

AAAS Industry News

News for the Southeast Automotive Aftermarket

Winter/Spring 2012

AAAS Officers

Tommy Rogers

Chairman

Rogers Automotive Supply
Alexander City, AL

Miike Morgan

1st Vice Chairman

Frost Transmission, Inc.
Gadsden, AL

Jarrett Liles

2nd Vice Chairman

Connie Liles Auto Parts, Inc.
Tallahassee, FL

Bill Lewis

Treasurer

Southern Generators, Inc.
Greenville, AL

Steve Kampwerth

Immediate Past Chairman

Auto Electric & Carburetor
Company, Inc.
Birmingham, AL

AAAS Staff

Randal Ward

President

randal@aaas.us

Sharon Pruett

Business Support Services

sharon@aaas.us

Kay McCoy

Membership Services Director

kay@aaas.us

Robbie Allen

Workers' Compensation Fund

Coordinator

robbie@aaas.us

Mikki Brasher

Employee Benefits Fund

Coordinator

mikki@aaas.us

George Ehrhard

Florida Operations Director

george@aaas.us

A Tribute to Gertrude Ellis

Our beloved Gertrude Ann Eatman Ellis passed on to glory at the age of 83 on March 19, 2012. **Gertrude retired from the Automotive Aftermarket Association Southeast after 49 years of service.**

"Gertrude was one of a kind, and she was the longest serving employee of the association ever with almost fifty wonderful years serving the membership. Not a week would go by without someone asking about Gertrude since her retirement some eight years ago. Gertrude managed the group health program and literally helped raise generations of aftermarket families. Some never knew any other source for their health insurance and everyone knew they had a kind, considerate, patient and most helpful person to turn to when questions or issues arose. I can tell you personally that Gertrude's patience and understanding with this young, new guy some 32 years ago absolutely meant the world to me. She was an inspiration. We all loved her and were so fortunate to have known this precious, special lady," said association president Randal Ward.

The association board of directors has established a scholarship in Gertrude's honor. We have received many calls and emails since Gertrude's passing, each with their own wonderful memories of her. Many have asked about honoring Gertrude and some wanted to contribute to the association educational foundation. In talking to association Chairman Tommy Rogers we easily agreed that this would be a wonderful way to establish a living memorial to this most deserving person that we all loved so much. Attached is a form for your use if you would like to contribute or make a pledge. The AAAS Educational Foundation is a 501(c)(3) nonprofit and your contributions are tax deductible.



Join Us for the AAAS Annual Conference & Trade Show 2012

The annual gathering of AAAS members, families & friends is just around the corner! **AAAS Chairman Tommy Rogers is very pleased to announce that O. Temple Sloan, III, President and CEO of General Parts International, Inc., will be the keynote speaker for this year's conference.** Tommy invites you to take advantage of this great opportunity to join with your friends and your fellow automotive aftermarket industry professionals June 7 - 10. The Sandestin Village of Baytowne Wharf located in Destin, Florida is a fantastic family vacation getaway destination and the AAAS Annual Conference & Trade Show promises to be a great weekend for meeting people, picking up industry information and just relaxing and enjoying yourself!

The Sandestin Village is a very popular vacation resort - rooms go fast! Lodging information is enclosed. When making your reservation, be sure to mention that you are part of the AAAS Conference, Group Code: 22O2U2, to get the group rate. The deadline for group reservations is May 7. **Please understand that the Village will**

book up and rooms will be gone, so go ahead and send in your housing request form today! Lodging reservations can also be booked at 800.320.8115 or sandestin.com.

After making your lodging reservations, please go ahead and get your conference registration in to the association, as well. It is important that we get your registration by May 7 so that we can properly plan to assure you and all attendees the best conference experience yet. You will not want to miss this year's AAAS Annual Conference & Trade Show! Conference registration and information is enclosed.

You can also find information on the conference at the aaas.us | Events. The complete schedule of events is shown on the conference registration form. We have a very interesting, informative and enjoyable program lined up! Please give the association staff a call if you have questions. We hope to see you in June!



Meadowbrook & Automotive Aftermarket Fund Work Comp Programs Announce Dividends

Florida, Georgia and Mississippi AAAS members participating in the association's **Meadowbrook work comp program are currently enjoying a 10% dividend.** Alabama members participating in the **Automotive Aftermarket Fund** are enjoy-

ing a 30% dividend in 2012. These dividends are based on each program's overall exceptional performance and each individual mem-



(Continued on page 5)

Roger McCollum Joins AAAS Board of Directors

Roger McCollum, President and CEO of N. A. Williams Company in Atlanta, Georgia, was recently appointed to a seat on the Automotive Aftermarket Association Southeast, Inc. Board of Directors. AAAS Chairman of the Board, Tommy Rogers of Rogers Automotive Supply in Alexan-

der City, AL, appointed McCollum to an unexpired term on the board.

Rogers stated that "With over 37 years experience in the aftermarket, Roger brings a wealth of knowledge and experience to the AAAS board. Roger has served on the Automotive Warehouse

Distributors Association (AWDA) Board of Governors, Manufacturers Advisory Council and Government Affairs Committee. He is currently a member of the Automotive Aftermarket Industry Association (AAIA) Manufacturers' Representative Council and Show Committee, and is serv-

ing a second term on the AWDA board. Roger and the N. A. Williams company have been strong supporters of AAAS for many years and we are very fortunate to have him join the leadership of our organization."



Member Notes

The Automotive Warehouse Distributors Association (AWDA), a segment of the Automotive Aftermarket Industry Association (AAIA), announced its new officers and board of governors at the 2011 AWDA Annual Business and Education Conference held in November in Las Vegas. Among the new members of the AWDA Board of Governors is AAAS board member **Sid Dooley** of Associate Jobbers Warehouse, Inc. in Boaz, AL. Congratulations, Sid!



Aftermarket Pioneer Neal Williams, Sr. Honored as Northwood University Outstanding Business Leader

Northwood University, the only accredited university in the nation offering both Automotive Marketing Management and Aftermarket Management degrees, recently honored Neal Williams Sr., chairman of N.A. Williams Co., as one of nine nationally known business men and women at its 32nd Annual Outstanding Business Leader Awards. A gala celebrating this year's honorees was held Jan. 21 at The Breakers in Palm Beach, Fla.

Recognized as one of the leading figures in the automotive aftermarket industry, Neal Williams joined his family's business, the N. A. Williams Co., an aftermarket representative agency, in 1959 after graduating from the University of Georgia and serving in the United States Army Counter Intelligence Corp.

After entering the company as a territory salesman and progressing to sales manager, president and chairman, Williams grew the N. A. Williams Co. to become the country's largest automotive agency. Having flourished from a six-man sales team to more than 100, the conglomerate is now recognized as the country's largest automotive agency, and generates more than \$1 billion in annual sales and services to automotive aftermarket manufacturers, retailers and distributors.

Founded in 1934, by William's father Neal (Red) Williams, the enterprise serves accounts such as CARQUEST, NAPA Genuine Parts, AutoZone, Advance Auto, O'Reilly and more.

Widely respected due to his integrity, vision, knowledge and insight, Williams is renowned as one of the leading figures in the automotive aftermarket industry. Nationally recognized for his ability to promote tremendous growth and expansion, he also is acclaimed as one of the first in his industry to offer profit sharing and healthcare programs to his employees.

Recently presented with the Martin Fromm Lifetime Achievement Award by the Automotive Warehouse Distributors Association (AWDA), the N. A. Williams Co. also was selected as "The Georgia

Family Business of the Year."

Active in both industry and civic causes, Williams is a member of the Board of Trustees at Darlington School, the Board of Governors and Manufacturers Council of AWDA, the Alexis Tocqueville Society and The Pals Club. He also serves as an elder at Trinity Presbyterian Church.



Northwood's Keith Pretty with Honoree Neal Williams, Sr.

Northwood University annually recognizes a select group of men and women for their business achievements and for their support and exemplary leadership of the communities in which they live and work. These individuals serve as role models for Northwood University students, all of whom are engaged in the study of business management and who aspire to successful careers. In the 32 years since the program's founding, more than 300 business leaders from more than 30 states and several countries, representing dozens of industries and fields of business expertise, have received the Outstanding Business Leader Award.

Northwood's Class of 2012 Outstanding Business Leaders also includes:

- Jose Maria Alapont, President and CEO, Federal-Mogul Corp.
- Keith Crain, Chairman, Crain Communications
- Valerie Freeman, Founder, Imprimis Group, Inc.
- Jerome Fullinwider, Founder and Vice Chairman, Hillwood International Energy
- Peter Georgescu, Chairman Emeritus of Young & Rubicam, Inc.
- John Hantz, President and CEO of Hantz Group Inc.
- Mike Jackson, CEO of AutoNation
- Mary Ellen Sheets, Founder of Two Men and a Truck/International, Inc.

AAAS Florida Capitol Days 2012

This year's Florida Capitol Days was a tremendous success! Randal Ward (AAAS President), George Ehrhard (AAAS Florida Operations), Jarrett Liles (Connie Liles Auto Parts, Inc.), Joe Ward (First Call Truck Parts, Inc.), Catalina Jelkh and Courtney Gurtowski (LKQ) all took time out of their busy schedules to make their presence known and have their voices heard in Tallahassee, Florida on January 17-18, 2012.

Florida Capitol Days 2012 provided AAAS the opportunity to introduce legislators and state executives to the automotive aftermarket industry. It also provided an opportunity to meet with old acquaintan-



George Ehrhard, Jarrett Liles, Catalina Jelkh, Representative Bryan Nelson, Courtney Gurtowski, & Joe Ward

ces to strengthen and solidify those relationships while reminding them of the

aftermarket industry's needs and concerns.

"It was so rewarding to go into the legislative and executive meetings and have the association be recognized without having



Catalina Jelkh, Courtney Gurtowski, George Ehrhard, CFO Jeff Atwater, Joe Ward & Jarrett Liles

to introduce ourselves and our industry. It is certainly proof that our dedication to Capitol Days throughout the years is paying off by building long-lasting relationships in Tallahassee," said AAAS Vice Chairman Jarrett Liles.

AAAS members participated in various meetings with legislators such as Representatives Janet Cruz, Doug Holder, William Snyder and Democratic Leader pro tempore Joe Gibbons. Members also had the opportunity to meet with the offices



Representative Doug Holder, Jarrett Liles, Catalina Jelkh, George Ehrhard & Randal Ward

of the Governor, Agriculture Commissioner, the Insurance Commissioner, and Chief Financial Officer Jeff Atwater. The members discussed their support of the Right to Repair Act, the PARTS Act, and the support of maintaining an open market for automotive aftermarket parts.

"On behalf of thousands of aftermarket companies and employees across the Sunshine State, we expressed the need to protect and advance the aftermarket industry while meeting with the state legislators," stated AAAS Board member Joe Ward.

Capitol Days is an annual event that allows AAAS to advocate for a strong and competitive automotive aftermarket industry to those who make decisions that affect the industry. While we are so thankful to this year's participants, we encourage more AAAS members to join us in Tallahassee in 2013!

Health Care Lawsuit Update

On March 26, twenty-six states, the National Federation of Independent Business and four individual plaintiffs began oral arguments to defend Americans' individual liberty before the U.S. Supreme Court.

The Supreme Court allotted an unprecedented six hours of time for oral argument, which concluded on Wednesday, March 28.

Paul Clement, former U.S. Solicitor General, argued on behalf of the states. The Court is expected to issue a decision by the end of June 2012.

For more information on the health care lawsuit, please visit <http://www.healthcarelawsuit.us/>.



Follow AAAS on Facebook and Twitter

We hope that you will follow us on Facebook and Twitter. You can find us on both sites as AAASassociation!

Connect with us online through our website, as well, at aaas.us.

AAAS now offers many ways to stay informed and engaged with your association.

Join our community of fellow aftermarket professionals for networking and information.

We look forward to sharing and connecting with you.

While we welcome your comments through our social media channels, for your safety and security please do not post confidential or sensitive information.

Submit any questions about your specific benefits or account via email or by calling the association office at 800.239.7779.



*Sandestin Village of Baytowne Wharf ~ Destin, FL ~ June 7 - 10
~ Make your conference reservations today at 800.320.3115 ~*

Car Care Council Introduces New Custom Service Schedule for National Car Care Month

April is National Car Care Month and, in celebration, the non-profit Car Care Council has introduced a new online customizable service schedule, free to all motorists throughout the country. The personalized schedule and e-mail reminder service, powered by DriverSide.com, can be customized by motorists at the council's newly-introduced website, carcare.org.

"Basic car care can go a long way toward improving the safety and dependability of your vehicle, plus it helps avoid costly repairs down the road," said Rich White, executive director, Car Care Council. "By utilizing our new customized service interval schedule and e-mail reminder service, motorists will have a free resource to help them drive smart, save money and make informed decisions."

Results of community car care events held throughout the country in 2011 show that many consumers are neglecting their cars, with more than eight out of 10 vehicles failing at least one component of the vehicle inspection process.

"Chances are if you own a car, it needs some work. National Car



Care Month in April is the perfect time to focus on your vehicle's maintenance needs," said White. "Whether you do it yourself or take your car to a professional service technician, following a preventative maintenance schedule will help keep your vehicle safe, dependable and on the road longer. And our new system will give you the reminders that you need to stay on top of this maintenance."

To help consumers become more comfortable with the auto service and repair process, the Car Care Council also recently introduced a new video entitled "Auto Service and Repair: What to Expect" that provides a wealth of information on such topics as finding the right auto repair facility, what to expect at the shop and what questions to ask. The video also covers the real truth about consumer rights and the manufacturer's warranty.

The Car Care Council is the source of information for the "Be Car Care Aware" consumer education campaign promoting the benefits of regular vehicle care, maintenance and repair to consumers. For a copy of the council's Car Care Guide or for more information, visit carcare.org.

IRS Hot Buttons: Small Businesses

In 2011, the IRS has reportedly tightening its' standards—largely due to pressure from the current Federal budgetary crisis that is driving the maximum collection of all allowable tax revenues. Meanwhile, the IRS has become very adept at spotting irregularities in small business tax reporting. So what are some of the specific hot buttons that the IRS will be more likely to notice for 2011?

Hot Button: Reasonable Compensation ~ What constitutes "reasonable compensation" for a small business will be carefully reviewed. For example, if an employee who is a stockholder appears to receive higher compensation than the going rate for a particular type of job may trigger an IRS inquiry. Additionally, specific to an S-corporation, the IRS considers whether compensation is unreasonably low and being supplemented with distribution payments.

Risk: Unusually high income for such an employee could be construed by the IRS to actually be a dividend. This re-classification of income could potentially cause big problems—and penalties—for a small business. Meanwhile, unusually low income in an S-corporation may mean payroll taxes have been avoided.

Solution: A safer solution is to maintain industry standard guidelines of payment and increase or decrease dividend payments as appropriate.

Hot Button: Proper Employee Classification Can Save Unwanted Taxation ~ Another key compensation area to watch for is the accurate classification of workers who are involved in projects for your small business. The worker classification issue is a big one to the IRS because employees are subject to Social Security, Medicare, and income tax withholding by your small business. Independent contractors are not.

Risk: If an IRS audit is conducted and a worker is re-classified by the IRS from an independent contractor to an employee, the results could be financially devastating. For example, not only will the business be tagged for additional payroll taxes, but the IRS could decide that the employee may be entitled to benefits such

as health care or a 401(k) plan, retroactively. The IRS is also interested in proper classification so that it may begin to track who has the right to be offered health insurance under the new healthcare law.



Solution: To protect your small business from any surprises, there must be a clear distinction between independent contractors and employees. As a small business owner, you must decide who is an employee, and who is not. To clarify, the IRS defines an independent contractor as a worker who is responsible for the "results" of their work but is not actually directed by the small business as to the "means" by which the work is accomplished. Additionally, independent contractors generally provide their own place for doing the work, provide their own tools, and provide the same services to multiple parties. In the view of the IRS, direct supervisory control by your small business over "how" a worker does the work is what defines them as an employee.

Hot Button: Basic Reporting & Documentation ~ Assuming small business compensation is in line, other hot button issues for 2011 include basic reporting and business documentation. Specific items include the proper accounting of your gross receipts, the cost of goods sold, automobile expenses, meals and entertainment, rent, telephone, supplies and depreciation schedules. For 2011, it will also be necessary for your small business to be able to provide official documentation of having paid the proper tax.

Risk: Failure to properly account or provide documentation may incur penalties from the IRS in the event of an audit.

Solution: The IRS provides guidelines for the types of documentation and accounting records required by businesses for compliance. And be sure to review Carr Riggs & Ingram's (CRI) record retention schedule and call CRI CPAs and Advisors at 334.271.6678 with specific questions.

CRI can help you to prepare your financial records since the best defense is preparation. If you have any IRS questions at all, let's talk. And the sooner, the better. *(CRI News)*

American Military Society: Pass “Right to Repair Act” to Support Military Families at Home



The American Military Society (AMS) urges Congress to pass the Motor Vehicle Owners’ Right to Repair Act (HR 1449) on behalf of its membership which includes active, reserve, National Guard, retired and veterans of the uniformed services, their families and survivors.

“Selling a car without complete access to repair information is like selling prescription drugs without the doctor’s dosing instructions. It doesn’t make sense. That’s why we are asking Congress to rectify this situation and pass the Right to Repair Act,” said Charles C. Partridge, Col, USA (Ret) of AMS. “When local repair shops are denied access to non-proprietary repair information from the car companies, competition is limited. All consumers benefit from competition, but those serving our

country and their families at home derive particular benefit from being able to obtain affordable, effective and convenient repairs for their vehicles.”

Right to Repair levels the competitive playing field for motoring consumers and between new car dealerships and independent repair shops by requiring that car companies provide full, fair access at a reasonable cost to all non-proprietary service information, tools and safety-related bulletins needed to repair today’s high-tech motor vehicles. The Right to Repair Act was introduced into the 112th Congress by Reps. Edolphus Towns (D-NY) and Todd Russell Platts (R-PA), and currently has 46 co-sponsors.

“As cars become more complicated with

more computer systems, the problem becomes more acute,” continued Partridge.

“Military personnel and their families are often stationed in remote locations far from any dealerships, relying on independent repair shops to service their vehicles. Most do not have the time to find the nearest dealership, drive all the way there and wait for their sole source of transportation to be repaired. If critical repairs go unperformed, then safety may be compromised. Passage of Right to Repair will ensure that all repair information is readily available to their trusted repair shop so they can have their vehicles repaired close to home, even when their vehicles are more recently out of warranty.”

Beware of Phishing

Please be aware that we are hearing of a new wave of phishing attempts associated with the VirtualMerchant Product in form of emails and text messages. Some of those emails are sporadic and sent to anyone including individuals who do not have a VirtualMerchant account, Phishing emails and text messages are sent from fraudsters who are trying to access confidential information about the merchants and their businesses. Elavon would never request that the merchant provides Social Security Number, Tax ID Number or other sensitive information in response to an email, If merchants receive a suspicious email, ask them to not click on any links in the email or provide any information. Instead, have them type the product URL into the browser’s address bar to securely access the site. If merchants receive suspicious emails that use Elavon’s name please have them notify us immediately by emailing techsupp@elavon.com or calling 800.377.3962, Please recommend and advise merchants to:

☞ Watch out for “phishy” emails and text messages

- ☞ Report phishing, whether they are a victim or not
- ☞ Protect computers with spam filters, anti-virus, anti-spyware software, firewall, and keep them up to date
- ☞ Only open email attachments if they are expecting them and know what they contain
- ☞ Act immediately if they have been hooked by a phisher, i.e. change all login passwords
- ☞ Check the Virtual Terminal for any setting changes, i.e. Terminal Advanced settings/ HTTP enable check box
- ☞ Check for transaction activities, i.e. Refunds



Protect and restrict Login, use stronger passwords and limit logins to only those IP addresses that you trust, consult our user guide on how to use IP limitations.

New Tax Credits for Hiring Certain Veterans

President Barack Obama signed legislation (HR 674) in November 2011 that provides tax credits to employers that hire certain veterans. The Internal Revenue Service (IRS) recently released guidance (IRS Notice 2012-13) as well as forms employers can use to calculate and claim these credits.

The eligibility requirements are as follows: Tax credits are available for employers that hire the following types of veterans from November 22, 2011 through December 31, 2012; Veterans who have received at least four weeks of unemployment benefits in the year prior to their hire; or disabled veterans who have been discharged or released from active duty in the year prior to their hire, or have received at least six months of unemployment benefits in the year prior to their hire. Refer to irs.gov/pub/irs-drop/n-12-13.pdf for more information on the credit amount and claiming the credit.

These tax credits are designed to encourage employers to recruit

and hire veterans. To further this goal, the Obama Administration has launched initiatives to connect employers with veterans, including the Veterans Job Bank. Instructions for posting job listings with the Veterans Job Bank are available at nationalresourcedirectory.gov/home/instructions_for_employer_participation.



■■■■■■■■■■
(Continued from page 1)

ber’s attention to good hiring practices and work place safety. AAAS Chairman Tommy Rogers of Rogers Automotive Supply in Alexander City, AL stated “We are very pleased and proud of both these profit dollar saving programs. I encourage you to consider either Meadowbrook or AAF for your business.” Please give the association a call for a no risk look at either of these great programs!

Alabama Employers Must Enroll in E-Verify

The Beason-Hammon Alabama Taxpayer & Citizen Protection Act (Act 2011-535), signed by Governor Robert Bentley, requires that beginning April 1, 2012, all employers within the State of Alabama verify the legal presence of their employees. Violations of the law can result in significant penalties for employers. Employ-

ers may use the federal E-Verify website at uscis.gov/everify. Alabama businesses with 25 or fewer employees may elect to use our E-Verify Employer Agent Service at <http://immigration.alabama.gov> or call 1-855-VERIFY-6 (855-837-4396).



Credit Card Processing Equipment: Leasing vs. One Time Purchase

When most people think of accepting credit cards as a form of payment, the first thing that comes to mind is cost. But what most of us don't realize, is that cost doesn't stop just at the fees that come with a contract; that cost extends all the way through to the equipment that accepting credit cards requires. So much of the focus is centered on discount rates and transaction fees, and not enough spent researching the options for credit card terminals.

Similarly to buying a car, there are a myriad number of makes and models in the credit card terminal industry. Depending on the requirements of your business, something as simple as a counter top solution works fine. For other companies, maybe it's a computer based system, or a terminal that integrates with an internal software. The options are endless, can be customized almost down to the T, and come, of course, at a variety of prices. A good, full service credit card provider will spend the necessary time asking you what your business needs are, ensuring that the terminal configuration they recommend is the perfect fit for your business. Even better, a great provider will give you the cash price, instead of convincing you to lease it.

Why is the cash price better than a lease, you ask? There's an extremely simple answer to that, actually - cost. For a credit card sales office, a leased piece of equipment equals a high profit margin for them. Most leases have a 36-48 month contract term, and a payment around \$59.99-\$99.99 a month. Let's look at a 48 month lease, at \$79.99 a month for the payment. When you do the math that means you, as the merchant, have paid out \$3,839.52 over the term of the contract. What's more, at the end of the contract, there's usually an additional payment due of at

least a couple hundred dollars to finalize the purchase of the terminal.

Let's talk about cash prices now. Most credit card terminals, on average, cost around \$350-\$400 for a moderately high end piece of equipment. If you look at the numbers, you could pay \$400 for a terminal and own it outright, or pay \$3,839.52, plus a final buy out, after three years. In pure numbers, you'd save a minimum of \$3,439.52 if you paid cash. It all comes down to cost.

So, looking at the comparison, the next question becomes, why lease? What would cause a sales representative to encourage a lease over an outright purchase? Put extremely simply, it's a profit cash cow. The bulk of the money that you pay out over the term is paid as upfront commission to the agent who submitted the lease. The agents do have to pay for the cost of the equipment out of the commission, but even then, it's a substantial profit center. When you look at the numbers, it all makes sense for the agent. Not so much for the merchant though.

As the AAAS recommended provider for credit card processing services, **Qualified Processing Services** always recommends that a business owner purchase a terminal, rather than lease. Not only is it more cost effective for a business, owning a terminal outright means less fuss if anything ever happens to the equipment. Warranties can be extended, repairs can be easily addressed, and replacements, if needed, still come in far under the total expense of leasing. If you'd like further information on the benefits of purchasing a terminal, or would like to ensure your current terminal set up, **QPS** is available to assist. Just call the association office at 800.239.2779 for more information.



IRS Standard Mileage Rates

The Internal Revenue Service 2012 optional standard mileage rates used to calculate the deductible costs of operating an automobile for business, charitable, medical or moving purposes are below. The standard mileage rates for the use of a car (also vans, pickups or panel trucks) since Jan. 1, 2012 are:

- ⦿ 55.5 cents per mile for business miles driven
- ⦿ 23 cents per mile driven for medical or moving purposes
- ⦿ 14 cents per mile driven in service of charitable organizations

The rate for business miles driven is unchanged from the mid-year adjustment that became effective on July 1, 2011. The medical and moving rate has been reduced by 0.5 cents per mile.

The standard mileage rate for business is based on an annual study of the fixed and variable costs of operating an automobile. The rate for medical and moving purposes is based on the variable costs as determined by the same study. Independent contractor Runzheimer International conducted the study.

Taxpayers always have the option of calculating the actual costs of using their vehicle rather than using the standard mileage rates.

A taxpayer may not use the business standard mileage rate for a vehicle after using any depreciation method under the Modified Accelerated Cost Recovery System (MACRS) or after claiming a Section 179 deduction for that vehicle. In addition, the business standard mileage rate cannot be used for more than four vehicles used simultaneously.

These and other requirements for a taxpayer to use a standard mileage rate to calculate the amount of a deductible business, moving, medical or charitable expense are in Rev. Proc. 2010-51.

Notice 2012-01 contains the standard mileage rates, the amount a taxpayer must use in calculating reductions to basis for depreciation taken under the business standard mileage rate, and the maximum standard automobile cost that a taxpayer may use in computing the allowance under a fixed and variable rate plan.



96 Percent of Auto Repair Shops Recycle Scrap Metal

Auto repair shops are playing a key role in protecting the environment with 96 percent reporting they recycle the scrap metal from automotive components, according to a study done by the Automotive Aftermarket Industry Association (AAIA).

Shops are recycling the scrap metal from many auto parts, including alternators, brakes, engines and transmissions. The volume of material recycled annually in the United States includes 74 million metric tons of iron and steel, 4.7 million metric tons of aluminum and 1.8 million metric tons of copper, according to the Institute of Scrap Recycling Industries (ISRI).

"Scrap metal recycling has an extremely positive impact on our environment," said Rich White, senior vice president, AAIA. "It conserves natural resources, reduces greenhouse gas emissions and air pollution, saves energy and minimizes the amount of waste sent to landfills."

According to ISRI, recycling one ton of steel conserves 2,500 lbs. of iron ore, 1,400 lbs. of coal and 120 lbs. of limestone, and the energy saved using

recycled materials versus virgin materials is up to 58 percent for iron and steel, 92 percent for aluminum and 90 percent for copper. If the ferrous scrap that is recycled in the United States were put into rail cars, the train would stretch 11,349 miles, nearly halfway around the world.

In addition to recycling scrap metal, automotive aftermarket companies, including auto repair shops, manufacturers, distributors, retailers and jobbers, routinely recycle tires, batteries, used oil and oil filters, parts cleaning solvents, plastics, cardboard and paper, a/c refrigerant, dunnage and wood pallets.

The study is part of AAIA's initiative to illustrate the automotive aftermarket industry's widespread efforts on behalf of the environment. The information is presented in AAIA's "Driving Toward a Cleaner Environment: The Automotive Aftermarket's Green Story," in the short video, AAIA Green, and in a Green Snapshot. For more information, visit aftermarket.org/green.



Tuesday, October 30 - Thursday, November 1

Average Age of U.S. Vehicles Reaches Record High

The average age of cars and light trucks currently in operation in the United States has increased to 10.8 years, according to Polk, an automotive market intelligence firm. Passenger cars showed a modest increase in age since 2010, from 11 years to 11.1 years at the end of June 2011.

Light trucks (including pickups and SUVs) show a more sizeable gain in the same time frame, from 10.1 years to 10.4 years. Overall, average vehicle age has been increasing quickly over the past five years. Polk reports average age based on an analysis of national vehicle registration data.

The slowdown of the aging of passenger cars directly correlates to the low sales volumes and the mix of car and truck sales in the U.S. market in 2008 and 2009, a time in which more trucks than cars were registered. While more trucks were sold over the same timeframe, they showed a faster aging rate. Polk expects this trend may change in the coming years as CUV and small SUV populations in the U.S. market have risen in 2010 and 2011 due to their continued success in the market.

Additionally, the rebound in new vehicle sales in 2011 and for the next couple of years will most likely slow down the aging rate seen in the market over the past three years, according to Polk.

The aging U.S. vehicle fleet is bad news for collision repairers, because vehicle age is a key determining factor in whether a damaged vehicle gets repaired or scrapped. However for service repairers, it offers increased business opportunities.

"The increasing age of the vehicle fleet, together with the increasing length of

ownership, offers significant business growth opportunity for the automotive aftermarket," said Mark Seng, global aftermarket practice leader at Polk. "Dealer service departments and independent repair facilities, as well as aftermarket parts suppliers, will see increased business opportunity with customers in need of vehicle service."



Year-over-year Light Vehicle Population Declines Come to an End

2011 marked the end of the U.S. vehicle population decline that has occurred annually since 2008. According to Polk, the total vehicles in operation (VIO) in July 2011 was just over 240.5 million, an increase of 500,000 units over July in the previous year, and nearly equal to 2009 VIO. The highest VIO on record was achieved in July 2008, when more than 242 million passenger cars and light trucks were on America's roads. (Automotive Body Repair News)

CERTIFYING THE AUTOMOTIVE PROFESSIONAL SINCE 1972

**It's More Than a Patch...
it's a Passion!**

The ASE Blue Seal is the emblem automotive technicians wear with pride...
not because they have to, but because they want to.

www.asecert.org

National Institute for AUTOMOTIVE SERVICE EXCELLENCE
101 Blue Seal Drive, S.E., Suite 101
Leesburg, VA 20115 • (703) 669-6600



11245 Chantilly Parkway Court
Montgomery, AL 36117-7585

334.834.1848
334.834.1818 f
800.239.7779

aaas.us

Established in 1938, **Automotive Aftermarket Association Southeast, Inc.** is a nonprofit trade association representing the automotive parts manufacture, distribution, service and repair industry. We serve automotive aftermarket businesses in Alabama, Florida, Georgia and Mississippi. Our membership consists of parts manufacturers, distributors, jobbers, service facility specialists (paint & body, general repair, transmission, muffler shops, etc.), engine rebuilding and machine shop specialists.

For more information, contact AAAS President, Randal Ward, at 800.239.7779 or randal@aaas.us.

A Trade Association Serving the Automotive Parts Manufacture, Distribution, Service & Repair Industry

AAAS Industry News is a quarterly publication of Automotive Aftermarket Association Southeast, Inc. This newsletter is for the exclusive use of the members of AAAS. Any reference herein to laws or governmental rules and regulations are made solely for the information of our members and in no way constitutes a legal interpretation of any legislative or administrative enactment. For advice concerning the legal effects of any enactments referred to herein, members should consult legal counsel or a certified public accountant.

WELCOME, New Members

More businesses making AAAS membership a part of their business plan! AAAS Chairman Tommy Rogers wishes to welcome the following members into the association. Rogers encourages these and all members to investigate the programs offered through AAAS. Enclosed is an AAAS Membership Directory 2011 New Members Insert to add with your directory.



431 Auto Parts, Inc.Alexandria, AL
Action Collision Center, LLC Montgomery, AL
Chase Commercial/Worldwide Tucson, AZ
Chelsea Tire & Service Chelsea, AL
Classic Collision Oneonta, AL
Cockrell's Body Shop of DIP, Inc. Mobile, AL
Cockrell's Body Shop of Semmes, Inc. Semmes, AL
Consumer Auto Repair Excellence, Inc. Hoover, AL
Freddie Louis Auto Accessories, Inc. Huntsville, AL
Global Payments, Inc.Lawrenceville, GA

H & H Enterprises, Inc. - 008Starkville, MS
Holcomb Collision, LLCAlbertville, AL
Mid South Industries, Inc.Gadsden, AL
Net DrivenScranton, PA
Ray's Collision Center of Auburn Auburn, AL
Southern Radiator Cooling Birmingham, AL
SRS Insurance Hoover, AL
Surplus Auto Parts Birmingham, AL
Tiger Tire & Auto Auburn, AL
United Auto Service Center of Auburn Auburn, AL

AAAS Calendar of Events

2012

May 16 - 17	Global Automotive Aftermarket Symposium (GAAS) ~ Chicago, IL	globalsymposium.org
June 7 - 10	AAAS Annual Conference & Trade Show 2012 ~ Destin, FL	aaas.us
September 15	AAAS Fall Conference ~ Orlando, FL	aaas.us
October 30 - November 1	Automotive Aftermarket Parts Expo (AAPEX) ~ Las Vegas, NV	aaapexshow.com





Annual Conference & Trade Show 2012



The Village of
BAYTOWNE WHARF
at **SANDESTIN**

***Registration &
Information***



Annual Conference & Trade Show

June 7 - 10, 2012

**Sandestin Village of
Baytowne Wharf
Destin, Florida**

**Registration Fee:
\$125 per person**

(\$150 after May 9)

**Lodging reservations must be made
directly with the resort at
800.320.8115**

Sandestin Group Code: 22O2U2

**Group Reservations Deadline
May 7**

Babysitting Service

"Kids Only" - 850.650.8652

Newborn - Age 13

CANCELLATION POLICY: Full registration will be refunded,
if AAAS is notified by May 7.

RETURN REGISTRATION & PAYMENT TO:

AAAS Annual Conference & Trade Show
11245 Chantilly Parkway Court • Montgomery, AL 36117
800.239.7779 • 334.834.1848 • f 334.834.1818 • aaas.us
kay@aaas.us ~ Kay McCoy

Resort Amenities

- ⊗ Free children's activities.
- ⊗ Two (2) complimentary 4-hour bicycle rentals each day of your stay (per unit).
- ⊗ One hour free kayak, boogie board, and canoe rentals.
- ⊗ An hour of free Destin tennis resort court time per unit. (After 11 a.m. during peak season: March 1st - July 31st)
- ⊗ Free access to the Sandestin Fitness Center (adults only, please).
- ⊗ Free Destin seasonal resort tram transportation service.
- Explore our superb natural location on the spectacular Northwest Florida Gulf Coast. Whether it is our 7.5 miles of beach and bay, four championship Destin golf courses, 15 world-class tennis courts, 113-slip marina with dozens of Destin water sports, deep sea fishing and more, 48 retail offerings, 19 Destin restaurants and dining options (from casual to gourmet), 4 swimming pools or miles of beautiful hiking and bicycle paths, you are sure to find many memorable ways to fill your days and nights. Be sure to plan time to discover our new Village of Baytowne Wharf -- a beautiful 28 acre waterfront town center peppered with a collection of unique shops, charming eateries, lively nightclubs and year-round special events. Explore our unlimited Florida golf resort amenities and activities.
- ⊗ 24-hour front desk
- ⊗ 24-hour security
- ⊗ Basketball court located Beachside
- ⊗ Beach umbrellas and chairs*
- ⊗ Bell service
- ⊗ Business facilities *
- ⊗ Children's Programs *
- ⊗ Concierge services *
- ⊗ Conference facilities *
- ⊗ Dry cleaning/Laundry service *
- ⊗ High-speed Internet access available at Bayside Inn, Elation, Luau*, Market Shops, Reading Room, Starbucks, Village* and Westwinds
- ⊗ Golf club rentals *
- ⊗ Golf and dining privileges to the exclusive Burnt Pine Golf Club*
- ⊗ Guest parking *
- ⊗ Fitness Center (including Sauna and Hot Tubs)
- ⊗ Playgrounds located at The Village of Baytowne Wharf and Jolee Island
- ⊗ Safety deposit boxes *
- ⊗ Spa services *

* Fees may apply

We hope to see you at Sandestin!



Schedule of Events

Thursday, June 7

6 - 7:30 p **Welcome Reception**
 ~ Grand Sandestin Balcony Suite # 2314
 (Suite # subject to change ~ See front office/concierge staff)

Friday, June 8

5:15 a - 1 p **Deep Sea Fishing**
 ~ Miss Hazel Charter Boat
 Located behind Fisherman's Wharf Restaurant ~ Destin

2 - 2:30 p **Automotive Aftermarket Work Comp Fund Board of Trustees Meeting**
 ~ Baytowne Conference Center ~ Jasmine Room

2:30 - 3:30 p **AAAS Employee Benefit Fund Board of Trustees Meeting**
 ~ Baytowne Conference Center ~ Jasmine Room

3:30 - 5 p **AAAS Board of Directors Meeting**
 ~ Baytowne Conference Center ~ Jasmine Room

6 - 7:30 p **Chairman's Reception**
 ~ Finz Restaurant

Saturday, June 9

7:30 a **Continental Breakfast Tabletop Show**
 ~ Baytowne Conference Center ~ Azalea Ballroom I & II

8:30 a **Welcome & State of the Association Reports**
 Tommy Rogers - Chairman, AAAS
 ~ Baytowne Conference Center ~ Azalea Ballroom I & II

9:00 a **"Outlook on the Automotive Aftermarket"**
 O. Temple Sloan, III - President & CEO
 General Parts International, Inc.

9:30 a **"Building Your Business with Social Media & the Internet"**
 Patrick W. Sandone, III - President & CEO
 Net Driven

10:15 a **Break Tabletop Show**

10:45 a **"Your Business & Your Market Share are Being Affected by Your State Legislature"**
 Rodney K. Pierini - President & CEO
 California/Nevada/Arizona
 Automotive Wholesalers' Association

11:30 p **Business Session Adjourns**

12:30 p **Golf Tournament**
 ~ Raven Golf Club

6:30 p **Dinner Party**
 ~ Baytowne Marina

Registration Form

(Please print or type)

COMPANY _____ (Submit separate form for each individual/family)

LAST NAME, FIRST NAME, (NAME PREFERRED) _____

SPOUSE/GUEST LAST NAME, FIRST NAME, (NAME PREFERRED) _____

ADDRESS _____

CITY, STATE, ZIP _____

PHONE _____ FAX _____

E-MAIL _____

CHILDREN _____ (Age 4-12 Half price / Age 3 & under No charge)

LAST NAME, FIRST NAME, (NAME PREFERRED) _____ AGE _____

LAST NAME, FIRST NAME, (NAME PREFERRED) _____ AGE _____

ANGLERS _____

GOLFERS _____

 (List handicap/usual score)

 (List handicap/usual score)

Conference Fees

	<u>COST</u> (per person)	<u>QTY</u>	<u>TOTAL</u>
* Conference Fee Package	\$ 125	_____	_____

(* Each \$125 Conference Fee Package deal is for one attendee & includes:
 Thursday Evening Reception, Friday Evening Reception,
 Saturday Morning Program & Saturday Evening Dinner Party)

**If you choose not to sign up for the Conference Fee Package deal,
 you may sign up for individual conference functions below:**

* Thursday Evening Reception	\$ 30	_____	_____
* Friday Evening Reception	\$ 30	_____	_____
* Saturday Morning Program	\$ 30	_____	_____
* Saturday Evening Dinner Party	\$ 75	_____	_____

Additional conference options:

Fishing Outing (per angler)	\$ 100	_____	_____
Golf Tournament (per golfer)	\$ 125	_____	_____
Late Fee (registration after May 7)	\$ 25	_____	_____
Scholarship Fund Contribution		_____	_____

TOTAL AMOUNT DUE

Enclosed \$ _____ Paid by Check Visa MC Discover

Date _____ Signature _____

Card # _____

Billing Zip Code _____ Card Code _____ Exp. _____

Deep Sea Fishing Outing

Join us aboard the Miss Hazel, located behind the Fisherman's Wharf Restaurant on Highway 98 in Destin, Florida, where "the Luckiest Fishing Village in the world" offers deep sea fishing year round. This charter boat can accommodate up to 20 people. Top of the line fishing rods are furnished along with bait, ice, license, tackle and best of all ... a lot of fun. Captain Bill Williams has many years of experience in the fishing industry and utilizes state-of-the-art marine electronic equipment to help locate the perfect catch. You are guaranteed to have a fun-filled and exciting outing on the Gulf of Mexico which offers a great variety of angling opportunities. There is plenty of fish to catch. Come catch Red Snapper, Trigger, Grouper, Vermillion Snapper, King Mackerel, Amberjack, Wahoo, Mahi Mahi, Tuna, Sailfish, and many more species. We will clean and prepare the fish, ensuring they are all set to cook when you are ready. Everything you need to enjoy this day will be provided including lunch. It doesn't matter if you are a novice or professional; all you need is an ability to have fun!



**Friday
June 8, 2012**

5:15 a - 1:00 p

Miss Hazel Charter Boat

**Located behind
Fisherman's Wharf Restaurant
Destin, FL**

\$100 per angler

5:15 a SHARP! Meet in Grand Sandestin lobby

6:00 a SHARP! Boat departs marina

Boat accommodates 20 people

Bell/Hines Memorial Scholarship Fundraiser Golf Tournament

**Saturday
June 9, 2012**

12:30 p

**Raven
Golf Club**

Destin, FL

**\$125
per golfer**

**Tournament to
benefit the AAAS
Educational
Foundation
(AAASEF)
Scholarship
Program.
\$25 of each fee
is a tax-deductible
contribution to
AAASEF.**



Raven Golf Club, home in 2006 and 2007 to a stop on the PGA Champions Tour, is masterfully carved through the marshes, wetlands and pine trees of Sandestin. Robert Trent Jones Jr. crafted this unique and

visually stunning par 71 layout into what he calls "a true modern traditional." Voted "Best New Course in Florida in 2000" by Florida Golf News, hailed with 4 1/2 Stars by Golf Digest in 2006 and 2008, and named "#14 in Florida" by Golf Magazine, Raven is a must play during your stay. Raven Golf Club plays from 5,060 to 6,931 yards and offers four sets of tees.

18 Hole Tournament ~ Four Player Scramble

... Competitions ...

- ⊙ Longest Drive
- ⊙ Straightest Drive
- ⊙ Closest to the Pin & Hole-in-One prizes on par 3s

**Entry fee includes:
Greens fee, Lunch, Refreshments & Golf kit**



HOUSING REQUEST FORM

Book online: <http://www.Sandestin.com/22O2U2.aspx>
Sandestin® Group Reservations
Call 800.320.8115 or Fax: 850.267.8221

AAAS ANNUAL CONFERENCE AND TRADE SHOW 2012
Thursday, June 7 - Sunday, June 10, 2012 **GROUP CODE: 22O2U2**

Name _____ Number in Party: Adults ____ Children _____
Company Name _____ Business Phone _____
Address _____ E-Mail _____
City _____ State _____ Zip _____
Sharing With _____
Arrival Day/Date _____ Departure Day/Date _____
Please select method of payment:
Credit Card # _____ Exp. Date _____ Signature _____
Authorization # _____ (located on the reverse side of card) Check # _____

Your cut-off date for reservations is **May 7, 2012**, after which rooms will be sold on a space-available basis.

ACCOMMODATIONS AND RATES

A deposit of one night's room rate is required to secure rooms.

All room rates quoted **DO NOT** include fees and taxes.

Please circle your preferred accommodations. All requests are subject to availability at time booking request is received.
Any other type of accommodation besides what is in your block will vary in cost depending on location.

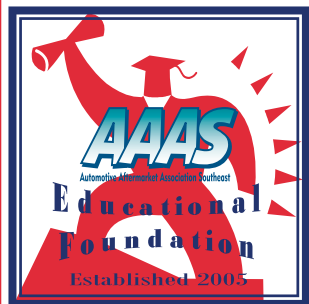
<u>ACCOMMODATION</u>	<u>DAILY RATE</u>
BAYSIDE INN - GUEST ROOM	\$146.00
VILLAGE - STUDIO	\$175.00
VILLAGE 1 BDRM	\$199.00
VILLAGE 2 BDRM	\$287.00
GRAND SANDESTIN STUDIO	\$183.00
GRAND SANDESTIN 1 BDRM	\$210.00
GRAND SANDESTIN 2 BDRM	\$305.00

The Grand Sandestin® consists of accommodations in the Grand, Lasata, Bahia, and Elation

IF ONE OF THE ABOVE ROOM TYPES ARE UNAVAILABLE ON-LINE, PLEASE CALL OUR RESERVATIONS DEPARTMENT AT 800-320-8115 TO CHECK FOR AVAILABILITY.

Deposit is refundable in the event of individual room cancellation, provided notice is received by Sandestin® seven days prior to scheduled arrival date.

BOOK ONLINE AT www.Sandestin.com and enter group code



AAAS Educational Foundation Scholarship Contribution Form

Enclosed is my tax deductible contribution to AAASEF in the amount of \$ _____.

I would like to pledge \$ _____ annually to AAASEF. *Please send me a reminder each year.*

Name _____
Company _____
Address _____
City/State/Zip _____
Phone/Fax _____
Email _____

Is your contribution/pledge in honor of or memorializing a particular person or organization?
Please indicate below:

- Dick Bell Memorial Scholarship Fund
- Gertrude Ellis Memorial Scholarship Fund
- Al Hines Memorial Scholarship Fund
- Stan Waits Memorial Scholarship Fund
- _____

If you are interested in establishing or endowing (funding) a scholarship,
please contact the association office.

Please mail this donation form to the following address with your check made payable to:

AAAS Educational Foundation
11245 Chantilly Parkway Court
Montgomery, AL 36117-7585

Program sponsored by
Automotive Aftermarket Association Southeast, Inc.

"A Trade Association Serving the Automotive Parts Manufacture, Distribution, Service & Repair Industry"

AAASEF is a tax exempt 501(c)(3) organization.

**AAAS Educational Foundation ✦ 11245 Chantilly Parkway Court ✦ Montgomery, AL 36117
334.834.1848 ✦ 800.239.7779 ✦ 334.834.1818 f ✦ aaas.us**



Automotive Aftermarket Association Southeast

"Commercial Collection Services For AAAS Members!"

We believe that Chase meets that criteria and will be a great resource for your collection needs. We take our responsibility to provide you, our members with sound and reputable organizations that can assist you in running your businesses. We believe that Chase will be that company for your collection needs. The Chase program is structured to provide maximum benefits to you the AAAS member when Chase investigative methods are utilized.

- * Chase offers WHOLESALe RATES that are typically 10-15% under the industry standard of 30-40%.
- * All fees are based on MONIES COLLECTED or on a CONTINGENCY BASIS. If we don't collect, you don't pay. There is no account to large or too small.
- * Chase is happy to offer you FREE DEMAND LETTERS on all accounts that are under 90 days in age. These letters will be written on Chase letterhead and sent to the debtor from our corporate headquarters.
- * Chase offers ON-LINE ACCESS so you can check the activity and progress of your accounts 24 hours per day, 7 days a week.
- * PLACING ACCOUNTS is as easy as clicking on our web page or our office will be happy to send you hard copies of our placement forms so that you can fax your accounts to us.
- * CHASE REMITS IN 10-14 DAYS. In other words, 10-14 days after the debtors check clears the bank you will be issued your money. The industry standard on this policy is 30-45 days. We are anxious to return money to your business. Please contact us at

CHASE COMMERCIAL WORLDWIDE

PH-520-777-3642

Toll free-866-767-3618 Fax-520-777-3698

WEB ADDRESS-www.chaseww.com

EMAIL-jh@chaseww.com rf@chaseww.com



Chase Commercial Worldwide



Association Plans are DIFFERENT

(the difference between ordinary & extraordinary)

AAAS

Automotive Aftermarket Association Southeast

Automotive Aftermarket Association Southeast, Inc. proudly sponsors Meadowbrook Insurance Group for your workers' compensation insurance needs in the states of Florida, Georgia, and Mississippi.

7%

workers' compensation dividend paid to AAAS members for the **in 2010!***

Experience the difference with us...

- ▶ Chosen by your association
- ▶ AM Best "A-" Rating (Excellent)
- ▶ Dividend plans for members*
- ▶ Superior claims handling
- ▶ Personal customer service representative
- ▶ Free Safety Gear Package
- ▶ Free Safety Meeting Library CD
- ▶ Access to Loss Control services and much more!

Put our expertise to work for you!

*Members must meet eligibility requirements



MEADOWBROOKSM
INSURANCE GROUP

800.726.9006

www.wcpolicy.com ▶ directsales@meadowbrook.com

Get a quote here: www.meadowbrook.com/sites/wcquote

**Workers' Compensation
Proposal Information ***

Please complete and fax to
800.836.5001

Legal entity name: _____

DBA name: _____

Address: _____

City: _____ County: _____ State: _____ Zip: _____

Contact phone: _____ Fax: _____

Contact name: _____ Years in business: _____

FEIN: _____

Entity type: Individual Partnership Corporation LLC Other _____

Payroll by classification code

You may have more than one classification code. The following should be on the 2nd and 3rd page of your current WC policy.

Class code: _____ Payroll (Remuneration): \$ _____ No. of employees: _____

Class code: _____ Payroll (Remuneration): \$ _____ No. of employees: _____

Class code: _____ Payroll (Remuneration): \$ _____ No. of employees: _____

Class code: _____ Payroll (Remuneration): \$ _____ No. of employees: _____

Limits: 100/500/100 500/500/500 1,000/1,000/1,000

Experience modification: _____

Current carrier: _____ Renewal date: _____

Officers are: included excluded from coverage

Losses (past 3 years): none yes *explain* _____

*For premium indication only - this form does not constitute an application for insurance.

Your Invisible Paycheck

(Sample)

To: _____
(Employee's Name)

Not many of us realize how much it costs for our company to keep us employed. Shown below is what it cost the company to employ you in 2011.

Your Total Paycheck in 2011

Your **Gross Earnings** before deductions \$ _____

Deductions from your paycheck amounted to:

Income Taxes (State & Federal) \$ _____
Social Security Taxes \$ _____
Your Share of Group Insurance Premiums \$ _____
Your Charitable Contributions \$ _____
Total deductions \$ _____

Your **Net Earnings** (take-home pay)..... \$ _____

In addition to your wages, the company paid for you:

Social Security Taxes \$ _____
Unemployment Compensation Taxes \$ _____
Workers' Comp Insurance Premiums \$ _____
Retirement Plan Benefits \$ _____
Life Insurance Premiums \$ _____
Health Insurance Premiums..... \$ _____
Dental Insurance Premiums..... \$ _____

Total cost of company paid benefits \$ _____

Company paid in 2011 for your wages & benefits..... \$ _____

Time paid for but not worked:

Included in your wages paid by the company were the following amounts for the time you did not work:

Company paid for _____ holidays..... \$ _____
Company paid for _____ vacation days..... \$ _____
Company paid for _____ sick leave days \$ _____
Company paid for _____ other days..... \$ _____

Total company paid you for time not worked..... \$ _____

Therefore, in 2011 in wages & other benefits, your company paid you a total of \$ _____

(Optional Comment)

This statement is not being given you to prove that our company is a generous employer. You earned the amount on the bottom line. But we do feel that you and your family should know what extra benefits and protection programs you have as an employee of _____

(Company Name)



Save \$200! Early Bird Registration Discount Good Until April 13, 2012

Polk is the corporate sponsor of the Global Automotive Aftermarket Symposium



GAAS is made possible through the generous support of the University of the Aftermarket Foundation

Presented by:



Media Partners:



Media Supporters: Motor, Parts and People

www.globalsymposium.org



The automotive aftermarket is a great industry. From small repair shops to world-class manufacturers, the industry comes in all sizes and shapes. The one thing everyone shares in common is the endless opportunities that are available.

Join us for the 2012 Global Automotive Aftermarket Symposium (GAAS) as we celebrate this great industry with an outstanding educational program and the opportunity to network with the leaders of our industry.



I want to thank all of our sponsors and in particular, our long-time partner, Polk, for once again being our corporate sponsor.

We continue our policy of taking the net proceeds of GAAS and using them to fund student scholarships. We are now celebrating our 17th year of holding this event, and as result we have given away more than \$1.5 million dollars to help launch the careers of more than 1,500 deserving students. Please consider making your own personal donation to this worthy cause.

See you in May!

Dennis M. Welvaert
GAAS Chairman

SCHEDULE OF EVENTS

WEDNESDAY, MAY 16

7 am – 8 am

Networking Breakfast

8 am – 8:15 am

Greeting, Conference Overview and Scholarship Report

Dennis Welvaert,

Chairman, Global Automotive Aftermarket Symposium

Pete Kornafel, Chairman, Global Automotive Aftermarket Symposium Scholarship Committee



Dennis Welvaert



Pete Kornafel

8:15 am – 9 am

Recession, Reshoring and the State of the Global Economy

William A. Strauss, Senior Economist and Economic Advisor, Federal Reserve Bank of Chicago



William A. Strauss

The economy is on the mind of everyone in the automotive aftermarket. Economist Bill Strauss, a past favorite presenter at GAAS, will return to give us the latest information on the U.S. and global economy. In particular, he will look at the manufacturing sector and the latest trend called “reshoring” or bringing job backs to the U.S. Reshoring has the potential for being one of the fastest and most efficient ways to strengthen the U.S. economy.

9 am – 9:45 am

Automotive Megatrends Effecting the Aftermarket

Jeff Henning, Partner, Global Automotive Markets Leader, Ernst & Young LLP



Jeff Henning

Everyone in the automobile industry knows the business has evolved into much more than “making and selling cars.” Multiple and complex forces are shaping the industry’s future. To succeed, manufacturers must focus on more than traditional economic factors. These megatrends are continuing influences that cannot be addressed with short-term solutions. To attain sustainable profitable growth and differentiate themselves in the global automotive market, vehicle producers must develop a multi-faceted and long-range strategy that is responsive and adaptable to evolving market forces. Ernst & Young has identified eight megatrends that are defining tomorrow’s automotive industry and their effect on the aftermarket.

9:45 am – 10:30 am

Networking Break

10:30 am – 10:45 am

University of the Aftermarket Foundation Presentation



10:45 am – 12 pm

Who Will Win the Battle for the Vehicle Owners’ Business? (Panel Discussion)

Moderator: **Dave Caracci**,

Immediate Past Chairman, Global Automotive Aftermarket Symposium

Panelists: **Dennis DesRosiers**, Founder and President, DesRosiers

Automotive Consultants, Inc.; **Tom Langer**, President, TLG Research, Inc.; **Bill Thompson**, CEO, IMR Inc.



Dave Caracci



Dennis DesRosiers



Tom Langer



Bill Thompson

When it comes to the owner’s decision of where to have their vehicle serviced or repaired, key influencers are changing that choice. What are those influencers? How/why are they changing? Where will the vehicle be serviced and repaired in the future? Our panel of three aftermarket research experts will unveil and discuss their market research findings on these topics. The three panelists will provide different points of view, due to their diverse career backgrounds and the research focus of their firms in many different segments of the aftermarket. From vehicle parc statistics, to consumer opinion, to aftermarket business models and more, this panel discussion will explore “who will win the battle for the vehicle owners’ business” in detail.

12 pm – 1:15 pm

Networking Lunch

1:15 pm – 2 pm

The Technology Trifecta: Increased Sales, Lower Inventory and Reduced Operating Expenses

Ed Rammel, President, Dayco Products



Ed Rammel

The trifecta of increased sales, lower inventory and reduced operating expenses can be a reality with emerging business technology. Ed Rammel

SCHEDULE OF EVENTS

will provide a management perspective to help aftermarket executives understand how to gain the most from technology. In particular, he will examine three critical trends that place the aftermarket at a tipping point: 1) Why suppliers must look beyond just being “standards compliant” to providing “replete content;” 2) How information demands from technicians and DIYers is driving adoption of the standards; and 3) Why the career counterperson as an endangered species is changing the rules.

2 pm – 2:30 pm

Polk Inventory Efficiency Awards

Mark Seng, Vice President, Polk



Mark Seng

The 8th Annual Polk Aftermarket Inventory Efficiency Award will be presented during this year’s symposium. The award, given to both a manufacturer and distributor, is designed to recognize and reward aftermarket companies for process improvements relative to inventory efficiency. This presentation is intended to foster a spirit of industry collaboration and cooperation to help provide solutions to the challenge of inventory management within the automotive aftermarket.

2:30 pm – 3:15 pm

Disruptive Growth: Driving OEM and Aftermarket Collaboration

John Waraniak, Vice President Vehicle Technology, Specialty Equipment Market Association (SEMA)



John Waraniak

Disruptive growth opportunities are driving automakers and aftermarket companies to new levels of collaboration and profitability. Disruptive growth is all about connecting vehicles to consumer’s lifestyles, brands and experiences through vehicle performance, connectivity, dynamics and personalization. Technology and open innovation applications are central to disruptive growth and when combined with the aftermarket x-factor and collaborative business, revenue and organizational models are rapidly democratizing traditional product, service, marketing and branding strategies. Together, these forces, practices and megatrends have the the power to make, move and reshape markets and are leading the automotive industry to one of the most exciting times in history for both OEM and aftermarket industry players.

3:15 pm – 4 pm

Networking Break

Sponsored by BB&T Capital Markets



4 pm – 4:30 pm

University of the Aftermarket “Leadership 2.0” Team Presentation

Leadership 2.0 is the aftermarket’s premier professional development program



and a cornerstone of the industry’s efforts to develop the next generation of aftermarket leaders. The program consists of two intellectually stimulating five-day sessions conducted on Northwood University’s Midland, Mich. and West Palm Beach, Fla. campuses, as well as off-site team research projects. The best project, as determined by the class, is annually presented during the symposium.

4:30 pm – 5:30 pm

What’s Driving the Supply Chain? (Panel Discussion)

Moderator: **Jeff Stankard**, Vice President and Group Publisher, Babcox

Panelists: **Corey Bartlett**, President, Automotive Parts Headquarters, Inc.; **Mike Lambert**, President, Automotive Distribution Network; **John Tillema**, Owner/Operator, Lincolnway Auto Supply; **Pat Weber**, Owner, Weber Automotive Service, Inc.



Jeff Stankard



Corey Bartlett



Mike Lambert



John Tillema



Pat Weber

Whether it’s a parts store or repair shop, DIY or DIFM customer, the supply chain has always been challenged with the task of delivering the right product, at the right time and to the right place. But with the ever-increasing complexity in the vehicle parc caused by technology advancement and the increasing number of makes, models and manufacturers, this challenge will continue to grow. This panel will examine what each level of the supply chain can do to help make their customers stronger and more effective businesses today and down the road.

5:30 pm – 7 pm

Networking Reception

Sponsored by AAIA, AASA, AIA of Canada, ASA, ASAAA, Northwood University



SCHEDULE OF EVENTS

THURSDAY, MAY 17

7 am – 8 am

Networking Breakfast

8 am – 8:45 am

Wall Street and the Aftermarket

Tony Cristello, Managing Director, BB&T Capital Markets



Tony Cristello

With the ongoing tailwinds that have propelled record results for the aftermarket, there have been questions raised as to how long the cycle will last. From a Wall Street Perspective, stocks in the automotive aftermarket performed well against the broader markets as investors value the defensive and steady growth characteristics. Tony Cristello will provide his unique perspective on Wall Street as one who writes equity research exclusively on the automotive aftermarket. BB&T looks at the aftermarket across the supply chain from manufacturers to distributors to service and repair from a Wall Street perspective. His presentation will provide insight, recommendations and considerations for everyone involved in the aftermarket.

8:45 am - 9:30 am

The New Aftermarket: We Have an App for That

Derek Kaufman, President, C3 Network, Inc.



Derek Kaufman

Mobility is the future of business – more business is conducted in real time and between geographically dispersed situations than ever before. Mobile applications that can address specific business needs, such as sales force automation, logistics and customer service, can generate revenue and facilitate reaching potential customers, partners and suppliers. Companies adopting these applications will see increased productivity and return-on-investment based on new ways of doing business for the rapidly changing marketplace. In this session, learn about the trends in business mobile/smart phone applications and how the aftermarket is benefitting from this technology.

9:30 am – 10:00 am

Networking Break

10:00 am - 10:45 am

Market Science: Making Category Management Work in the Aftermarket

Nicholas Jacquez, Director, Category Management, Affinia Group, **Justin Holman**, CEO, TerraSeer, Inc.



Nicholas Jacquez



Justin Holman

Category management is an established tool for front-of-store management. But application “hard” parts can be a bit more challenging. Two leaders in category management and inventory optimization will discuss how they make sense of multiple data sources and use predictive analytics to effectively satisfy demand at each store with efficiently deployed inventory and working capital.

10:45 am - 12 pm

What's in the Box? OEM vs. Aftermarket Parts (Panel Discussion)

Moderator: **Lúcia V.**

Moretti, Vice President, Delphi and President, Delphi Product & Service Solutions

Panelists: **Edward**

Covington, Vice President Quality Assurance, Affinia Global

Filtration; **Gary Dettmann**, Sales Director, Auto Wares Inc.; **Paul Devers**, Dealer Principal, Vin Devers Autohaus; **John Jobst** (JJ), Owner, Schaumburg Automedics



Lúcia V. Moretti



Edward Covington



Gary Dettmann



Paul Devers



John Jobst

An aftermarket repair shop wants to dazzle consumers with quick service and the best possible parts so their vehicle is fixed right the first time. How often does the shop call for the OE part because they believe the aftermarket part is inferior? This lively panel discussion will look at the quality perception of aftermarket parts compared to OE. In particular it will look at how much influence the distributor has in the parts options that technicians have available. It will also look at what manufacturers are doing to provide the industry with parts that meet or exceed OE quality.

12 pm

Conference Wrap-Up

Dennis Welvaert, Chairman, Global Automotive Aftermarket Symposium



Who Should Attend?

The Global Automotive Aftermarket Symposium is the premier networking and educational event for senior-level aftermarket executives, but it also is a must-attend event for anyone conducting business in the automotive aftermarket.



- Advertising, communications, marketing and PR professionals
- Attorneys and accountants
- Business developers
- Consultants
- Electronic commerce providers
- Export management companies
- Financial analysts
- Investment bankers
- Journalists
- Market researchers
- Manufacturers
- Private equity investors
- Product developers
- Retailers
- Research and development specialists
- Venture capitalists
- Warehouse distributors

Why Should I Attend?

Exclusive information that is not available anywhere else. Plus, GAAS provides you with the opportunity to come face-to-face with the leaders who shape the future of the aftermarket.

- Registration to the industry's leading educational event and access to 30 different speakers and panelists.
- Opportunities to network with senior-level aftermarket executives.
- Online access to speaker materials (MP3 audio files, transcripts and slides), pending availability.
- A networking cocktail reception, two breakfast meals, one lunch and three coffee breaks.

Interactive Audience Feedback

Audience members will have the opportunity to interact with our speakers and panelists using smart phones and tablet devices. Come to GAAS prepared to ask questions and participate in polls.

Sponsored by: The Greensheet/
Automotive Week



Registration Information

Register before Friday, April 13, 2012 and save \$200 on registration fees. Use the registration form on page 7, or download at www.globalsymposium.org. Send your completed registration form via fax to 301-654-3299 or mail to: GAAS, 7101 Wisconsin Ave., Suite 1300, Bethesda, MD 20814-3415

Registration Fees (see registration form)

Refund/Substitution Policy

Before April 13, 2012: Cancellations received in writing will be fully refunded, less a \$50 administrative charge.

Between April 14 and May 6, 2012: Cancellations received in writing will receive a 50 percent refund, less a \$50 administrative charge.

After May 6, 2012: There will be no refunds for cancellations. Attendee substitutions are accepted at any time.

Travel Accommodations

Hyatt Regency O'Hare
9300 Bryn Mawr Avenue
Rosemont, IL 60018
ohare.hyatt.com



For reservations, contact the Hyatt Central Reservations at 800-233-1234 or the hotel directly at 847-696-1234. Be sure to mention the Global Automotive Aftermarket Symposium to obtain the discounted group rate.

To make online reservations with the Hyatt O'Hare, visit <https://resweb.passkey.com/go/auaf>

Rates: \$175 (single or double) plus tax. Rooms are guaranteed at this rate through **April 13, 2012**. Complimentary guest room Internet is included in the discounted room rate.

Continuing Education Credits

With your attendance at GAAS, you will earn CEUs toward the University of the Aftermarket's AAP/MAAP professional certificate program. GAAS has also been approved by Northwood University for credit toward its Automotive Aftermarket Management Degree.



All proceeds go toward scholarships to benefit students preparing for automotive aftermarket careers.

Follow GAAS:

globalsymposium.org



REGISTRATION FORM One form per person. If additional copies are needed, please reproduce this form.

Attendee Information

I am a member of: AAIA AASA AIA Canada APRA ASA
 ASAAA AWDA MAP MEMA SEMA TIA (Please check all that apply)

Name _____

Name on badge _____

Title _____

Company _____

Address _____

City _____

State/Zip _____

Phone _____

Fax _____

E-mail _____

Job Function: Manufacturer Manufacturers' Reps
 Distributor Retailer Consultant Financial Analyst
 Other _____

Check here if you have any special requests, dietary restrictions, or disabilities of which the staff should be aware. A staff person will contact you to discuss your needs more thoroughly.

Registration Fees

Early Bird Deadline – April 13, 2012

AAIA/AASA/AIA/APRA/ASA/ASAAA/AWDA/MAP/MEMA/SEMA/TIA Members

		QTY.	Total
<input type="checkbox"/> First Attendee	\$745	→	_____
<input type="checkbox"/> Additional Attendees	\$645 x	_____ =	_____

Non Members

<input type="checkbox"/> First Attendee	\$945	→	_____
<input type="checkbox"/> Additional Attendees	\$845 x	_____ =	_____

Regular (after April 13, 2012)

AAIA/AASA/AIA/APRA/ASA/ASAAA/AWDA/MAP/MEMA/SEMA/TIA Members

<input type="checkbox"/> First Attendee	\$945	→	_____
<input type="checkbox"/> Additional Attendees	\$845 x	_____ =	_____

Non Members

<input type="checkbox"/> First Attendee	\$1,145	→	_____
<input type="checkbox"/> Additional Attendees	\$1,045 x	_____ =	_____

Grand Total Enclosed \$ _____

Refund/Substitution Policy

Before April 13, 2012: Cancellations received in writing will be fully refunded, less a \$50 administrative charge.

Between April 14 and May 6, 2012: Cancellations received in writing will receive a 50 percent refund, less a \$50 administrative charge.

After May 6, 2012: There will be no refunds for cancellations. Attendee substitutions are accepted at any time.

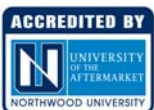
Travel Accommodations

For reservations, contact the Hyatt Central Reservations at **888-421-1442**. Be sure to mention the Global Automotive Aftermarket Symposium to obtain the discounted group rate.

Rates: \$175 (single or double) plus tax. Rooms are guaranteed at this rate through April 13, 2012. Complimentary guestroom Internet is included in the discounted room rate.

Continuing Education Credits

With your attendance at GAAS, you will earn CEUs toward the University of the Aftermarket's AAP/MAAP professional certificate program. GAAS has also been approved by Northwood University for credit toward its Automotive Aftermarket Management Degree.



Payment

AmEx MasterCard Visa

Check Enclosed - payable to GAAS (Global Automotive Aftermarket Symposium) in U.S. funds.

Card No. _____

Expiration _____

Name on Card _____

Signature _____

Register Today

- Download Registration Form at: www.globalsymposium.org
- E-mail Registration Form to: elena.dellapenna@aftermarket.org
- Fax to: **301-654-3299**
- Mail to: **Global Automotive Aftermarket Symposium
7101 Wisconsin Ave., Suite 1300
Bethesda, MD 20814-3415**



Why Do Leaders Attend?



"I find the Global Symposium to be an excellent source of information on the latest and greatest new trends that I can share with our customers."
– **Fred Bunting, Chairman, Auto-Wares Group of Companies**



"At GAAS we gain a better understanding of the challenges from all the channel partners that we do business with."
– **Rusty Bishop, CEO, Federated Auto Parts**



"From the time I first attended GAAS until now I have benefitted from the insight of the high caliber industry leaders that are the keynote speakers and panelists. In addition to taking a look into the future of our industry through the eyes of the men and women who shape the future, I have had countless benefits from networking with other attendees."
– **Fred Myers, President, One Stop Parts Source**



"GAAS is a unique face-to-face event that provides insight and view points from experts both inside and outside of our industry. I know of no other venue in which you can learn how global trends are or will affect our business. It is the best day and a half I can spend."
– **Mike Lambert, President, Automotive Distribution Network**



**GLOBAL AUTOMOTIVE
AFTERMARKET SYMPOSIUM**
WWW.GLOBALSYMPOSIUM.ORG

Global Automotive Aftermarket Symposium
7101 Wisconsin Ave., Suite 1300, Bethesda, MD 20814-3415
Phone (301) 654-6664, Fax (301) 654-3299

www.globalsymposium.org

Follow GAAS:



Investing In Your Industry's Future!