

# THE GREENSHEET

MONDAY, MAY 16, 2005

Issue #1,412

VOLUME XXXI, NUMBER 19

The aftermarket's only news weekly.

ISSN 0889-3918

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## KEVIN BAIRD OUT ATOP QUALITOR; FORMER F-M CEO DICK SNELL IS IN

The Greensheet has learned that **Dick Snell**, former chairman and CEO of **Federal-Mogul Corp.**, is replacing **Kevin Baird** in running the day-to-day operations of **Qualitor** (Southfield, MI). Snell is an operating partner with **Thayer Capital Partners**, the Washington, DC-based equity group that has a controlling interest in Qualitor. He also has served on the Qualitor board of directors.

Snell was chairman and CEO of Federal-Mogul from 1996 until he and the company parted ways back in 2000. Prior to joining Federal-Mogul, he spent nine years at **Tenneco Automotive**. This included time as the company's CEO. Before Tenneco, Snell was an executive vice president with **Quaker State**.

Baird, the outgoing president and CEO of Qualitor, was recruited to the company back in 2002 after a stint as senior vice president of Federal-Mogul's powertrain systems group. He also was vice president of global logistics and vice president/general manager of Federal-Mogul's European sealing business.

## EX-CHAIRMAN, SON RETURN TO ARI

We received official confirmation of a story we broke in last week's issue of *The Greensheet* — **Larry Pavey** is out as chairman and CEO of Anaheim, CA-based **American Remanufacturers Inc.** (ARI). We also learn that retired chairman **Robert Smith Sr.** has returned to ARI as a "senior advisor to the board," in charge of leading the day-to-day activities of the company. **It was unclear whether or not Smith Sr. also would hold the title of CEO.** In addition to Smith Sr., his son, **Robert Smith Jr.**, is rejoining the company in an unspecified role. *[Continued on Page 2]*

## UPCOMING AASA REPORTS SHOWS U.S. UNPERFORMED MAINTENANCE WAS BACK ON THE RISE IN 2004

Unperformed maintenance in the United States rose nearly \$13 billion in 2004 to \$56 billion, according to the soon-to-be-released *2005 Automotive Aftermarket Status Report* from **AASA**. Last year's report showed that unperformed maintenance had dropped nearly \$20 billion to \$43.3 billion due to consumers' desire to invest in maintenance in light of an uncertain economy, the "**Be Car Care Aware**" consumer education campaign, and a higher-than-normal rate of new vehicle sales.

**Nonetheless, unperformed maintenance in 2004 didn't reach the \$62 billion figure the association reported for 2002.**

AASA contends that the increase in unperformed maintenance from 2003 to 2004 was tied to high gas prices. **Frank Hampshire**, AASA director of market research, explained that consumers tended to perform maintenance last year when they felt it could improve their vehicle's fuel efficiency. Hampshire noted that tune-ups performed rose slightly as one indication of his theory. Supporting his point also was that \$2.1 billion worth of air filters were sold in a market that is estimated at \$1.5 billion. *[Continued on Page 2]*

## COULD F-M CHAIRMAN MILLER BE AT THE TOP OF DELPHI'S WISH LIST?

*The Wall Street Journal*, citing "a person familiar with the situation," is reporting that **Delphi Corp.** (Troy, MI) has shifted its focus in finding a new chairman and CEO away from an auto industry expert and over to a restructuring specialist. That person could be **Federal-Mogul** Chairman **Steve Miller**.

Miller is noted as a turnaround expert. Aside from being a three-time interim CEO of Federal-Mogul, he was chairman and CEO of the troubled **Bethlehem Steel Corp.** before it was acquired by **ISG** of Cleveland. Delphi had no comment for *The Journal* other than to say that its board is looking at candidates from inside and outside the company. Miller reportedly would not comment either.

**Molinaro Communications, Inc.**  
P.O. Box 355  
Munroe Falls, OH USA 44262-0355

*The Greensheet*, founded 1975.  
Also, *Service Executive*, published  
16 times per year, covering  
the professional service market.

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## EX-CHAIRMAN ROBERT SMITH SR. AND SON BACK AT ARI . . . [Continued from Page 1]

Smith Sr. retired from ARI a little more than a year ago, around the same time **Tim Campbell** left as ARI's president. Smith Sr. was the co-founder of **Car Component Technologies (CCT)**, a Bedford, NH-based remanufactured front-wheel-drive and driveline product specialist. CCT merged with ARI back in 2003, with ARI as the surviving entity and CCT becoming a key operational unit.

### Smith Jr. also was a co-founder of CCT.

Pavey came to ARI just a few weeks after the merger with CCT. He was hired as the company's new CEO and later became chairman of the company. "I've known Larry for many years, as do many people in the industry," said Smith Sr. "We wish him the best in his future endeavors." Prior to ARI, Pavey headed the McHenry, IL-based **Brake Parts Inc.** unit of **Dana's Automotive Aftermarket Group**. His hiring at ARI led to the addition of other former Brake Parts people, including **Steve Horn** as vice president of sales. **Horn is still with ARI.**

In other ARI news, **Brian Johnson** has been hired for the newly-created chief financial officer role. Previously, while each ARI facility had its own controller, the company itself did not have a CFO. Johnson was formerly CFO of **Pliant Corp.**, a film and flexible packaging products producer. Smith Sr. said that, although new to the automotive aftermarket, Johnson is a versatile executive. "In addition to his financial acumen, he has several years of operational leadership experience under his belt," Smith Sr. explained. "**This will be invaluable with respect to finalizing the integration of the ARI businesses and creating the foundation for the company's growth strategy.**"

## URG DESIGNATED 'FOUNDING MEMBER' OF EVERDRIVE VENDOR NETWORK

**EverDrive** (Midlothian, VA) has named the Aurora, CO-based **United Recyclers Group (URG)** as a founding member of its vendor network. The agreement assures that URG's 300 auto recycler members can become preferred vendors in the EverDrive network of recyclers who supply the used parts sold through EverDrive's retail partners. URG also will provide inventory data to EverDrive in order to facilitate EverDrive's efforts to find quality parts to supply its end customers. **This vendor network is part of EverDrive's Guaranteed Used Parts Sourcing Program. The program provides a catalog of nearly 1 million used parts to large aftermarket retailers such as Memphis-based AutoZone.** The catalog is currently available at more than 3,400 AutoZone retail locations and is expected to be launched in other retail chains in the near future.

"URG is excited about the opportunity the EverDrive sourcing program offers to the automotive recycling industry and the opportunity for us to participate on a national level," said **Sharon Galan**, URG executive manager. "It will make our products available to millions of new customers." Thousands of parts have been sold through the EverDrive program, and more than 70 parts categories are currently offered, including engines, transmissions, bumpers, doors and glass. The program allows retailers to offer recycled parts for nearly all makes, models and years to consumers, as well as their commercial customers.

URG is a partnership of some 300 auto recyclers that have worked to make changes in the automotive recycling industry. Changes they have been made include developing their own inventory management system, **Pinnacle**; creating a buying cooperative; and offering group marketing options. URG was founded in 1995.

## UNPERFORMED MAINTENANCE BACK ON THE RISE IN '04 . . . [Continued from Page 1]

"However, there were more maintenance categories that were neglected compared to those that weren't," Hampshire noted. **"Items that have historically been neglected are still not being maintained."** AASA says the most neglected products fell in the undercar category and included products like brakes, shocks/struts, exhaust systems and catalytic converters. Air conditioning system maintenance also was a product that suffered because of high gas prices, according to Hampshire, who said that many consumers will not repair malfunctioning A/C systems because of the mistaken impression that it will increase their vehicle's fuel efficiency.

## PICKUPS PLUS EYES CHINA JV TO DISTRIBUTE VALUGARD PRODUCT LINE

Cincinnati-based **Pickups Plus** — a retailer and franchiser of stores catering to the truck and SUV aftermarket accessories market — says it has reached a deal with the **Jinche Yingang Automobile Co.** of Beijing to form a joint venture that would market and distribute its ValuGard line of products in China. According to terms of the non-binding letter of intent, the joint venture would offer both of ValuGard's product lines. They are professional-grade car care products, such as glass cleaner, car wash soap and leather cleaner; as well as environmental protection products, including paint sealant, undercoating and rust proofing.

## GORDON ULSH TURNS TO FORMER CO-WORKER TO RUN EXIDE DIVISION

A lot of personnel changes have occurred at **Exide Technologies** (Alpharetta, GA) since it was announced that **Gordon Ulsh** was taking over as president and CEO of the company. The most recent is the hiring of **E.J. O'Leary**, as president of Exide's transportation Americas division, effective June 6. O'Leary has more than 25 years of management experience in the automotive industry, which includes stints as CEO of **iStarSystems**, vice president of sales and distribution - the Americas at **Federal-Mogul Corp.**, and executive vice president of sales and marketing at **Cooper Automotive**. "I have known E.J. for many years, and he shares my determination to help restore this company and its brands," said Ulsh, who also worked for Federal-Mogul.

Ulsh was president and COO of Federal-Mogul in 1999, and was head of its worldwide aftermarket division in 1998.

**O'Leary succeeds Randy Siuda, who has left the company "to pursue other opportunities."** Siuda joined Exide in 2001 as vice president and CFO for the North American transportation group. Exide also has a new president for its European transportation business, as **Rodolphe Reverchon** is taking over for **David Jackson**, who has left the company "to pursue other opportunities."

**Meanwhile, Scott McCarty has resigned as a member of Exide's board of directors.** McCarty, a portfolio manager for the **Q Investments** family of funds, was a member of the board that was formed after Exide emerged from Chapter 11-bankruptcy protection in 2004. His exit comes shortly on the heels of two new appointments to the board, which were made following the announcement of Ulsh as president and CEO.

In related news, **Eugene Davis** — former chairman of the executive committee at Exide — has been elected chairman of the board and interim CEO of **New Venture Holdings** (Sterling Heights, MI), a new entity formed by a group of owners who purchased the assets of bankrupt auto supplier **Venture Holdings/Venture Industries**.

## COMMERCIAL VEHICLE AFTERMARKET SALES MANAGEMENT REALIGNED

Troy, MI-based **ArvinMeritor** has reorganized the sales management team for its commercial vehicle aftermarket business in an attempt to align closer with its North American customers. **Jim Sharkey** has been appointed to the newly-created position of director of sales for North America. Sharkey's job is to manage the entire North American sales team's strategic direction and prioritize the correct customer focus. He had served as business unit director of trailer systems in North America and has been with ArvinMeritor for 20 years.

Other changes include the appointment of **Walt Sherbourne** as regional manager for the eastern United States and Canada; **John Sotiroff** as regional manager for the western United States and Mexico; **Mark Mercatante** as manager of linehaul OEM sales; and **Paul Nyers** as manager of specialty and trailer OEM sales.

**Jim Vigliano** maintains his position as senior manager of fleet sales, while former OEM Sales Director **Tim Bauer** has been appointed operations project manager. Bauer's new job is to develop efficient distribution systems and packaging expertise. Sherbourne, Sotiroff, Mercatante, Nyers and Vigliano will each oversee all aspects of aftermarket distribution and field sales for their respective areas, as well as work to position the company as vendor of choice for multiple customer segments across product lines.

These changes all come a few months after **Joe Mejaly** was promoted to the position of vice president and general manager for the commercial vehicle aftermarket business.

## JOHNSTON SLATED TO BE VISTEON CHAIRMAN, REPLACING PESTILLO

**Mike Johnston**, president and CEO of **Visteon Corp.** (Van Buren Township, MI), has been elected chairman of the board, effective June 1. Johnston was named president and CEO of Visteon in July 2004, after serving as president and chief operating officer since he joined Visteon in 2000. He was elected to the board of directors in 2002. Johnston replaces Chairman **Peter Pestillo**, who will retire effective May 31 and depart from Visteon's board of directors. **Pestillo has served as the company's chairman since 2000, when Visteon was spun off from the Ford Motor Co.**

## SLOAN TRANSPORT. PRODUCTS FORMS AN ALLIANCE WITH USA HARNESS

In a deal that would significantly expand its product line, **Sloan Transportation Products** (Holland, MI) has reached an agreement with **USA Harness** of Winnsboro, TX, to become the company's exclusive distributor for OE-quality wire harnesses for the heavy-duty aftermarket. The pact calls for Sloan to sell the **USA-Plus** premium line under Sloan's new **MaxxDuty with Weatherguard Technology** line of severe-duty products.

## AUTOTECH ENGINEERING HAS BROUGHT IN A NEW SALES FORCE

**John Sheskey**, a 23-year industry veteran, has been named vice president of sales for the **AutoTech Engineering Co.** (Fontana, CA), a remanufacturer of starters, alternators and constant velocity driveshafts. For the last three years, Sheskey has been with **The RPM Group** as director of merchandising. Meanwhile, **Helaine Gottesman** has been promoted to vice president of marketing for AutoTech. Gottesman has been with AutoTech for the past four years and was with **MPA** for 21 years prior to that. Also joining AutoTech, as sales manager, is **Linda Richter**, formally of **Tomco Automotive Products** and **Morse Automotive**.

**PEOPLE WATCHING . . . Marie Remboulis** has been appointed vice president of corporate communications for **Federal-Mogul Corp.** (Southfield, MI). Previously director of global communications, Remboulis has more than 20 years of experience in human resources and communications. **Jeff Kaminski** has been appointed senior vice president of global purchasing. Kaminski had been vice president of global supply chain management. **Peter Becker** has been appointed vice president of customer satisfaction. Becker had been vice president of corporate quality. All three will serve on Federal-Mogul's strategy board. . . . **KYB America** (Addison, IL) has hired **Gail McHugh** as its new customer services manager. McHugh has more than 20 years of experience in the aftermarket. She most recently served as vehicle service market customer service manager for **Chicago Rawhide/SKF** in Elgin, IL. McHugh began her aftermarket career in 1985, holding a variety of positions with **BWD Automotive/Dana** until joining Chicago Rawhide in 2004. . . . Holtville, NY-based **Tower Fasteners**, an East Coast distributor of fasteners and electronic hardware, has appointed **Anthony Klisurich** as its territory sales manager for the Carolinas and Virginia. He is responsible for outside sales for Tower's southeastern distribution center in Raleigh, NC. . . . **Steve Hays** has joined **JBS Technologies** (Steubenville, OH) as a regional sales director, responsible for all sales initiatives covering the eastern United States. Hays, who has more than 30 years of sales experience within the electronics industry, most recently was sales manager at **DesignTech International**. JBS Technologies is a remote starter and vehicle security system specialist. . . . The car stereo installation accessories company **Scosche Industries** (Oxnard, CA) has promoted **Trevor Kaplan** to the newly-created position of marketing administrator. Here, Kaplan will support the current marketing efforts for all of Scosche Industries, including each of its four brands: Scosche, **EFX**, **Accumat** and **SoundKase**. He will maintain his role as a regional sales representative with responsibility for key accounts, primarily distributors. Kaplan's promotion coincides with the creation of a new advertising campaign and an increased focus on marketing and communications. . . . Lake Oswego, OR-based **Pacific Recreational Products**, manufacturer of the **StowAway2** cargo carrier and other hitch-mounted products, has hired **Katie Maloney** as its new marketing coordinator.

**NEWS BRIEFS . . .** White Plains, NY-based **ITT Industries** plans to open a 136,000-square-foot new brake pad production facility in Searcy, AR. The plant will produce brake pads for the North American automotive industry, both OE and aftermarket. They would be marketed under the **Koni** brand. The plant is expected to be completed and in operation by the third quarter of this year. . . . **Car Care Council** (Bethesda, MD) spokesperson **Lauren Fix** will be on **Oprah Winfrey's** "Live Your Best Life Tour" this spring. Fix will be on hand to present automotive tips, car buying tips and safer driving seminars during the tour. The daylong event, which is hosted by Winfrey, will be held in three cities across the country. . . . **RetailVision** (Middlebury, VT), a subsidiary of the media conglomerate **Primedia**, has reached a distribution agreement with **CSK Auto Corp.**, which adds more than 1,100 retail locations to the distribution of Primedia's automotive publications like *Truckin'* and *Import Tuner*. With the addition of CSK, Primedia now has distribution agreements with 90 percent of the U.S. automotive chain store market. That includes **Pep Boys** and **AutoZone**. . . . Three \$1,000 scholarships are available from the **AAIA Leadership Development Network** to students pursuing degrees in **Northwood University's** aftermarket management program. Criteria are based upon financial need, academic excellence and level of interest in the industry. . . . **Siemens VDO Automotive** is celebrating the 10th anniversary of its aftermarket operations in Allentown, PA, this year. . . . 2005 also marks the 10th anniversary of **Design Engineering Inc.** (DEI). Founded in Cleveland by the late **Dale Markley**, DEI is an aftermarket supplier of thermal tuning and heat control products to the motorsports, automotive and marine enthusiast markets.

**OBITUARY . . .** Cincinnati-based **The Partnering Group** (TPG) recently contacted us to let us know about the passing of **Tim Flannigan** on March 25. Flannigan was managing partner and business center leader for TPG's retail strategy and business planning practice. He was known as an expert on a variety of topics, including category management, supplier management, pricing and promotion, and supply chain optimization across retail and wholesale distribution. He is survived by his wife of 28 years, **Susan**; his sons **James** and **Kenneth**; step-daughter, **Kristen Tracewell**; his mother, **Jane Flannigan**; and four siblings and their families. Flannigan will be missed by his friends and partners at TPG, his clients, and the industry as a whole. His drive for perfection, enthusiasm and positive attitude, and dedication to doing the right thing will be remembered and cherished.

**JOB MART . . .** **Ron Hendrix**, a 20-year industry veteran living in the Atlanta area, seeks contacts and opportunities in sales/sales management. He was most recently director of sales and marketing for **Northeastern Plastics Inc.** You can reach Ron by phone at 678/442-8502 or by e-mail at nasmrep@aol.com.

**EXTRA . . . EXTRA . . . EXTRA . . . EXTRA . . . EXTRA . . . EXTRA**

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**SMP STILL WORKING THROUGH ISSUES FROM ENGINE MGT. ACQUISITION**

While **Standard Motor Products** was able to turn back from a net loss of nearly \$1 million a year ago and post net income of \$646,000 in the first quarter of 2005, the Long Island City, NY-based company continues to work through issues relating to the integration of the **Dana Engine Management** business — a business SMP acquired nearly two years ago.

Engine management sales came in at \$140.4 million, which were down less than 1 percent. CFO **Jim Burke** said during a recent conference call that engine management sales for the month of April have come in above expectations, leaving segment sales essentially flat through April. Engine management margins were 22.8 percent (down 4.3 points), as **margins were impacted by premiums from outside purchases and labor inefficiency from new hires**. Management expects this to be a low point for the year.

Temperature control gross margins came in at 20.4 percent (up 5.2 points). Management expects this segment to generate gross margin percents in the low- to mid-20s. SMP reported temperature control sales of \$53.6 million for the first quarter of 2005, which were up 4.6 percent over the prior year. Burke attributed the increase to new OES business.

SMP's net sales rose 1.2 percent to \$207.33 million. Consolidated gross margins were 23.4 percent in the first quarter of 2005, which were down from the 24.9 percent SMP reported a year ago — a 1.5-percentage point decrease. Offsetting the gross margin decline was a 2.8-percentage point reduction in selling, general and administrative (SG&A) expenses. This savings was due, in part, to reduced distribution costs from ceasing operations at a Nashville distribution center previously used by Dana.

**Of particular note is that SMP is still working off some high-cost Dana inventory** and that SMP continues to buy some product on the outside that would normally be manufactured in an attempt to reduce backorders and take care of customers. **Larry Sills**, chairman and CEO, said that improvements have been made month-by-month and quarter-by quarter. "We see continuing improvements in these areas," he told analysts.

Sills said management has put a lot of its focus over the last six to nine months on filling orders. "First, we had to make sure we had enough safety stock to [relocate the Dana facilities]. Then, we had to scramble to make sure we fulfilled our customer orders," he explained. "The result of all that is that inventory grew. It has grown slightly this year as well. We are now, at the first time, shipping at what I would call a satisfactory rate. **We are now over 90 percent. We had been in the low 80s, which was unacceptable.** We are now over 90, and we will start looking to reduce inventory during the second half of this year."

**He said that will continue for quite a while, because SMP has a very long supply of some items — slower-moving ones — that it inherited from Dana.** "It's going to take a while for them to get out of the system," he explained. "This is the back end of the line."

Wills went on to talk about pricing. "It's been close to two years now since we acquired Dana Engine Management. During that period of time, not only have we not had a price increase, we've actually — since the first quarter of this year — had a slight decrease," Sills said, pointing out that SMP made some one-time adjustments in its engine management division in order to bring its prices in line with OE. "That's a price reduction that took place in January of this year, so it hurt the first quarter."

Sills said the down pricing was a one-time adjustment. He told analysts it was necessary because SMP had gotten itself away from comparing itself to OE. **"All of us aftermarket companies have probably fallen into a trap of competing only with each other," Sills said. "We had gotten away from our original mandate, which is make sure you are never above OE. That was brought home to us quite substantially over the last couple of years.** We bit the bullet. We made the adjustment. It was a one-time event. It is behind us. OE is, in fact, raising prices, so that one-time adjustment is behind us. And, we should be moving forward. So, we feel reasonable with pricing as we march forward from this time."

**He told analysts that price increases have been announced and accepted by SMP's customers. They began this month.** He also said that the outside purchases that really hurt the margins are coming to an end and will be negligible toward the end of this year.

## **EXTRA . . . EXTRA . . . EXTRA . . . EXTRA . . . EXTRA . . . EXTRA**

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### **TOOLS UNIT LAGGED BEHIND DANAHER'S OVERALL Q1 RESULTS**

While **Danaher Corp.** (Washington, DC) came through with record first-quarter earnings of \$188.26 million and an 18.5-percent increase in net sales, the company's tools and components business saw its sales decline 2 percent from \$316.79 million a year ago to \$310.46 million in the first quarter of 2005.

Mechanics hand tools sales, representing roughly two-thirds of this business' sales in the quarter, grew roughly 5 percent — driven primarily by increases in both the number of distributors and their average purchase levels. Danaher's retail mechanics hand tools business grew at mid single-digit levels during the quarter. Sales at the business' major customer (**Sears**) were at high single-digit rates due, in part, to new products and the timing of certain promotional events. Nonetheless, inventory reductions at Sears during the period "tempered" the business' quarterly sales growth.

**For its part, Danaher has indicated that the recently-completed merger of Sears with Kmart Holding Corp. "may result in further inventory adjustments" but will likely create a larger market for Danaher's products after the transition is complete.**

Danaher's niche tools and components business also experienced low single-digit growth, because of continued strength in the wheel service equipment and chuck businesses. The overall segment was able to show improved operating profit and operating margins for the first quarter of 2005.

### **TENNECO REPORTS 7% INCREASE IN N. AMERICAN AFTERMARKET SALES**

Lake Forest, IL-based **Tenneco Automotive** was able to come through with improved net income and a 7-percent increase in net sales in spite of OE production cuts and higher steel prices. In fact, it was the 12th consecutive quarter of year-over-year revenue growth for the company. While favorable currency exchange rates played a significant role in the revenue improvement, improved North American aftermarket sales also was a factor.

On the top line, North American aftermarket sales rose 7 percent to roughly \$130 million — with both ride control and emission control products up equally. **Key drivers of this year-over-year improvement were price increases of 4.5 percent to 5 percent, some modest share gains and new products — particularly the new chemical line Tenneco was able to introduce along with DuPont.** As you may recall, the two companies entered into a licensing agreement last year to develop, manufacture and market car-care products in North America under DuPont's **Teflon** brand. Tenneco says that the new line is doing "very well" and already has distribution in **Wal-Mart, Target** and **Kmart**.

Tenneco's European aftermarket sales were down 3 percent after currency adjustments due, in part, to slower ride control sales. Exhaust sales, however, outpaced an 8-percent industry decline in Europe. This was attributed to market share gains and price increases.

### **MORE THAN JUST ACQUISITIONS FUELED THE GROWTH OF LKQ IN Q1**

**LKQ Corp.**, the Chicago-based recycled auto-parts specialist, came through with a 49-percent increase in net income and a nearly 34-percent increase in net sales for the first quarter of 2005. While a significant amount of that growth is attributable to acquisitions, 11 percent of the increase came by way of organic growth. During the quarter, LKQ purchased an East Coast aftermarket company which performed in line with expectations.

After the close of the 2005 first quarter, it also acquired a South Carolina auto-parts recycling outfit.

**Looking ahead, management expects second-quarter revenue to come in between \$133.5 million and \$135.0 million and net income to be between \$6.7 million and \$7.1 million.** For the full year, revenue is forecast to fall within a range of \$536 million to \$541 million. Organic revenue growth should be in the low double digits, with the balance of the growth being the full-year impact of 2004 acquisitions and the 2005 acquisitions completed to date. Management expect full-year net income to come in between \$26.7 million and \$27.7 million.

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**RECENT QUARTERLY REPORTS**

Company Name	Q1 2005 Net Sales	Q1 2004 Net Sales	Difference	Q1 2005 Net Income	Q1 2004 Net Income
Aftermarket Technology Corp.	\$93.96 M	\$85.03 M	+10.6%	\$5.35 M	\$3.91 M
ArvinMeritor	\$2.28 B	\$2.00 B	+14.0%	-\$33.00 M	\$41.00 M
BorgWarner	\$1.08 B	\$903.10 M	+20.0%	\$77.60 M	\$51.10 M
Danaher Corp.	\$1.83 B	\$1.54 B	+18.5%	\$188.26 M	\$145.24 M
Federal-Mogul Corp.	\$1.63 B	\$1.55 B	+6.0%	-\$48.30 M	-\$20.40 M
FinishMaster	\$101.53 M	\$94.77 M	+7.1%	\$3.25 M	\$3.28 M
Johnson Controls	\$7.10 B	\$6.31 B	+13.0%	\$202.50 M	\$157.70 M
Lancaster Colony Corp.	\$276.82 M	\$269.46 M	+3.0%	\$16.11 M	\$16.05 M
Lincoln Electric Holdings	\$362.90 M	\$306.50 M	+18.0%	\$22.20 M	\$18.20 M
LKQ Corp.	\$133.81 M	\$100.07 M	+33.7%	\$8.40 M	\$5.64 M
R&B Inc.	\$61.23 M	\$56.01 M	+9.0%	\$3.45 M	\$3.32 M
Standard Motor Products	\$207.33 M	\$204.78 M	+1.2%	\$646,000	-\$970,000
Tenneco Automotive	\$1.11 B	\$1.03 B	+7.0%	\$7.00 M	-\$2.00 M
The Stanley Works	\$806.30 M	\$734.80 M	+10.0%	\$66.60 M	\$153.50 M

**R&B SETS AMBITIOUS GOALS TO CONTINUE STRONG NEW PRODUCT SALES**

Colmar, PA-based **R&B Inc.** saw its net income grow 9 percent in the first quarter of 2005 due, in large part, to increased sales volume from new products. **Richard Berman** — chairman, president and CEO — said he management believes R&B has an opportunity to further grow its new product sales. "As a result, **we have set a strategic goal of delivering twice as many new parts in half the time by the end of 2006,**" Berman explained. "We set the foundation for this strategy last year and continued the initiative in the first quarter of 2005 with further investments in personnel and resources. Although these investments have a negative short-term impact on profits, we are confident that this is the right long-term decision for the business."

This can be seen in the fact that first-quarter 2005 net income increased at a slower rate than sales, which was due to a 13-percent increase in selling, general and administrative expenses. The increase was a result of the decision to invest additional resources in new product development and promotional support, as well as increased wages and other costs.

R&B is a supplier of replacement parts, hardware and brake products to the automotive aftermarket, as well as household hardware to general merchandise markets. R&B's products are marketed under more than 30 proprietary brand names through its **Motormite, Dorman, Allparts, Scan-Tech, MPI** and **Pik-A-Nut** businesses.

**TAKING A LOOK AT SOME OTHER RECENT QUARTERLY REPORTS . . .**

Downers Grove, IL-based **Aftermarket Technology Corp.** saw sales from its independent aftermarket business increase 25 percent to \$6 million in the first quarter of 2004, as compared to \$4.8 million in the same period last year. ATC indicated that restructuring efforts during the past 12 months have allowed it to further narrow the unit's operating loss to just under \$600,000 for the first quarter of 2004, which is comparable to \$1.6 million in the comparable quarter last year. This represents a 62.5-percent improvement.

The Indianapolis-based auto-paint, coatings and accessories distributor **FinishMaster** said that the 7.1-percent net sales increase it reported for the first quarter was largely possible because of positive same-branch sales growth. In fact, FinishMaster reported that growth in same-branch sales was realized across all geographic regions for its traditional business. However, it should be noted that acquisitions and growth in the company's fulfillment business also had an impact on the increase in sales.

**Lancaster Colony Corp.** (Columbus, OH) reported that its automotive sales improved slightly to \$57.3 million in the third quarter, despite lower floormat sales largely offsetting improved aluminum accessory item sales. Meanwhile, unit operating income declined from \$2 million a year ago down to \$200,000 in the quarter ended March 31, 2005. Substantial increases in raw material costs generally led to the reduced operating results.



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19-21

## The Greensheet Classifieds Work For You!

### MARKETING ACCOUNT EXECUTIVE, AUTOMOTIVE LICENSING

NASCAR is seeking a top notch Professional to join the Automotive Licensing Team in our Charlotte, NC Office.

#### Marketing Account Executive, Automotive Licensing

This position will assist the overall functions of the marketing team within NASCAR's Automotive Licensing Department. Responsibilities include brand building, advertising, creative direction and communication with a concentration in presentation development. Must have a Bachelor's Degree with 5 years related work experience; must be well organized, detail oriented and have the ability to manage multiple projects concurrently; the ideal candidate is a results driven, strategic thinker with excellent written and verbal communication skills.

NASCAR offers an exciting, fast paced work environment with competitive pay & outstanding benefits including 401K eligibility after 90 days.

For immediate consideration, forward resume with salary requirements to:

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[hr@nascar.com](mailto:hr@nascar.com)  
EOE

*NASCAR is committed to fostering a diverse, multicultural work environment*

No phone calls please

18-20

## DIRECT FIELD SALES MANAGER

**SKYE International** is an aggressive automotive fluid management equipment provider seeking an aggressive hands on field sales person. Equipment knowledge a plus. Submit resume to:

[newhire@skyeinternational.com](mailto:newhire@skyeinternational.com)

19-21

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## SALES AGENTS

Flo-Dynamics a growing automotive fluid management Equipment Company is looking for aggressive agents to represent our products. Submit responses including current products being represented to:

[fcasale@norcoind.com](mailto:fcasale@norcoind.com)

18-20

## DIRECTOR OF PURCHASING

Automotive Aftermarket Distributor seeks experienced Director of Purchasing. Experience with Activant purchasing software a plus. Oversee all purchasing and 2 direct reports as well as manage vendor return process.

Must have strong knowledge of the automotive parts industry with interpersonal and communication skills. Company is well respected family owned distributor in Louisville, Kentucky.

Send resume to fax : 1-502-540-0125  
or e-mail to [job@mlwky.com](mailto:job@mlwky.com)

17-19

## WEST COAST FIELD SALES AND SERVICE REPRESENTATIVE

Recon Automotive, one of the nation's largest production and performance engine remanufacturers has an opportunity for a Field Sales and Service Rep. to join our Sales and Marketing team.

The selected candidate will guide the activities of the designated territory at the jobber/store and installer level to maximize market penetration and achieve customer satisfaction by educating the market on Recon and our products.

Qualified candidates will have an extensive background in engines and related parts. Additionally, candidates will have experience in educating and training customers. Our goal is to teach our customers how to sell an engine and what questions the counter person should be asking. Strong communication and people skills are necessary along with excellent follow-up discipline.

**E-Mail: [amancini@reconauto.com](mailto:amancini@reconauto.com)**

## DIRECTOR OF SOURCING

Automotive aftermarket manufacturer seeks experienced Director of Sourcing. Must be able to develop sources for new and existing products and be a strong negotiator. International sourcing experience a must. This decision maker will coordinate activities with purchasing, sales and marketing departments. Strong communication and PC skills are required.

**Automotive Week/The Greensheet (File#15A)**

**P.O. Box 355 Munroe Falls, OH 44262-0355**

**E-Mail: [classifieds@auto-week.com](mailto:classifieds@auto-week.com) (subject = File #15A)**

15-17

## MID-ATLANTIC BASED AUTOMOTIVE WAREHOUSE DISTRIBUTOR SEEKS EXPERIENCED MANAGERS

*We are a rapidly-growing warehouse distributor actively seeking managers who can help take the company to the next level. Currently, we are seeking experienced sales and operations managers who thrive within an innovative and fast-paced environment.*

**Operations Manager:** Responsible for supervision and management of high-volume automotive warehouse distribution center. Seeking candidates experienced in deploying successful operating strategies, motivating employees, managing expenses, building strong customer alliances and managing within a team environment. Strong communication and PC skills along with a successful track record in warehouse operations required.

**Sales Manager:** Responsible for increasing market share through organic growth, store changeovers and new markets. Seeking qualified candidates experienced in managing and motivating a sales force, building strong relationships and providing innovative customer-based solutions. Proven record of sales success, ability to think outside the box and strong communication and PC skills required.

We are an Equal Opportunity Employer.

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17-19

**AMERICAN FORGE & FOUNDRY INC.  
REQUIRES AN EXPERIENCED GENERAL MANAGER**

American Forge & Foundry Inc. (AFF) is one of the fastest-growing suppliers of professional grade automotive and heavy-duty shop equipment to traditional distributors throughout the United States. For over 40 years, AFF has been recognized for providing quality products at competitive pricing with order fill rates that are truly impressive.

We currently have an immediate opening for a General Manager in our **Albany, New York** head office. This will be an exciting opportunity for someone who thrives on taking companies to the next level.

**General Summary**

The General Manager's function is to provide profitable and efficient operations of the company which includes oversight and responsibility for general operations, warehouse operations, inventory management, sales and marketing, product management, policy and procedure development, establishing and monitoring operating budgets and in conjunction with the National Sales Manager, Vice President of Finance and President, creating and deploying successful strategic organizational goals and objectives.

The successful candidate will have exceptional leadership and interpersonal skills and a minimum of 5 years of experience in a similar role within the equipment distribution market or automotive after-market. As this is a critical role, the candidate must have the ability to communicate effectively with all levels of personnel, suppliers and customers, and guide and mentor a talented and diverse workforce to realize future opportunities. A management professional who can lead the daily operations and warehouse while balancing the overall strategic objectives of the organization. You are visionary, strategic, open minded, creative and flexible.

We offer a competitive compensation package, great benefits and training to qualified candidates. If you are interested in the above opportunity, please send your resume to [employment@jetequipment.com](mailto:employment@jetequipment.com) by no later than Monday, May 23, 2005.

18-20

**VICE PRESIDENT OF  
FINANCE AND ADMINISTRATION**

Automotive Aftermarket manufacturer seeks a proven Financial Executive. Responsible to the President for all long-range financial matters and to establish company-wide financial and administrative objectives, policies, programs, and practices which insure the company of a continuously sound financial structure. Candidate will control the flow of cash through the organization and maintain the integrity of funds, securities and other valuable documents.

A college degree with a major in finance or cost accounting preferred. 3-5 years experience as a CFO with a strong Cost Accounting background. Supply Chain Management experience is beneficial. Excellent verbal and written communication skills are a must. Must have proven management and leadership experience.

**Automotive Week/The Greensheet (File#18A)  
P.O. Box 355 Munroe Falls, OH 44262-0355  
E-Mail: [classifieds@auto-week.com](mailto:classifieds@auto-week.com) (subject = File #18A)**

18-20

**WAREHOUSE  
GENERAL MANAGER**

Alliance Parts Warehouse located in Little Rock, Arkansas is seeking a General Manager. Five years experience required with a business or marketing degree preferred.

Job incorporates full responsibility of all warehouse operations including HR, purchasing, vendor negotiations and marketing.

**Please send resume and  
salary history to:  
[info@alliance1.com](mailto:info@alliance1.com)**

17-19

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### SEEKING A CHALLENGE

An experienced sales professional with 24 years in the automotive aftermarket seeks new opportunity in sales/sales management.

Experience includes but not limited to:

- Previous sales experience of automotive hard part, tools and equipment to WD's, jobbers and dealers
- Extensive travel throughout the continental United States
- Management of sales staffs throughout the country
- Sales training of WD and Jobber sales staff
- Trade shows and product training
- Working within budget guidelines
- Developing / executing business plans
- National account development

Candidate is willing to travel, is located in Central Florida and does not want to relocate at this time.

To obtain confidential information,  
please send inquires to:  
response1342@yahoo.com

### The Greensheet Classifieds Work For You!

### NATIONAL AND REGIONAL SALES MANAGERS

Industry Leader in automotive aftermarket consumer electronics is seeking National Sales Managers and Regional Sales Managers. Req. 5-10+ years of sales experience calling on the Big Box/Mass Merchant sector. Need excellent communication, presentation and negotiation skills. Must have strong experience managing and motivating independent sales representatives. Send resume and salary requirements to:

**Automotive Week/File #17B**  
**P.O. Box 355**  
**Munroe Falls, OH 44262-0355**

17-19



### NORTHEAST REGIONAL SALES MANAGER - HEAVY-DUTY

The Penray Companies, Inc., an industry leader in heavy-duty coolant technology, seeks an experienced Regional Sales Manager for the Northeast region. The ideal candidate will have previous sales experience with heavy-duty traditional, OEM and fleet accounts. Qualified candidates must reside in the Northeast (no relocation assistance). Travel is required. This position requires an aggressive self-starter with excellent communication skills, both written and verbal. Proficient in Microsoft Office required. We offer an excellent compensation package with an aggressive commission plan, Company vehicle, full benefits, including 401(k), profit sharing, medical, dental, vacation and more. **Please, only qualified candidates need apply.**  
**Email your resume to [adurruthy@Penray.com](mailto:adurruthy@Penray.com) Attn: Ana Durruthy.**

19-21

### CATEGORY MANAGER

Factory Motor Parts Company, distributor of OE and aftermarket parts for 60 years with 40 locations, seeks an experienced Category Manager for our Corporate office in Eagan, MN.

The ideal candidate will have experience with vendor/product assortment, planning, vendor sourcing, vendor management/negotiation, product pricing, budgeting and promotional planning. Strong computer skills required along with good attention to detail.

We offer a very competitive salary and a comprehensive benefits package. Send your resume and salary requirements to:

**[m.lorsung@factorymotorparts.com](mailto:m.lorsung@factorymotorparts.com)**

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18-20

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