available, including office work, in order to find something for the injured worker to do. The company should be creative when developing “modified duty” for the injured worker.

It is very important for the injured employee to get out of bed, get dressed, fix a lunch, go to work, socialize, feel useful, and get a full paycheck - even on “light duty.” Most employees heal quicker and get back to “full duty” quicker when they are working, rather than sitting at home thinking about their injury and waiting impatiently for the recovery process to happen. The activities involved in being at work and working tend to strengthen the body and speed the healing process --- physically and psychologically. Once the employee realizes that he/she has to work in order to get paid, there is a likelihood that a return-to-work release will be obtained sooner, rather than later, from the doctor.

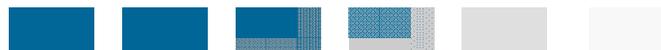
The offer of light duty does not have to be in the same department or even related to the normal duties of the worker; but, it must be at the same pay rate. A full schedule of “light duty” would be 8 hours per day or 40 hours per week, even if the injured worker previously worked some overtime (omit the overtime.) If the injured worker refuses “light duty” then the compensation part of the W/C insurance benefits can be denied. The W/C insurance claims adjuster should be notified immediately.

It is important to note that this guideline is only applicable for W/C insurance claims, and *is not to be followed* in cases of an employee’s absence because of a personal medical condition. It is not recommended that “light duty” be offered to employees with non-work-related illnesses or injuries. This is because the company expects a full day’s work for a full day’s pay. There is no advantage to allowing an ill or injured employee back to work without a full/normal doctor’s release. In fact, it exposes the company to additional risk.

Courtesy: Larry Hobbs



Larry Hobbs, Management Resolve, is a Personnel Management Specialist who assists employers in HR matters. Telephone consultation for APSA members is always free so call Larry at 210-316-4206.



CONGRATULATIONS

G. C. MORRIS/PAUL RUPP MEMORIAL EDUCATIONAL TRUST 2009-10 SCHOLARSHIP RECIPIENTS

Congratulations to Jenine Craver, Northglenn, Colorado; **Drake Daniels**, Kennett, Missouri; **Marissa DeLaPena**, El Campo, Texas; **Gregory Finke**, Cypress, Texas; **Luis Gallardo**, El Campo, Texas; **Clinton Hancock**, Richmond, Texas and **Adam Stalboerger**, Aurora, Colorado on being selected as recipients of the **G. C. Morris/Paul Rupp Memorial Scholarships**. Each recipient will receive \$1,000 for the 2009-10 academic year.



Jenine Craver



Drake Daniels



Marissa DeLaPena



Gregory Finke



Luis Gallardo



Clinton Hancock



Adam Stalboerger

The G.C. Morris/Paul Rupp Memorial Educational Trust is a 501(c)3 not-for-profit educational trust and contributions to the Fund are tax deductible under IRS guidelines. **APSA thanks all association members and friends for their past participation and encourages their continued support to the G.C. Morris/Paul Rupp Memorial Educational Trust** whose primary purpose remains one of providing financial assistance to selected recipients.



Scholarship Students:

Jenine is the daughter of Tracy and David Craver, Northglenn, Colorado and is a 2009 graduate of Northglenn High School, Northglenn, Colorado. She will attend Wyotech, Laramie, Wyoming and study Collision and Refinishing.

Drake is the son of Kathy Rogers and Odell Daniels, Kennett, Missouri and is a 2009 graduate of Kennet High School, Kennet, Missouri. He will attend Wyotech, Laramie, Wyoming and study Collision, Refinishing and Custom Paint.

Marissa is the daughter of Alicia Yanis and Juan DeLaPena, El Campo, Texas and is a 2009 graduate of El Campo High School, El Campo, Texas. She will attend Universal Technical Institute, Houston, Texas and study Automotive Technology.

Gregory is the son of Jolene and Douglas Finke, Cypress, Texas and is a 2008 graduate of Cypress-Fairbanks High School, Cypress, Texas. He will attend Pittsburg State University, Pittsburg, Kansas and study Diesel and Heavy Equipment Repair.

Luis is the son of Carmen and Francisco Gallardo, El Campo, Texas and is a 2009 graduate of El Campo High School, El Campo, Texas. He will attend San Jacinto College, Pasadena, Texas and study Automotive Technology.

Clinton is the son of Marjorie and Chris Hancock, Richmond, Texas and is a 2009 graduate of William B. Travis High School, Richmond, Texas. He will attend San Jacinto College, Pasadena, Texas and study Automotive Technology.

Adam is the son of Angela and Timothy Stalboerger, Aurora, Colorado and is a 2009 graduate of Smoky Hill High School, Aurora, Colorado. He will attend San Juan College, Farmington, New Mexico and study Automotive Technology.

Good Luck Jenine, Drake, Marissa, Gregory, Luis, Clinton and Adam!!!

APSA STUDENT NEWS



Mason Crowe, son of APSA board member Doug Crowe, Diesel Specialists, Houston, TX, along with James Windam, and Don Bode competed in the Texas State Competition for Tractor Mechanics at the Houston Livestock Show. This event is sponsored by the

Future Farmers of America. They won **third place in the state** and each received a tool box and tools. **Congratulations!**



ANNOUNCING THE NEW APSA STORE

APSA is pleased to announce the addition of the **APSA Store** to its **website**. Log on and find the many items that are available for purchase such as calendars, caps, shirts, pens, coffee cups and many other items for you or to promote your business! Go to <http://www.promoplace.com/21176/stores/apsa> and shop around!