

# Shine Bros. Corp. Grab & Go Auto Salvage, LLC

Newsletter  
October 17, 2007

## Insight from Toby.

Well, it's time for the 2nd newsletter—with that Grab & Go Auto Salvage, LLC is open and has had a couple of weeks to get the bugs out of the system. It looks like a winner! Thanks to the new crew at Grab & Go for a great start

The new chopping line building is 98% done and we should be moving the MTB into it this week. Again, many thanks to Levi and his dedicated staff. We know what a big job this is. Also, great job to the crew that kept us going throughout this project. We know it was tough working this way.

It looks like all departments are doing very well—West Chop, East Chop, Metals, Maintenance, Iron Yard and the Office. Keep up the good work. It is appreciated.

I had the opportunity to spend time putting together a presentation for the Sioux Falls zoning committee about Shine Bros. Corp., Sioux City Compressed, and TJN Enterprises, Inc. and in doing so, it reminded me of just how good we are at recycling. Each and everyone of you that work with us should know what a grand part you play in making this a better place to live, work and play. We save the world great amounts of energy every day. We recycle to make this world a better and greener place for us, our kids, and their kids. Each and every one of you should be proud of what you do.

Please remember to save December 15th for our annual holiday party.

## Words from Dan.

When Shine Bros. Corp ships extrusion scrap to Alcoa, Yankton, SD, we may not include scrap with steel, zinc or plastic. When we ship Bare Brite Copper Chops to PMX Industries, Cedar Rapids, IA, we may not include chopped tin plated wire or wire with brass terminals. When we ship shredded steel scrap to Nucor Steel, Norfolk, NE, we must pick out all of the material with copper. All of this is done to meet the specified requirements of each customer.

When we ship these materials, we must deliver them on time. Most times the deliveries are made at an exact appointed time. The office staff must prepared shipping documents that are 100% correct.

These are all examples of QUALITY CONTROL. This QUALITY CONTROL is achieved by the TEAM effort of all here at Shine Bros. Corp.

This QUALITY CONTROL is the most important thing our TEAM has to offer the consumers of our products.

Thanks for this great effort!

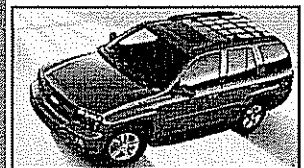
## Grab & Go Auto Salvage, LLC

We are open and we are busy! Our first weeks brought a lot of customers from around the area. The most sought-after item were tires. The most unusual item sold was a pair of rubber boots. Our radio advertising, mailers, and word-of-mouth are keeping us busy selling auto parts at cheap prices. With winter around the corner, we currently have a good supply of antifreeze as well. Remember that employees of Grab & Go, Shine Bros. Corp., and Aventure Staffing employees assigned to Shine Bros. Corp. or Grab & Go Auto Salvage, LLC have the opportunity to periodically receive 10 gallons of gasoline. (A waiver must be signed upon receipt.) Grab & Go t-shirts are also available for purchase. So come check us out! - Randy, Manager



## Did you know...

Between July 2006 and July 2007, Shine Bros. Corp. recycled enough iron to make 81,604 extended-size Chevrolet Trailblazers or 103,860 Chevrolet Impalas! So the next time you go car shopping, remember the role you and the Company play in recycling.

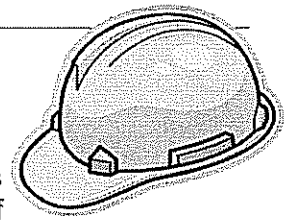


## Shine customers are happy customers!

The scale operators continue to receive high praises for the quick and efficient service our customers receive in the yard. Keep up the great work!



## Safety Spotlight



### Blind Spot Safety

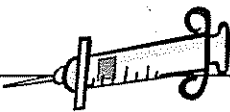
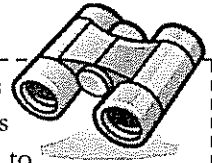
When it comes to working safely around equipment, understanding blind spots is everyone's responsibility. It is just as important for workers on the ground to understand the nature of blind spots as it is for equipment operators—maybe even *more* important. Remember that if you can't see the driver's eyes, he/she can't see you, and you should never approach operating mobile equipment unless and until you have the driver's attention. For drivers, it is important to know where blind spots are and never assume that the "coast is clear." Back up alarms and lighted beacons should always be in good working condition on every piece of equipment.

When it comes to protecting customers, try to keep them as far away from equipment as possible. The general public knows little about blind spots, and think nothing about walking behind skid steers and other material handlers. Every year, customers at scrap recycling facilities are injured or killed by yard equipment whose operators never saw them approaching.

Use your safety sense when working around equipment. Workers: if you are not sure you have equipment operator's attention, you probably don't, so keep your distance until you do. Equipment Operators: if you ever get that funny feeling that someone or something you can't see is behind your equipment, there probably is. Stop what you are doing and check it out. - Mark, Safety Manager

### Department Focus: Maintenance

Even though the maintenance department only consist of eight employees, we get the job done. This department welds, fabricates, trouble-shoots and assists in maintaining the facility's machinery as well as taking care of and servicing all mobile equipment and doing limited building maintenance. Our goal is to keep the auto shredder and chopping lines running 100% of the time and to minimize any downtime that may occur. We are proud of the money we save the Company by rebuilding the wire choppers in-house instead of outsourcing the repairs. These are just a few examples of what the maintenance department does to contribute to the success of Shine Bros. Corp. - Levi, Manager



**Flu shots** will be available for all Shine Bros Corp employees, Grab & Go Auto Salvage, LLC, employees, and Adventure Staffing employees on Wednesday, October 24th in the office break room at Shine Bros Corp. These vaccinations will be given to employees at no cost as our way of saying we value you as an employee and that your health is important to us. Sign-up sheets are posted in your departments. Sign-up deadline is Friday, October 19th.

### Advice from Human Resources

The Merriam-Webster dictionary explains diversity as "differing from one another". As we look around, we see that today's workforce is more diverse than ever before. Just as the schools our children attend and the communities in which we live in are no longer the same as they were twenty years ago, the workforce also mirrors that change.

Diversity includes everyone. It is not defined by gender or race. Diversity includes personality, education, lifestyle, sexual preference and geographic origin. Diversity is age, personal and corporate background, exempt and nonexempt status, management and even tenure with an organization. Diversity is quickly becoming the norm at successful companies. At Shine Bros. Corp., we encourage our employees to practice the Golden Rule - **treat others as you would wish to be treated**. Be an active and nonjudgmental listener. Respect and appreciate the differences in each other and be open to learning about those differences. Realize that everyone wins at a great place to work. - Karen

### Reminder:

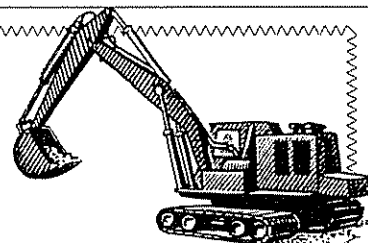
The safest way  
is not always the  
quickest way.

### Holiday Party

The holiday party is scheduled for Saturday, December 15, 2007. Save this date so that you and your spouse/significant other can join your co-workers and guests for a fun-filled evening!



### Test Your Knowledge (match the term with the definition)



1. **Ferrous Metal**
  2. **Grapple**
  3. **Non-Ferrous Metal**
  4. **Shredder**
  5. **Shears**
  6. **Baler**
  7. **Largest source of industrial scrap**
- a.) The automotive industry.
  - b.) Equipment used to cut scrap metal.
  - c.) Scrap iron and steel. Examples—old automobiles, farm equipment, household appliances, steel beams, etc.
  - d.) A machine used to compress scrap metals and bundle them into different size parcels.
  - e.) Metal other than iron and steel. Examples—aluminum, copper, lead, zinc, nickel, etc.
  - f.) A machine that hammers scrap metal into small pieces.
  - g.) A device with claws at one end for grasping and holding.

*Answers below.*

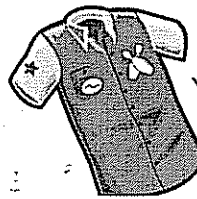
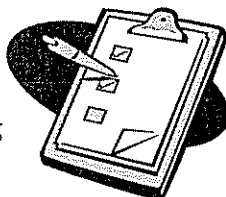


#### Informative, educational, and fun!

Your positive feedback has encouraged us to offer a newsletter each month as a means to keep everyone abreast of the happenings around the yard and across the street. We are having a "Name the Newsletter Contest". There will be entry forms available in your next paycheck, at the scale, and at Grab & Go. The contest is open to all current employees of Shine Bros. Corp., Aventure Staffing, and Grab & Go Auto Salvage, LLC. Entries should be placed in the ballot boxes at the scale and at Grab & Go by December 1, 2007. The winner will be announced in the December newsletter and will receive a \$50 Hy-Vee gift card. So join the fun, use your imagination, and show your Company spirit—plus win some holiday spending money.

#### 401k

401k meetings were held this week for all eligible employees. If eligible, we encourage you to take advantage of this benefit offered to you by Shine Bros. Corp. and Grab & Go Auto Salvage, LLC, so that when you retire, you've accumulated what you need to live comfortably. So start saving now for retirement!



#### Dress Code

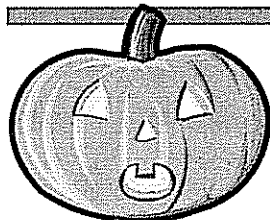
Your safety is the basis for this reminder. The impression that is left with customers, visitors, and co-workers is also important.

Clothing that is too loose or torn may become entangled in equipment or pose a tripping hazard. With jacket season upon us, be wary of cords on hoods and pockets. Jewelry also offers the potential for entanglement and the resulting physical harm. Clothing with distasteful or offensive printed messages do not represent our Company in a positive light.

Office personnel are also encouraged to dress professionally. Opt to be taken seriously at work and be appreciated for what you do and say, not for what you wear.

#### Answers to Test Your Knowledge:

1. c
2. g
3. e
4. f
5. b
6. d
7. a



# Have a safe and fun Halloween!

**Thank you for choosing...**



**Thank you for choosing...**

