



**TREADMARKS #239**

**JUNE 2016**

## MATDA Board Of Directors

Tony Thompson - President  
Thompson OK Tire, Beloit, Ks

Bob Harris - Vice President  
Becker Tire, Great Bend, Ks

Brent Colgrove - Secretary  
Farmers Co-op, Plymouth, Ne

Jason Burhenn - Treasurer  
Shamrock Tire, Wichita, Ks

Craig Aldridge  
Prairie Ag & Auto, Inc, Plainville, Ks

Keith Christensen  
Commercial Tire Center, Salina, Ks

Kevin Christensen  
Commercial Tire Center, Salina, Ks

Justin Glasgow  
Performance Tire & Wheel, Topeka, Ks

George Hoellen  
T.O. Haas Tire Co., Lincoln, Ne

Dane Lawrence  
Kansasland Tire Group, Park City, Ks

Josh McDonald  
Shamrock Tire, Wichita, Ks

Dave McMannis  
Canton Service Center, Canton, Ks

Mike Vondenkamp  
Tire Dealers Warehouse, Wichita, Ks

Jeff Webster  
Take Ten Tire, Ponca City, OK

Scott Woellhof - President  
Champlin Tire Recycling Inc, Concordia, Ks

## Welcome New President

On behalf of the MATDA Board, we are delighted to welcome Tony Thompson as the new 2016-2018 President of the Mid-America Tire Dealers Association. He was elected at the MATDA Annual Meeting at the convention on April 9th.



*Phil and Mike Thompson*

Tony Thompson has served on the board since the annual meeting in 2013. He is following in footsteps of his dad Mike Thompson (President 2002-2003) and Phil Thompson (President 2006-2007)

Tony Graduated from Beloit High School in 1998 and went onto walk on the Kansas State Football team for a year before taking a track scholarship for 2 years and moving to California on a track scholarship for 2 years to pursue the Olympic Trials in shot put and discus.

He has worked with family at Thompson's OK Tire for 13 years starting in the shop, and service truck, and delivery for 5 years before moving in to store manager and partial owner. There are currently 20 employees with about half having over 10 years tenure (and 5 over 20 years) Tony applauds the people he works with "We could not ask for a better group of people to work with over the years and look forward to many more to come."

Thompson's offers Michelin, BFGoodrich, Bridgestone Firestone, Goodyear, Titan, BKT, Alliance, Cordovan, Sumitomo, Westlake, and other specialty items. They are also a full service retail/mechanics shop, wholesale, have 3 farm service trucks, OEM mounting/inventory programs, and a specialty recap shop.

When asked about his predictions for the future Tony said, "We are seeing a tough year and maybe more to come in the Midwest due to the decline in commodity prices across the board. Our focus will be on extending our service offerings and maintaining the correct inventory to prevent missed sales. With the agricultural community slowing spending on new machinery it will be an opportunity for tire dealers to get their share of the replacement/maintenance market in tires/service but at the same time this will be a competitive landscape."

more >>>

## GOLF COMING UP AUGUST 27TH AT THE MARION COUNTRY CLUB

*THOMPSON Continued:*

When asked about what associations and in particular MATDA means to him and his business: "In times of a downturn in the economy, presidential election, and states budget problems one can see new legislation and taxes that could negatively impact our industry. The MATDA serves as a watchdog to keep its members up to date on issues that will affect the way we do business. The association also acts as a source for industry related questions and best practices along with offering training courses with up to date information.

Tony is married to Stacy and has three children; Cassandra - 9, Samantha - 7, and Declan-5. He enjoys helping to coach kids track, t-ball and softball. He also serves on the First National Bank of Beloit Board of Directors.

### **2016 - 2017 Officers and Directors**

Tony Thompson - President  
 Bob Harris – Vice-President  
 Jason Burhenn - Treasurer  
 Brent Colgrove- Secretary  
 Craig Aldridge  
 Keith Christensen  
 Kevin Christensen  
 Justin Glasgow  
 George Hoellen  
 Dane Lawrence  
 Josh McDonald  
 Dave McMannis  
 Mike Vondenkamp  
 Jeff Webster  
 Scott Woellhof

Be sure to thank any of these fellow dealers for their volunteer time. The association is here for the entire industry and these individuals give time to keep the association running smoothly and effectively for the benefit of all. I personally respect each and every one of them for their service.

### **Scholarship Golf Tournament Booked**

The Scholarship Golf Tournament is scheduled for Saturday, August 27th. It will be at the Marion Country Club again this year. Get in your registration. The flyer is with this newsletter. Remember this is how we raise the funds for the kids scholarships given at the annual convention.

### **Convention Scenes**



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 Tube and Solid Tire  
 Yokohama



Steve Burhenn,  
 Past President  
 passes the Past President Gavel to Scott Woellhof

## MATDA MISSION

The mission of the MATDA is to promote closer cooperation and better understanding between the tire dealers of Kansas, Nebraska, and Oklahoma; to provide professional lobbying and governmental relations; to provide effective training and education to enhance members' business acumen and help

them better serve the consumer; to promote public understanding of the industry's concern for the environment, and to provide such services and activities that are proper and necessary to achieve these mutual goals.

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## Membership Dues

The annual membership dues mailing will be coming out soon.

Watch your in box and be sure to offer any suggestions for the annual convention for next year as plans are being made by the board of directors now.

## Scholarship Winners

The Mid America Tire Dealers Association has established a scholarship program to help promote career opportunities in the tire industry for Kansas, Nebraska & Oklahoma students, and to give back to the industry we all love. MATDA gave nine scholarships in the amount of \$500 each to deserving students.

### The requirements for the scholarship program are as follows:

1. Students must be sponsored by a member, or an employee of a member;
2. The student may be an employee, or the child of a member, or member employee's child;
3. The student must be a high school senior, have recently graduated high school or received the equivalent of a high school diploma;
4. The student must be a U.S. citizen; and
5. Existing MATDA recipients may continue to apply for three years if they maintain at least the minimum graduating GPA for the school they are attending.

### The Scholarship awards will be based on a combination of the following criteria:

1. Evidence of scholastic potential and achievement;
2. School and community activities;
3. How the student intends to use the scholarship funds to offset the costs of their education;
4. A personal statement about the student's career goals;
5. The award will be made without regard to financial need;
6. Selections will be made by the MATDA Board;

7. The award is given without regard to race, age, gender, or religion.

The MATDA Board members reviewed the applications and the winners were - In alphabetical order:

The first winner is Abigail Burenheide

The second winner is Colin Cooper

The third winner is Ashley Gerety

The fourth winner is Rachel Harris

The Fifth winner is Ashley Gerety

The Sixth winner is Ryan Haskins

And finally the last recipient was Grace Walford

Ashley, Rachel and Ryan pictured below with Scott Woellhof and George Hoellen.



## Industry Service Award Winner

Thank you to **Champlin Tire Recycling** for sponsoring prizes for this award. This award is presented annually to an individual who has distinguished himself or herself in the tire industry, either through years of unselfish dedication and service, or through a single exemplary act of service that has resulted in extraordinary benefits to the MATDA membership. The 2016 Industry Service Award Winner is Keith Christensen who was nominated by Scott Woellhof and the nomination written:

*Scott Woellhof called Keith one of the “old dudes” being in the tire business forever. Scott started working for Christensen Oil over 25 years ago and Keith was his boss.*

*Most folks that know him have heard the KU Football stories as he was on the 1969 Orange Bowl team with many other great football names. He also played for the Saints for a couple of years and in Canada too. His history is impressive. But Keith is unmistakably a leader without the football stories. He grew up in Concordia starting a tire career in 1951. In 1996 he branched out by starting Commercial Tire in Salina. He’s married to Jan. They have 6 children. Working at Commercial Tire are: Erin as accountant, and Kevin and Austin are in tire sales. Julie is a nun and John is a paramedic, Katie is at home.*

*He works tirelessly for his family and his business and is respected by all. He has served on the MATDA board for many years and is also a Past President serving in 2013 – 2014. He lives personally by the Commercial Tire Slogan “Where Service is Everything”!!!*

## Employee of the Year Award Winner

As every business owner knows - or learns very quickly - running a smooth company is only possible if one finds good help. Nearly every

company has one -- that exemplary employee who makes things run smoothly, who is looked up to by other employees, and who goes the extra mile to make sure that his or her job is done to the high personal standards he or she has set. This “super” employee deserves some extra recognition, and the MATDA Employee of the Year Award rewards excellence on the job. Thank you to Myers Tire Supply for sponsoring prizes for this award.

Announcing the 16th recipient of that honor: who will receive a plaque, MATDA Logo Jacket, complimentary registration and tickets for two for at the convention banquet, and motel room at the 2016 Convention. Nominated by Dave McMannis with Canton Service Center:

*I would like to nominate Jolene Buxman for employee of the year. Jolene came to work for Canton Service Center in the Fall of 2009. Jolene has fit into this business like no other. I remember when Tonya and I hired her, I explained the challenges of running a small business, and as I recall Tonya warned her about me and my moodiness. During the job interview I tried to explain all of the challenges, she was very positive then and is to date. Jolene has been a positive leader in my business growth, she helps with insurance, budgets, profit and loss, collections and never complains. Some months ago we lost our entire computer system and had nothing! I found out what dedication was as one day as I recall she was on the phone for I believe 12 hours with a programmer. In at 7:00 a.m. staying until 9:00 to 10:00 p.m. until the problem was solved. Her greatest attribute is the way my customers feel about her, she has turned the toughest Agri business men I have dealt with into something I have never seen, they just give her their checkbook and tell her to write it out and they have told her to take a tip, they won’t do that to me!! To find an employee that takes ownership of your business is priceless and rare. Money will not buy an employee such as Jolene Buxman!*



Grace Walford receives her Scholarship

TREADMARKS, MATDA



Jolene Buxman Employee of the Year



Keith Christensen - Industry Service Award

[WWW.MATDA.ORG](http://WWW.MATDA.ORG)

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## DOL Issues Final Rules-Overtime Regulations

Over the strong objections of TIA and literally thousands of business groups, on May 18, 2016, the Department of Labor (DOL) released the long anticipated final rules defining Overtime Exemption requirements, including guaranteed salary requirements.

As spelled out by SESCO Management Consultants, the key provisions of the final rule are as follows:

The new rule goes into effect December 1, 2016.

The new guaranteed salary requirement is a minimum of \$913.00 per week (\$47,476.00 annually). This salary requirement applies to the Executive, Administrative and Professional Exemptions, including salaried managers and assistant managers.

For the Highly Compensated Exemption, the new salary requirement is \$134,004.00.

The final regulation establishes a mechanism to update the salary requirement level every three (3) years.

Of noted importance, and as it relates to the Executive, Administrative and Professional Exemptions (Highly Compensated excluded), is the ability for the employer to apply Non-Discretionary Bonuses and Incentive Payments (including a valid commission payment) to satisfy up to 10% of the guaranteed salary level requirement of \$47,476.00. Please note that Non-Discretionary Bonuses and Incentive Payments, such as commissions, must be well defined and meet the DOL's requirements under the regulation.

The DOL did not change any of the White Collar Exemption duties tests. Further, the DOL permits the compliant use of the Fluctuating Workweek Method of Payment which is a pay plan that may be recommended for select positions/cases by SESCO.

Otherwise, there are no other significant changes except for the following:

**Higher Education:** Bona fide Teachers, Coaches, Graduate Assistants, and Academic

**Administrative Personnel:** Each of these positions is not affected by the new rules. SESCO clients in this sector should contact us to discuss in further detail as each of these position terms are very well defined.

**State and Local Governments:** The final rules does not alter the current requirements for state and local governments or subdivisions thereof. The use of "Comp Time", hours of work provisions for police and firefighters, elected officials and staff and legislative branch employees will not be affected.

**Non-Enforcement for provider of Medicare-funded services for individuals with Intellectual or Developmental Disabilities in residential homes and facilities fifteen (15) or fewer beds:**

Enforcement of the final rule is delayed until March 17, 2019 for those SESCO clients who meet this definition of a Provider.

## SEE THE FLYER ATTACHED FOR THE BASIC FARM TIRE SERVICE OFFERED BY TIA AND STELLAR

### SESCO Staff Recommendation- What Employers Should Do NOW!

Assess your organization's current liability by conducting a thorough review of salaried positions. Discuss and confirm appropriate application of the White Collar Exemptions based on the duties test alone.

Assess the hours of work performed by those salaried positions of which their current salary is less than the new guaranteed salary requirement. Determine if the position(s) can be limited to 40 hours of work or less per work week.

If necessary, and based on if hours worked exceed 40 in a work week (overtime), consider altering the position's compensation structure to ensure compliance:

Increase the guaranteed salary to the new required threshold of \$47,476.00.00 (\$913.00 per week). It is important to note that simply increasing the salary may not make the position exempt from overtime. The position must also meet the duties tests as outlined in the White Collar Exemptions.

Change the salary to an hourly rate of pay with overtime (1½ times the regular rate of pay) for any hours that exceed 40 in a work week.

Implement the Fluctuating Workweek Method of payment. This method of payment provides a guaranteed salary per week with a straight time earnings calculation providing half (1/2) time for hours that exceed 40 in a work week.

Revise the current pay plan implementing a Non-Discretionary or Incentive element applying up to 10% to the salary threshold.

For Retail Organizations, implement the partial Retail 7i exemption from overtime. This partial exemption requires that the employee earn at least half (51%) or more of the total compensation from a Non-Discretionary Bonus or Incentive pay plan. Further, the position must yield an hourly rate of pay of least one and one half (1½) time minimum wage (or \$10.88/hour) for all hours worked. This partial exemption does not remove the requirement for an employee to maintain a true and accurate time card for all hours worked.

### Convention Scenes



# CALL US FIRST

AT BASYS PROCESSING, WE UNDERSTAND THAT WE OPERATE IN A COMPETITIVE INDUSTRY.

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**B**efore you start a program or make any changes to your credit card terminal or program, **please call your dedicated BASYS Processing Agent at 1-800-386-0711 first.** Unlike some companies and representatives in our industry who disappear after the sale, BASYS strives to build long-term relationships with our customers.

**I**f you've been approached by another processing company that has promised you attractive low rates or is making alarming claims about your processing equipment, **we urge you to please talk to us before you take action.** We believe in providing the highest level of customer service.

**B**efore you consider a long-term agreement with a different bank or vendor and make a costly mistake, please call us first! **Our experience and expertise can help you avoid common pitfalls and traps** that unfortunately are a part of this industry. We are happy to review your processing account, and help you to honestly evaluate the situation or any offers you have received.

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- ✓ EMV-capable Terminals
- ✓ NFC/Contactless Processing
- ✓ POS Systems
- ✓ Mobile Processing
- ✓ Business-to-Business Solutions
- ✓ Apple Pay & mobile wallet acceptance
- ✓ iPad & Tablet Processing
- ✓ E-Commerce Solutions
- ✓ Gift and Loyalty cards
- ✓ Online Reporting, etc.

## COMMON TRAPS TO AVOID

IF A SALES AGENT SAYS:

*"You will save a lot of money if you buy this pin pad..."*

*"My rates are guaranteed for two or more years..."*

*"Your terminal is obsolete..."*

*"You won't be able to process..."*

*"Your terminal is not compliant..."*

*"We never charge extra for keyed transactions or corporate cards..."*

**BEWARE!** MANY TIMES THESE STATEMENTS ARE MISLEADING OR SIMPLY NOT TRUE.

Call your dedicated BASYS Agent at **1-800-386-0711** to learn more details BEFORE you make any changes to your terminal or account; or before doing business with another vendor.



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### Unified Buying Power.

We're big enough to matter, but small enough to care about our Customers. When we come together we can actively engage our tire vendors to provide our Customers the premier selection and pricing on world famous tire brands. Together with the entire Point S system, we're able to combine the buying power of over 3,700 independent service centers.

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## On The Light Side

If you will take the time to read these, I promise you'll come away with an enlightened perspective. The subjects covered affect us all on a daily basis:

Written by Andy Rooney, a man who had the gift of saying so much with so few words.

- I've learned .... That the best classroom in the world is at the feet of an elderly person.
- I've learned .... That when you're in love, it shows.
- I've learned .... That just one person saying to me, 'You've made my day!' makes my day.

- I've learned .... That having a child fall asleep in your arms is one of the most peaceful feelings in the world.
- I've learned .... That being kind is more important than being right.
- I've learned .... That you should never say no to a gift from a child.
- I've learned .... That I can always pray for someone when I don't have the strength to help him in some other way.
- I've learned .... That no matter how serious your life requires you to be, everyone needs a friend to act goofy with.
- I've learned .... That sometimes all a person needs is a hand to hold and a heart to understand.
- I've learned .... That simple walks with my father around the block on summer nights when I was a child did wonders for me as an adult.
- I've learned .... That life is like a roll of toilet paper. The closer it gets to the end, the faster it goes.
- I've learned .... That we should be glad God doesn't give us everything we ask for.
- I've learned .... That money doesn't buy class.
- I've learned .... That it's those small daily happenings that make life so spectacular.
- I've learned ... That under everyone's hard shell is someone who wants to be appreciated and loved.
- I've learned .... That to ignore the facts does not change the facts.
- I've learned .... That when you plan to get even with someone, you are only letting that person continue to hurt you.
- I've learned .... That love, not time, heals all wounds.
- I've learned .... That the easiest way for me to grow as a person is to surround myself with people smarter than I am.
- I've learned .... That everyone you meet deserves to be greeted with a smile.
- I've learned .... That no one is perfect until you fall in love with them.
- I've learned ... That life is tough, but I'm tougher.
- I've learned .... That opportunities are never lost; someone will take the ones you miss.
- I've learned .... That when you harbor bitterness, happiness will dock elsewhere.
- I've learned .... That I wish I could have told my Mom that I love her one more time before she passed away.
- I've learned .... That one should keep his words both soft and tender, because tomorrow he may have to eat them.
- I've learned .... That a smile is an inexpensive way to improve your looks.
- I've learned .... That when your newly born grandchild holds your little finger in his little fist, that you're hooked for life.
- I've learned .... That everyone wants to live on top of the mountain, but all the happiness and growth occurs while you're climbing it.
- I've learned .... That the less time I have to work with, the more things I get done.