

THE BOTTOM LINE

SPECIAL
CONVENTION
DOUBLE ISSUE



The Newsletter
of the Automotive
Recyclers Association
of New York

Happy
Thanksgiving



from



A MESSAGE FROM THE INCOMING ARANY PRESIDENT

Dear New York State Automotive Recyclers & Supporters:

On the eve of our national holiday of Thanksgiving, I first want to take this opportunity to express the gratitude of the Automotive Recycling Association of New York, its Board of Directors and Staff for the ongoing support of our loyal members and supporters. You are the reason we exist—and why we work very hard to bring true value to your membership!

On behalf of the new ARANY Leadership Team, I want to thank you for your confidence in us as we look ahead to forwarding the mission and work of our association in the year ahead. It was great to see so many of our members from across New York State and colleagues from other states and Canada at our 54th Annual Convention & Trade Show in Buffalo. It was equally great to see the growth of vendor support from across North America. The energy of the convention will help propel us into the year ahead.

In Buffalo, we held our 2nd Automotive Recycling Leaders Summit, with 40 leaders representing 7 different states and Canadian provinces and many regions across New York State.

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GOVERNMENT AFFAIRS UPDATE

MEET THE ARANY 2015-16 LEADERSHIP TEAM

2015 CONVENTION A SUCCESS!

**LAST CALL FOR WORKERS'
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MESSAGE FROM NEW ARANY PRESIDENT SHANNON BANKS CONTINUED



As we experienced when we inaugurated the Summit last year in Albany, all present shared what was going on from where they came and the group came together with several major takeaways:

- That to be successful, we must promote who we are and what we do. (*Matt Fink offers some additional insight on this in his letter to members. See pg. 4.*)
- We must look to the future and ensure that we have trained and qualified staff to run our yards and someday take over these operations. This can be looked at from both the short and long-term.
- In this day and age, it makes economic and planning good sense for neighboring states to work together to produce a trade show that would draw more automotive recyclers and vendor support.

The Board of Directors will be meeting soon to close out this year and look ahead to the future. I plan on bringing the major points from the Summit before the leadership to discuss and incorporate into our long-term planning. We will keep you posted on these discussions through our e-blasts, website and future newsletters.

Inside this edition of The Bottom Line, you will meet our new leaders for 2015-16, find coverage on the Convention and learn more about what ARANY is doing for our industry...for you!

I am available to our members and supporters. Please do not hesitate to reach out to me if you have an idea or suggestion.

Once again, I thank you for your support and look forward to serving you as President.

Sincerely,

A handwritten signature in black ink, appearing to read 'Shannon Banks'.

Shannon Banks

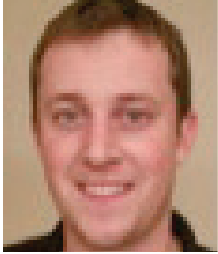
HAVE YOU MET VICTORIA?

ARANY is pleased to have Victoria Palasieski join our team as Association Administrator. Many of you have “met” Victoria by calling or e-mailing the ARANY Office. And many got to meet her in person for the first time at the convention in Buffalo. Victoria is here to serve our members—so if you have any questions or need assistance—do not hesitate to contact Victoria at the ARANY Office at 800-944-7278 or info@arany.com.



OUTGOING PRESIDENT SHARES SOME THOUGHTS WITH MEMBERS & SUPPORTERS

Dear ARANY Members & Supporters:



As I write this, we have just concluded a very successful Convention & Trade Show in Buffalo, and I keep thinking about all that makes ARANY not only a meaningful professional organization, but a very special group of people. All that I believe in our industry I saw over those 3 days in Buffalo.

You, my colleagues, are hard working and dedicated men and women. I take great pride in being one of you and from a family that has taken great pride in its business and customer service. It has been an incredible honor and privilege to serve as ARANY's President.

Earlier this year, I asked for your help, and you responded. New York State Automotive Recyclers came together both in Albany and Washington, D.C. to show the true strength of our collective efforts. Because of these efforts, legislative momentum is on our side, and ARANY has a vision and a voice that is now both heard and gaining respect in the halls of government. But there is still much to do and I know you will still be there for ARANY and our industry as we continue our efforts to protect our businesses and our future. We need to continue to raise awareness of all that we do for our communities, employees, and the environment.

We also must continue to help each other by sharing updates and tips through ARANY. Inside this newsletter you will find information from the field—please take note of it—and if you have an idea of how we can better serve our members or to run a better business—please let us know. Steve Fletcher, the Managing Director of the Automotive Recyclers of Canada and Ontario Automotive Recyclers Association joined us in Buffalo and gave a wonderful presentation on how New York and Canadian yards can together. Steve attended two sessions conducted by our members, one on marketing by Danny Marks and the other about selling tires and wheels with Eric Wilbert, and his take away was simple: “It’s great to hear automotive recyclers talking about what they do with conviction and excitement!” We need to keep talking up what we do with everyone we meet. Visibility is the key to our success!

I look forward to continuing to serve ARANY as Immediate Past President—and ask you to congratulate and support our 2015-16 Leadership Team. Thank you!

Sincerely yours,

A handwritten signature in blue ink that reads "Matthew Fink". The signature is stylized and cursive.

Matthew Fink

54th Annual Convention & Trade Show Scrapbook

Automotive Recyclers from across New York State, six other states and Canadian provinces came together in Buffalo for our annual Convention & Trade Show. We thank everyone who attended, supported, and helped make the Convention a reality.



40 Automotive Recyclers representing 7 different states and provinces came together for our 2nd Annual Automotive Recycling Leaders Summit.

Dick Ridings, Vince Surace and Steve Barkwell get caught up at the Kick-Off Party.



Eric Wilbert presented on Tire and Wheel Sales.

ARA President Mike Swift of Iowa brought greetings from ARA and provided attendees the latest updates.



Mike James presented on OSHA audits.



Danny Marks and his family's yard presented on their marketing experiences.

54th Annual Convention & Trade Show Scrapbook



E-Z Route was a new exhibitor at this year's Convention.

Glad they "shuffled off to Buffalo!"



Getting a hands-on demonstration from Car-Part.

Making the rounds on the show floor.



Syd Dunston and Diane Malinowski meet a new friend. (inset right) Learning about the latest products and services.

Automotive Recyclers of Canada Managing Director Steve Fletcher offered an informative general session on building better business ties between New York State and Canada.

54th Annual Convention & Trade Show Scrapbook



See all that was offered on the Trade Show floor.



The new ARANY First Family enjoying the Celebration Night at the Convention!



Buffalo Engine Components was in the house!



Multi generations representing the Empire State's proud Automotive Recyclers.

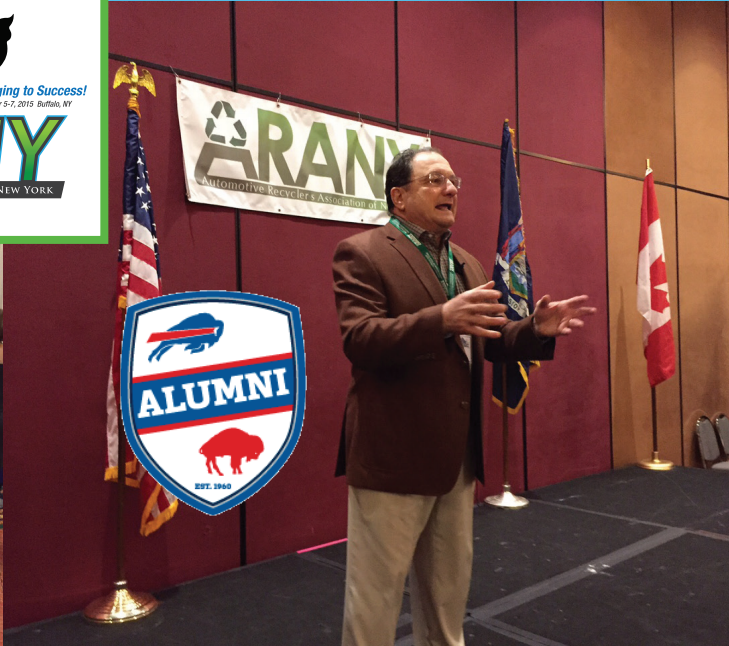


Two generations of Beagells hope they have lucky raffle tickets!



Honoring ARANY's 2014-15 Leadership Team
 (From l to r): ARA 2nd Vice President David Gold, Outgoing Secretary Randy Howard, Outgoing Treasurer Casey Cornell, ARA President Mike Swift, Outgoing Vice President Shannon Banks, Outgoing President Matt Fink, Outgoing Immediate Past President Vince Surace, and ARC Managing Director Steve Fletcher.

54th Annual Convention & Trade Show Scrapbook



The crowds gather around to see who will be a lucky winner in the gift basket drawings.

Buffalo Bills alumnus Lou Piccone addresses the crowd on "Building a Winning Team, Attitude & Spirit."



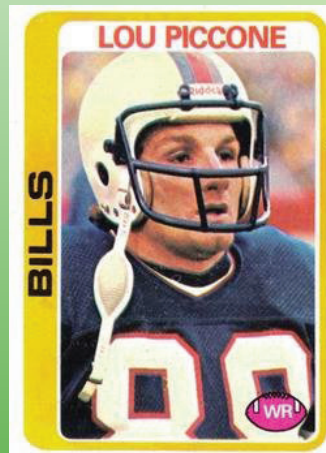
Employee of the Year John Jones, Cindy & Randy Howard meet Lou Piccone.



Dave and Matt Fink shared some Syracuse stories with Lou Piccone after the keynote presentation.



Happy Automotive Recyclers meet up on the Trade Show floor.



ARANY Thanks our 54th Annual

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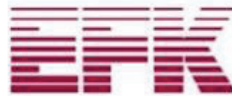


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INTRODUCING THE 2015-16 ARANY LEADERSHIP TEAM



Office of President –Shannon Banks

Shannon serves as Sales Manager of A&P Auto Parts in Cicero. He became involved in the automotive recycling industry over 11 years ago and has been an active member of ARANY since 2008, assisting with a number of association projects. He served as Vice President in the 2014-15 Membership Year.



Office of Vice President – Casey Cornell

Casey is the Owner of Cornell's Used Auto Parts, LLC in Greenfield Center. He joined the industry over 11 years ago, and immediately became a member of ARANY taking advantage of all it offers in professional development, advocacy and networking. He served as Treasurer in the 2014-15 Membership Year.



Office of Treasurer – Randy Howard

Randy currently serves as the General Manager for Don's Automotive Mall, Inc. in Binghamton. Randy has been active in the automotive recycling industry for 33 years. He has also served as a Manager for Premium Recycled Parts Northeast. He served as Secretary in the 2014-15 Membership Year.



Office of Secretary – Daniel Marks

Dan serves as Operations Manager of Marks Auto Parts in Buffalo. He has spent his entire life in the industry –4th generation Marks in the family business. He has been an active member of ARANY since 2013. He assisted with ARANY's Earth Day effort in Albany in 2014 and assisted with local arrangements for the 2015 Convention.



Office of the Immediate Past President – Matthew Fink

Matt is Vice President of Benwood Auto Parts in Baldwinsville. He has spent his entire life in the industry—and you could say he was born into it! He has been an active member of ARANY since 2009. Matt served as President in the 2014-15 Membership Year.



2015 AUTOMOTIVE RECYCLING EMPLOYEE OF THE YEAR AWARD

Presented at the 2015 Annual Convention & Trade Show in Buffalo

Earlier this year, ARANY announced a new honor—The Automotive Recycling Employee of the Year Award. This honor is bestowed in recognition of the outstanding example of a New York State Automotive Recycling Employee and that professional's contributions to the team work, service, best practices and overall quality of a member yard, as well as upholding the ideals of the industry.

This year's nominations were reviewed by a panel comprised of: Syd Dunston, a senior ARANY leader; Dick Ridings of Tracey Road Equipment; Steve Fletcher, Managing Director of the Automotive Recyclers of Canada and Ontario Automotive Recyclers Association; and Brian Buff of the ARANY Office.

The panel decided to choose two of the nominations to honor in this inaugural year—as the two nominations represented the reach of the state—from Buffalo to Binghamton; they represented two important aspects of operations: sales and warehouse; and together they represented the full extent of an automotive recycling career—one who just started and the other who has over 20 years of experience!

Introducing our inaugural recipients of the Automotive Recycling Employee of the Year Award...

Alex Merlino, Sales Professional, Marks Auto Parts, Buffalo



"We would like to nominate Alex Merlino as the ARANY Employee of the Year. Alex started with our company about 1 ½ years ago. Alex currently works at our sales counter as sales professional, and as everyone knows that means he earns a commission based salary. From the time Alex started he has been a very ambitious employee. In very little time he became our top sales person. The reason we would like to nominate Alex for this award is because he is always trying to improve the way our company serves our customers. For example, he took over our entire tire inventory operation. He now inventories, prices, and inspects all of the tires that are carried by our business. Now remember...he is on commission so he doesn't technically get paid to do this...but his attitude is if the tire inventory was more accurate he could sell more tires, therefore earning more commission. He has this attitude on a regular basis doing jobs, such as making sure returns are re-warehoused and back in the yard management system to sell and sorting through inventory to ensure accuracy. He always has the attitude that if he can make things better he can sell more parts. To this day, even with all of the added jobs he volunteers to take on, he still constantly remains at the top of our sales staff."

John Jones, Warehouse Foreman, Don's Automotive Mall, Binghamton



"John has been a loyal employee at Don's since he was in high school. He is both courteous and professional — to both customers and fellow employees. John is always willing to do the tasks at hand, never complaining. John has shown leadership skills naturally and is always willing to help, train, whatever is needed. We asked our staff here at Don's to vote on their choice for Employee of the Year and John was the overwhelming winner. Management team and peers alike respect and enjoy working with Johnny Jones!"



ARANY's Inaugural Automotive Recycling Employees of the Year Award Recipients were recently honored at the 54th Annual Convention & Trade Show in Buffalo.

(From l. to r.) Buffalo Bills Alumnus Lou Piccone, Award Recipient John Jones, Award Recipient Alex Merlino, President Matthew Fink and Incoming President Shannon Banks.

KOREAN AUTOMOTIVE RECYCLERS VISIT NEW YORK STATE YARDS

Randy Howard of Don's Automotive Mall and Steve Barkwell of Gary's U-Pull-it recently hosted a group of visitors from South Korea. The group of 14 people were members of the Korea Automotive Recyclers Association. While in the United States they visited several yards to learn about best practices and how New York Auto Recyclers operate. The group also visited Niagara Falls. The group was very interested in learning about plastic recycling and fluids recycling. They appreciated the tour very much.



Let Us Know!

Have you given a tour of your yard to community groups, other professions, elected officials?

If you have—let ARANY know about it—and send us pictures at info@arany.com.

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- Horseheads Pick-A-Part NY 607-739-3851
- Jerry Brown Auto Parts NY 518-798-8141
- Standard Auto Wreckers NY 716-282-8212
- Butler Auto Sales and Parts NC 828-245-3686
- Don's Automotive Mall PA 215-679-8270
- Go Auto Recycling FL 904-765-4242
- Leesville Auto NJ 732-388-0783
- Ocean County Auto Wreckers NJ 732-349-0332
- Tri-City Auto Salvage NC 336-375-5871
- Standard Auto Wreckers ON 416-286-8686

CHARGING TO SUCCESS!



**54th ANNUAL
CONVENTION & TRADE SHOW**



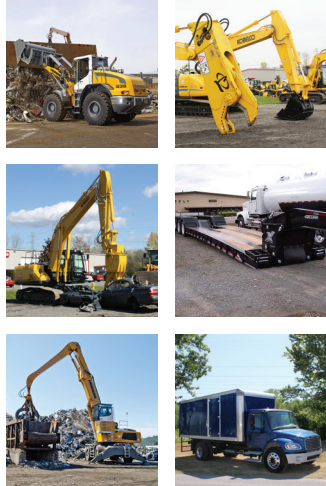
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GOVERNMENT AFFAIRS UPDATE

The 2015 Legislative Session concluded on June 26, 2015. ARANY held a very successful lobby day which resulted in the increased awareness and recognition of the automotive recycling industry in New York. Our legislative agenda was well received and we educated a number of Senators and Assembly Members about the positive and negative aspects of a number of pieces of legislation.

We are pleased to report our top priority bill, the electronic filing bill, was approved by both the Senate and Assembly. This bill authorizes DMV to allow certain forms to be submitted electronically. We await the bill's delivery to and action by the Governor in the coming months. This is a tremendous accomplishment for the Association. It is rare that bills are introduced and passed in a single session.

The airbag bill continues to meet with opposition, but we remain committed to securing a Senate sponsor and addressing the concerns raised by legislators as we go into 2016.

In addition to our efforts to pass pro-auto recycler legislation, we also prevented a number of bills from passing that would be detrimental to the industry. A complete list of ARANY's bills of interest is below.

ARANY SUPPORTS THE FOLLOWING BILLS:

<i>Senate Bill 4957A/ Assembly Bill 7462A</i>	Allows for the electronic filing of certain documents with DMV <i>Passed Both Houses- awaiting delivery to the Governor</i>
<i>Assembly Bill 5080</i>	Air Bag Safety Bill- Permits the use of recycled non-deployed OEM airbags <i>Assembly Transportation Committee</i>
<i>Assembly Bill 6684/ Senate Bill 1207</i>	Prohibits insurers providing collision or comprehensive loss from requiring a repair facility specific vendor or process for procurement of parts or other materials necessary for the repair of a motor vehicle <i>Assembly Floor/Senate Insurance Committee</i>

ARANY OPPOSES THE FOLLOWING BILLS:

<i>Assembly Bill 6033</i>	Eliminates the MV-35 form <i>Assembly Transportation Committee</i>
<i>Assembly Bill 2880/ Senate Bill 30</i>	Requires that only new OEM replacement crash parts be used to repair cars within the first three years or for duration of the vehicle's warranty <i>Assembly and Senate Transportation Committees</i>

MEMBER ALERT! The New York State Office of the Attorney General recently investigated a New York State Automotive Recycler for selling airbags. The Automotive Recycler felt they were operating within the stricture of state law, but the AG's Office interpreted it differently. The investigation has been closed.

PLEASE BE AWARE OF THIS SITUATION! ARANY's leadership spoke with members at the recent Convention—answering their questions and getting feedback. The Board of Directors will be meeting in December and will discuss this situation and explore different options the association can take as follow-up. We will keep you posted.

LAST CALL!

ARANY STILL SEEKING EXAMPLES & PHOTOGRAPHS FOR WORKERS' COMPENSATION REFORM

WE NEED MORE THAN DISMANTLER, EXECUTIVE, AND CLERICAL CODES!

ARANY wants to show New York State that our yards are progressive and that our working conditions far exceed many of the Workers' Compensation Board's outdated employee definitions. We know that we have employees that perform specific tasks that are not dismantling, executive or clerical. The only way we can make this case is by providing solid examples of how our yards and offices are set-up.

Here is an example provided by an ARANY Member:

"I feel there should be a classification for delivery drivers. Most of us have delivery trucks that are equipped with power tailgates & parts on pallets that are handled with pallet jacks. This type of equipment & material handling procedures reduce the risk of back & other types of injuries. I feel a driver in our industry has a lesser risk of injury than someone delivering a washer and dryer for a home appliance store that has to drag it up or down a flight of stairs (like Lowes, Sears or Home Depot).

Many yards have people that work in inventory departments stocking shelves & retrieving parts & staging them for deliveries & or customer pickup. These employees do not dismantle cars, just handle the parts within our warehouses. Similar to a person that works at a Napa or Advanced auto parts putting away a stock order or retrieving a part for a customer.

We have people that work in our inventory department that inventory a vehicle. The job consists of using a specialized software system that integrates with our YMS (yard management system). They are responsible for inspecting the car & using a hand held PDA & identifying the good parts and uploading them into our YMS. This job is similar to someone who may work at a new or used car dealership inventorying a vehicle along with a proper description on a car sale web site like autotrader.com

Some yards have people that work exclusively in a shipping department. The job requires them to QC a part, box it or palletize part, enter it on UPS/FEDEX or another shipper's software/schedule delivery. Nearly every industry ships products to customers that were sold via ecommerce sales or we may choose to ship the part rather than deliver it to be more efficient.

We also have employees that are responsible for quality control of our parts at the time of sale. They insure the parts are described as & cleaned to insure customer satisfaction. Once again they handle & clean parts, but don't dismantle vehicles or parts.

Our company feels there should be two different classifications of dismantlers, too: indoor and outdoor. Our indoor dismantlers at most facilities are equipped with the same equipment as an auto repair shop or a new car dealership. I feel the indoor dismantler should be rated the same as a mechanic is at a dealership or auto repair facility. The current classifications were made before our industry evolved.

The sales people/counter people that wait on customers & answer phones normally do not touch parts. At some operations these folks may handle a part, but no different than a person at Napa, Advanced or any other new parts company. These people that sell new parts are not classified as dismantlers, so why are we?"

Send us your thoughts and images to: info@arany.com

or

use the form on the following page.

LAST CALL! CONTINUED

ARANY Worker's Compensation Worksheet

Please complete this worksheet and tell us about your yard's positions and how they go beyond the standard dismantler, executive or clerical definitions. Please return this information with photographs by December 31st.

Company Name: _____

City: _____

Contact Name: _____

Phone: _____

E-Mail: _____

Position/Title #1

Title: _____

What does this position do? _____

How is it different from other positions? _____

Position/Title #2

Title: _____

What does this position do? _____

How is it different from other positions? _____

Feel free to e-mail this information to ARANY at info@arany.com.

Please include photographs to show your work set-ups.

You can also fax the information/worksheet to (518) 463-8656.

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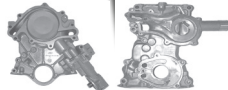
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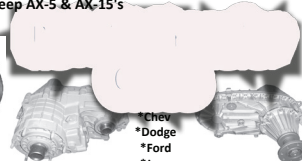
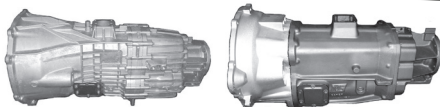


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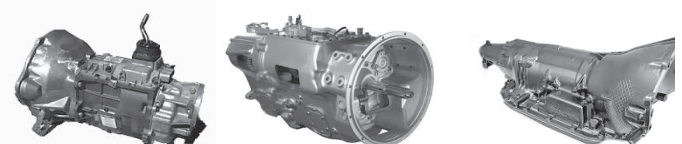
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Water Cannon - 50gpm @ 85 psi recycled water

1 Each Liquid metering injection system

1 Each pH Controller integrated with 4 X 8 Solids Separator ESD Product Code 302

1 Each 1/3 hp Sump Pump ESD Product Code WEO311BF

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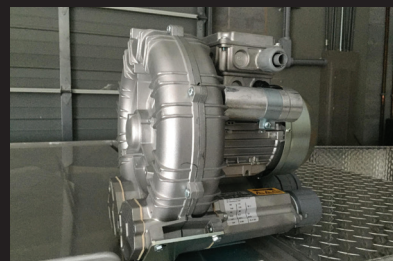
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Dick Ridings

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Email: dridings@traceyroad.com



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for Next Year's Convention



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YOUR ARANY CONTACT INFO!

ARANY State Office

1450 Western Avenue
Suite 101
Albany, NY 12203-3539

Our phone number:

800-944-7278

The local calling number is: (518) 694-5359

Our e-mail address:

info@arany.com

Our website address:

www.arany.com