



BULLETIN

NATIONAL TRACTOR PARTS DEALER ASSOCIATION

"USED, REBUILT AND NEW AGRICULTURAL AND INDUSTRIAL REPAIR PARTS"

FALL 2016

VOL. 26, NO. 3

THE NATIONAL TRACTOR PARTS DEALER ASSOCIATION & SAN ANTONIO, TEXAS INVITE YOU TO THE 33RD ANNUAL CONFERENCE AND TRADE SHOW JANUARY 18-21, 2017



**EARLY ARRIVAL
PARTY!**



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BULLETIN

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Articles, letters, advertisements and
comments are encouraged and should be sent to:

The National Tractor Parts Dealer Association makes every reasonable effort to ensure accuracy of information contained in the *Bulletin* and to give credit to original authors where applicable. NTPDA and/or its agents are not responsible for errors or omissions.

It looks like Fall has pretty much arrived, with its cooler temperatures and harvest just around the corner. And let's not forget the holidays! The Halloween fanatics ARE out in force now ... but are in a tight race with the Christmas push already in some stores ... Thanksgiving seems to have gotten temporarily lost in the shuffle ... and I don't even want to think about New Years! But, while I like all the Fall decorations and snackage (is that a real word?) that this time of year brings, I'm already "pumpkin spiced" out! And I'm sorry if I upset anyone, but how do you come up with some of these recipes? I saw a recipe the other day for "Pumpkin Pie Spice Latte Pizza." PIZZA!?!? Really???

Well that's enough of that, I've just got a couple of things that I wanted to pass along to everyone.

The 2017 Conference and Trade Show -- Progress continues to move forward for the show in San Antonio. You should start receiving reminders and other information on this soon. Phyllis and Kim are working diligently to ensure that a good time will be had by all who attend. We have an interesting line up of presenters covering the topics that you requested the most in an online recent survey; Marketing/Social Media; Sales; Employee Motivation & Retention. We think you will get some very useful information, as well as being entertained. And while I'm on the topic of the Conference and Trade Show, I'd like to ask that you make plans to attend, and maybe call an old friend that hasn't been in a while and invite them as well. We're going to be in a great city that a lot of the members had asked for a return to ... so let's make the turnout one of the best in years!

Starting with this issue of the Bulletin, Steven Haas has graciously agreed to write a few articles for us with some tips and insight, to help keep us up to date with trends in the shipping industry to help insure that we get the most from our freight dollars. Steven is with DLS Worldwide which has one of our outstanding freight carrier programs. If you haven't talked with a rep from them yet, or looked at their program, I strongly encourage you do so. They can take some of the complications out of your freight business while saving you a bunch of money. You can find their contact information at the end of Steven's article. Also, if there is a specific freight topic that you would like to see addressed, please feel free to let either myself or Steven know.

I would like to thank both Jeff & Paula Griggs from All States Ag Parts and Scott & Vicki Schelling of Rock Valley Tractor Parts for playing cruise directors & chauffeurs for us

at the Summer Board Meeting this year. The weather was fantastic, the food and the company were great, and we actually accomplished a little bit of business prior to the boat rides! And of course, THANK YOU Phyllis & Kim for putting on yet another great trip.



Also, a final quick note of thanks to Kathie Witte of Gap Tractor Parts for stepping up and filling the vacant spot that we had on our Scholarship Committee for the coming year. Even though Kathie is an ole' hand at this, I still appreciate her willingness to take on the additional work that comes with this committee.

I still can't get over that danged pizza.

Until next time,

Doug

**Mark your calendars
for our**

**33rd Annual
Conference and
Trade Show
in San Antonio**

January 18-21, 2017

**Wyndham
San Antonio
Riverwalk**

Message from Phyllis



Happy Fall Y'all...from Texas. Where it's not really Fall yet...still having days in the 90's...but I think we have cooler weather right around the corner. I'm sure you're all ready for COOLER weather but not that horrible COLD weather that some of you experience.

And...right around the corner is Halloween, Thanksgiving, Christmas and our Conference and Trade Show in San Antonio, TX!!! Hope many of you are going to join us! We have a great week planned! In this issue you will find information regarding our speakers, our Early Arrival Party, Spouse Program and all of your registration information. As always should you have any questions just get in touch with Kim or myself.

Also...remember that we are

continuing our annual fund raiser for St. Jude Children's Hospital. So . . . please bring an item to auction. We will be continuing the raffle but this year we'll also do a silent auction. We'll choose a few of the silent auction items for the live auction Friday night but we want to get you out on the town in a timely manner so we won't keep you too long after dinner! The live auction is always a lot of fun with Alvin and Lon taking the reins! So open your wallets and your hearts and be ready to donate to an amazing cause!

A really great time was had by all that attended the Summer Board Meeting in Okoboji, IA. It's a beautiful place to visit and the Griggs and Schell's made it even more special by giving us a tour around the lake! We had a very

productive board meeting and thank you to all of our board members that give so freely of their time.

Looking forward to seeing you in beautiful San Antonio!

Until next time...

Phyllis



Surprise visit from Lance with Mylex. He was driving through San Angelo and stopped to say hi. Our NTPDA friendships are what it's all about!



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463, 553F, 553AF Skidsteer	\$320

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600-900, 2000 Tractor	\$235
575D, 655D, 675D Backhoe	\$365
7000, 7100, 7200 Tractor	\$360
L/LS140-L/LS170 Skidsteer	\$440



Meet Mel



Mel Kleiman, Certified Speaking Professional is an international authority, writer, speaker, trainer, pragmatic business owner, and consultant whose expertise is hourly, frontline employee recruiting, selection, and retention best practices. He serves as president of Humetrics, founded in 1976, and is a member of a number human resource-related boards and organizations. He is also a longstanding member of the Society for Human Resource Management and the National Speakers Association.

With over 25 years of research and consulting work to his credit, Mel is known for helping organizations improve their employee hiring processes by delivering high impact, high energy presentations that impart hands-on, practical information and advice attendees can put to immediate use.

Kleiman is also the author of five books, including the bestselling *Hire Tough, Manage Easy* - How to Find and Hire the Best Hourly Employees which was featured on CNN Headline News, and has written hundreds of articles for numerous business and trade journals worldwide.

Hire Tough, Manage Easy

by Mel Kleiman, CSP

How to find and keep STAR* employees are now the top two concerns of industry leaders and business owners nationwide. Now, more than ever, nothing is more critical to the success of any business than attracting, hiring, and keeping STARS. Most hiring managers and business owners, however, have little, if any, training or education in the skills and systems needed to do it right.

Hire Tough, Manage Easy, presented by nationally-known hiring authority, Mel Kleiman, is a proven, hard-hitting, practical session that covers all the best practices when it comes to recruiting, interviewing, selecting, and keeping the best. (STARS are: Self-motivated, Talented, Accountable, Responsible, and Stable.)

The Challenges

- ◆ The shrinking labor pool
- ◆ The real costs of employee turnover
- ◆ The good side of turnover

What Do the Best Employees Look Like?

- ◆ Finding the eagles in the flock of turkeys
- ◆ The CAPS Model for identifying the best

Recruiting

- ◆ Take a marketing approach to recruiting
- ◆ How and why to make it easy to apply for the job
- ◆ The four best recruiting sources

The Interview

- ◆ Maintaining control
- ◆ Getting the truth
- ◆ Red flags and biases
- ◆ Structured interviews
- ◆ Decision-making
- ◆ Selling them on the job

Employee Selection Systems

- ◆ How to hire tough
- ◆ The tools of the trade
- ◆ How to get those elusive references

Retention

- ◆ How to keep STAR employees motivated and on-board

Meet D. J.

D.J. Harrington, CSP is a bestselling author and the President of Phone Logic, Inc. an international training company based in Atlanta, Georgia.

D.J. serves as a consultant and trainer to over 1,000 privately owned businesses throughout the country, training personnel at all levels of the company.

Known as the “Doctor” to some and the “Car-Diologist” to others he has presented well over 2000 programs globally. He has had a blessed life and been awarded the prestigious Certified Speaking Professional (CSP) designation by the National Speakers Association. He contributes much of his success to his experiences as a graduate of Saint Leo University.

D.J. combines his knowledge, high energy and humor in a thought provoking, fun, interactive learning environment. He leaves his audience with practical advice and methods to succeed. His years as a sales trainer and motivational speaker, in a variety of industries, have provided D.J. with an outstanding background which he brings to every clinic and seminar. DJ can give you a “tune-up” or a “complete overhaul”.

He may be reached at 800.352.5252. E-mail: dj@djsays.com. “52 weeks a year, we are as close as your telephone”. Visit www.djsays.com to order his bestselling books, “Your Prescription for Life” and the NEW “Mastering the Art of Success” with Jack Canfield and Mark Victor Hansen as well as other informative material.

AS SEEN ON

CBS
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Check Up from the Neck Up

Did you know that how you feel has a tremendous effect on how well your day goes? The “head doctor” is in for NTPDA. During his Check Up session, DJ Harrington will discuss what you can do to effectively prepare, monitor or change any negative or ineffective mindset patterns so you can perform at your best level every day. Don’t miss your chance for a Check Up from the Neck Up from Dr. DJ at the next NTPDA meeting. Your customers, team members and YOU will benefit from it.

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Meet Crystal

Crystal Washington, Social media expert and dynamic speaker has worked with Google, Microsoft, GE and others in the USA, Africa and Europe. For this comprehensive knowledge on social media, she has been interviewed by ABC, NBC, FOX, CBS and numerous radio stations and magazines around the globe.

Crystal is well known for her ability to take complex Web and social media topics, and make them easy to understand and accessible for everyday people and small business owners. She owns CWM Enterprises, a social media instructional brand aimed at training everyone from Gen Y's to Baby Boomers in strategically using social media. Educating consumers on the practical applications of social media networks like Facebook, Twitter, LinkedIn and YouTube is her passion.

As a recognized authority on social media, she has appeared in The Huffington Post, Entrepreneur Magazine, Glamour Magazine, Bloomberg Businessweek and in The Associated Press. She was the past host of a weekly technology segment on Houston's Fox television affiliate.

Crystal is the author of the book, *The Social Media Why: A Busy Professional's Practical Guide to Using Social Media Including LinkedIn, Facebook, Twitter, YouTube, Pinterest, Google+ and Blogs for Business*.



The Tractor Parts Industry Digital Marketing Shift

It's no secret that the larger social networks are moving to a pay-to-play structure while customers are shifting the way they interact with brands online. In this talk, Crystal will demonstrate creative ways to attract prospects—from shop foremen to farmers; leverage technology to upgrade service; and use social networks, apps, and rating sites to attract referrals. You'll discover how to take advantage of free and low cost options with social networks and localized sites. Crystal will empower YOU with tools that will take the guesswork out of marketing via digital by demonstrating the true ROI.

Learning Objectives

By the end of the program the participants will be able to:

- Understand how tractor parts dealers can leverage larger social networks to attract prospects and dominate Internet listings.
- Discover how to use Google with social as reconnaissance tools to discover who is using your competition, who is actively looking for parts, and to pull membership rosters of potential clients from the “secret” web.
- Uncover simple technology options for creating marketing systems for automating your digital strategy.

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33rd Annual Conference & Trade Show
January 18 – 20, 2017
Wyndham/San Antonio Riverwalk

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Each display space is professionally draped and lined out
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ID sign.

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Company _____ Contact Person _____

Number of 10 x 10 Display spaces needed _____ @ \$500 each = \$ _____

I DO/DO NOT (please circle one) need electricity in my booth. I DO/DO NOT (please circle one) need internet.

Internet and/or Electricity order form will be e-mailed to you. E-mail address: _____

NOTE: Associate Members who are planning to attend the conference and trade show must have at least 1 display booth.

NO COMBUSTIBLE LIQUIDS!

Set up will start at 2 p.m. on Wednesday, January 18. You must be finished setting up no later than 3 p.m. on Thursday. Reception/Opening of Trade Show is Thursday at 5 p.m. with the Marketplace Event at 6 p.m. The trade show opens at 9 a.m. on Friday, January 20. Tear down will follow Displayers Meeting on Friday.

PLEASE SIGN AND RETURN TO NTPDA

I, _____, fully understand that exhibitor assumes responsibility for all losses, damages, and claims for displays and equipment, and shall indemnify the hotel, convention center, agents, and the NTPDA for any losses, damages and claims.

NOTE: Authorized personnel must sign!

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33rd Annual Conference & Trade Show
January 18 – 20, 2017
Wyndham/San Antonio Riverwalk

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Prices above are for NTPDA Members

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Company_____ Contact Person_____

Mailing Address_____

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Please type or print a complete list of people attending. Be sure to show the names as you want them to appear on the nametags.

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| 3. _____ | 8. _____ |
| 4. _____ | 9. _____ |
| 5. _____ | 10. _____ |

****Travel arrangements and all room charges are to be handled by the individual.****

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Say.... “Ahhhhh”

By Michael Libbie

Early next year we'll be traveling to San Antonio for the Annual Conference and Trade Show. So, what's it worth? Nothing if you don't make the trip.

Look, every investment we make we, naturally, seek a positive return. This year in San Antonio the return investment is in the knowledge and added value we'll deliver by conducting a “Check Up – From the Neck Up”. It's a series of sessions that get inside of your business and your practices that, in the end will result in solid ideas and plans to help you do better in the year ahead.

And, it couldn't come at a better time.

Everybody has been talking about the commodity prices and how that has impacted new equipment sales. Our goal should be to show farmers there is an alternative to buying new and help them understand the savings that can be created in some good old-fashioned Do It Yourself.

Everything is cyclic and this downturn will swing the other way but, in the meantime, our goal will be to prepare you, your processes and your people to take advantage of what we think will be a great year for the used and replacement parts industry.

See you in San Antonio!



Please be thinking about your donation to St. Jude Children's Hospital during our 2017 Conference and Trade Show in San Antonio. For those who participated last year - we thank you again. We raised over \$9,000 and we want to raise even more next year! Please open your hearts and give to a very worthwhile cause.



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PROGRAM AT A GLANCE

NATIONAL TRACTOR PARTS DEALER ASSOCIATION

33rd ANNUAL CONFERENCE & TRADE SHOW

Wyndham/San Antonio Riverwalk

January 18-21, 2017

Wednesday, January 18, 2017

2:00 p.m. – 5 p.m. Displayers early set-up – San Antonio Pavilion
 6:30 p.m. “Early Arrival Party” – Charlie Wants a Burger – Sports Bar – Riverwalk
 Please meet in the lobby for River Boat transportation
 Entertainment by: Jennifer Westwood and the Handsome Devils

***Please NOTE there is NO Early Registration on Wednesday. Please register on Thursday morning beginning at 8:00 a.m. There will be information for you at check-in regarding Wednesday’s Early Arrival Party and Thursday morning opportunities.**

Thursday, January 19, 2017

7:00 a.m. Displayers complete set-up. Must be completed by 3 p.m. – San Antonio Pavilion
 8:00 a.m. - 12 Noon Registration – Outside San Antonio Pavilion
 8:00 a.m. **Please use your Thursday Breakfast Voucher**
 9:00 a.m. – 10:00 a.m. “Check Up from the Neck Up” - DJ Harrington
 10:00 a.m. – 10:30 a.m. Break
 10:30 a.m. – 11:30 a.m. “Hire Tough, Manage Easy” - Mel Kleiman
 Noon Lunch – On Your Own
 1:00 p.m. – 4:00 p.m. Spouse Program – Art & Dine
 1:00 p.m. – 5:00 p.m. Registration – Outside San Antonio Pavilion
 2:00 p.m. – 3:00 p.m. “The Tractor Parts Industry Digital Marketing Shift” - Crystal Washington
 5:00 p.m. – 6:00 p.m. “Welcome to San Antonio” – Reception/Opening of Trade Show/San Antonio Pavilion
 6:00 p.m. - 7:00 p.m. NTPDA Marketplace I – Regular members meet in small groups for potential business opportunities with exhibitors. (Details to follow.)
 7:00 p.m. – 8 p.m. Reception Continues

Friday, January 20, 2017

8:00 a.m. – 9:00 a.m. Networking – “Coffee & Conversation” – Spend some time one on one with your NTPDA friends and colleagues. San Antonio Pavilion – **Breakfast Served**
 9:00 a.m. – 11:00 a.m. Registration - Outside San Antonio Pavilion
 9:00 a.m. Trade Show Opens – San Antonio Pavilion
 10:00 a.m. – 11:00 a.m. NTPDA Marketplace II
 11:00 a.m. – 12 Noon General Session/Election of Officers – San Antonio Pavilion – All members please attend.
 12 Noon Lunch/Trade Show Area
 1:00 p.m. – 3:00 p.m. NTPDA Marketplace III
 3:30 p.m. – 4:00 p.m. Displayers Meeting – Trade Show Area – Board members please attend.
 4:00 p.m. Trade Show Closes
 7:00 p.m. Cocktails/Dinner/Entertainment – San Antonio Ballroom
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Saturday, January 21, 2017

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Greetings from

Greasy Girl

By *terri Stevens*

Dear Friends

Happy Fall!! Looks like another summer has come and gone. It is amazing how time flies by! Seasons come and Seasons go! I have had a very interesting year. I have lost four people that worked for me. Some to advancements, some because of accountability, some because of work ethic. It has been a crazy time. I had no idea how hard it would be to find quality people.

It is so interesting to me when all of us have made a living working hard. We really don't know any different. However there are a lot of people in this country that don't understand the concept of hard work. I interviewed a gentleman yesterday and he said he was looking for a job that would make him happy. I thought . . . I wonder if the men that have gone into coal mines and have worked in factories or worked on the farm producing food . . . if they ever thought like that.

My Grandma lived to be 97 years old and she lived during the Depression and she worked hard for everything she had. I



tell you this because I now am a grandma...(I know you can't believe that because you thought I looked too young) LOL! However the reason I am bringing this up is because I have wonderful memories of my grandma and she never once asked me, "What would you like to do today?" She said we are going to pick green beans, pick blackberries, kill the chickens. And then we proceeded to can, make jelly, and dress the chickens. A good work ethic is what she taught me. I am so grateful to her for all the many things that I learned from her. I am committed to teaching my grandkids how to work instead of thinking life is all fun and games.

I think we have lost the concept of life. It is about working, giving, and loving each other. It's not about self-centeredness and laziness and hate. As a nation that seems to be where we are headed. I want to challenge you to teach those around you the concept of a job well done. It isn't too late and it is so important that we leave a legacy of people who know how to work and do a job well without thinking about what is in this for me. It's about how can we all work together to make our families, our communities, and our nation strong again. So just try it . . . teach someone around you something worthwhile today.

Blessings,

Greasy

Striving for
success
without
hard work
is like trying to
harvest
where you haven't
planted.

--David Bly

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THE CURRENT STATE OF FREIGHT

by Steven Haas

These past couple of years I have taken numerous tours of various carrier terminals from, FedEx and UPS to Holland, R&L and YRC plus a handful of micro-regional terminals.

For the most part they are operating in many of the same ways they have in the past but due to the fact that their volumes are so high they have put a new processes & technologies in place to streamline their operations and optimize profitability.

Five years ago, only a fraction of their forklifts had certified scales on them – today it is rare to tour a national carrier terminal where 100% of their equipment does not have certified scales on board. They have also invested in laser scanners and have internal directives to spot-check 8-12% of all freight for re-weigh and re-class issues and if their computer recognizes your company as a “repeat offender” your freight will be flagged for inspections every time.

This is important stuff to know and share with others because the last thing you can do is call your own customer to advise them that you’ll be sending a second invoice for freight charges that have been added after you have ultimately delivered your product.

We will never be able to change this bean-counter mentality within any of these large carrier companies but there are a number of things we can proactively do to derail these penalties and avoid unforeseen re-bill charges.

Accuracy is Key

For starters – the devil is in the details and accuracy is the key...

It would be a good move to advise your sales and shipping professionals of the current shipping environment and give them all a heads up that all profit on any given sale can immediate be lost with a single re-weigh, re-class or accessorial re-bill.



Invest in a Certified Scale

If you don’t already have a certified freight scale then it’s time to seriously consider one...

Carriers are challenging your weights with certified scales so you need to put yourself on an even playing field with them. You can invest in a simple pallet jack with an on-board scale for less than \$1500.00 or you can purchase a more advanced 1 by 5000 floor scale that handles a single skid up to 5000 lbs. and costs less than \$3000.00 installed and calibrated.

Most recyclers within your industry report payback on this investment is between six weeks and six months but more importantly when you attached documentation of weight from a certified scale it allows me to better defend you and sends a message to the carrier to – “go pick on someone else.”



Know Your Specific Freight Classes

It’s also important that everyone involved in the quoting, shipping and payment function knows your freight classes and can easily flag exceptions.

Send your freight sales rep a roster of your key commodities and ask them to send you their corresponding freight classes as per the National Motor Freight Classification catalogue and if you are using their TMS (transportation management system) mandate that they enter these class codes in your system so they are hard-wired for your shipments.

You can e-mail me at shaas@dls-ww.com and I would be more than happy to send you a roster of the current NMFC freight classification codes for your specific industry and/or get you set up on our own online platform with your class codes hard-wired.

Continued

Use Google Satellite to Verify Delivery Points

One of the most common re-bill scenarios are for accessorial fees like, inside deliveries, limited access deliveries and residential deliveries. You might think you did your due diligence but accessorial charges run case-by case and carrier-by-carrier and there are even terminals within the same carrier companies that enforce these rules differently.

You need to tell your staff that it is imperative that they use Google Satellite (or another like mapping function) to get a visual on the delivery facility before estimating or processing a shipment.

Sometimes Joe's Garage means Joe's Garage (at Joe's house) so if there is a swimming pool in the backyard you'll need to account for lift-gate and residential delivery fees.

Continuously Evaluate Carriers, Rates and Performance

Don't ever limit your resources to just one carrier...

If your carrier rep knows that they are your exclusive carrier they will slowly but cautiously ease your rates up. Have your shipping manager arrive at a core-four carrier mix and insist that they evaluate pricing on a frequent and regular basis.

About the Author

Steven P. Haas is a board certified marketing consultant and a seasoned sales professional and an Association Accounts Representative for DLS Worldwide. He oversees the NTPDA freight program for DLS Worldwide and has negotiated special freight rates and carrier concessions for NTPDA members.

DLS Worldwide is a subsidiary of RR Donnelly and they have a 1.2 billion dollar annual freight spend. They provide truckload, partial truckload and less-than-truckload (LTL) services and they specialize in the expedited movement of new, used and remanufactured parts and equipment throughout the lower 48 states and both to and from Canada.

DLS Worldwide has a new user interface with an all-risk insurance option for new, used and aftermarket parts and equipment. To request a courtesy rate review and gain access to NTPDA pricing and carrier concessions contact Steven P. Haas at 612-296-1806 or online at shaas@dls-ww.com. He can calculate your estimated annual savings and have you "equipped to ship" immediately upon your request.

If you are a larger shipper with dozens of daily shipments you need to evaluate your truckload, LTL and small package activity by circulating a formal RFP on a bi-annual basis.

During this process you'll want to request fixed and firm performance ratios and both question and negotiate rates, accessorial charges, insurance charges, packaging and claims resolution processes along the way. A great shipping partner will be completely transparent during this process and surrender the small stuff in exchange for a long-term relationship.

Don't Ever Be Afraid to Contest Dramatic Billing Changes

And finally, don't ever be afraid to ask your rep to contest ridiculous billing changes...

A good rep will be on your side; a great rep will go to serious battle for you and if you are an NTPDA member shipping with the NTPDA freight program they will have more than enough information to help the carrier in question see a larger picture.

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_____ One Day Pass (see One Day Pass form for details) @ \$100 = \$ _____
_____ Display Booth(s) @ \$500 per booth= \$ _____
*Booth Registration Deadline 12/31/16
_____ Spouse Program – Arts & Dine _____ @ \$50 per person per booth= \$ _____
Thursday, January 19 – 1 p.m. – 4 p.m.
TOTAL DUE TO NTPDA \$ _____

*No booth/registration refunds after December 31, 2016.

Please indicate the number of persons attending to help with food/beverage planning:

Wednesday, January 18

_____ Will attend the “Early Arrival” Party at Charlie Wants A Burger Sports Bar

Thursday, January 19

_____ Will attend “Check Up from the Neck Up” – DJ Harrington
_____ Will attend “Hire Tough, Manage Easy” – Mel Kleiman
_____ Will attend “The Tractor Parts Industry Digital Marketing Shift” – Crystal Washington
_____ Will attend “Welcome to San Antonio” Reception/Sneak Preview of Trade Show/
NTPDA Marketplace I

Friday, January 20

_____ Will attend “Coffee & Conversation” (breakfast served)
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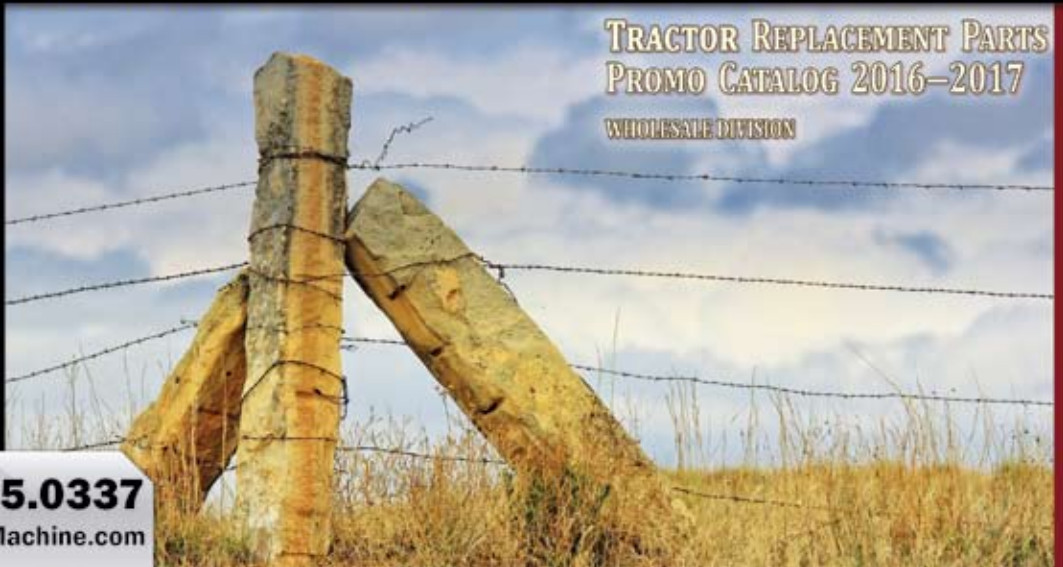
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Jay F. Bates, 83, of Bourbon, passed away Tuesday, September 27, 2016, at home with his family by his side.

Jay was born April 27, 1933, in Plymouth, Indiana, the son of Harry W. and Olive H. (Ecker) Bates. He was a lifelong resident of Bourbon, graduating from Bourbon High School in 1951. He continued his education at Purdue University, studying agriculture from 1951-1952. Jay was a veteran of the United States Army, serving from 1953-1955 as a shovel crane operator. He received his basic training at Fort Leonard Wood, MO, before transferring to Fountainbleu, France, just outside Paris, where he remained until his honorable discharge.

After returning home in 1955, he started a livestock hauling business that he operated until the mid 1970's hauling livestock out of the Chicago Union Stockyards. Since 1960, he was an active farmer in the community raising grain crops and, for a time, Holstein replacement heifers. In 1980, he turned the feed lot into a tractor salvage business known world-wide and specializing in new, used, and rebuilt IH tractor parts. His daughters along with their spouses continue to own and operate Bates Corporation today as a third generation business.

Jay married Sue Ann Haenes of Bremen, eloping on Valentine's Day 1969 to Watseka, IL. He is survived by his wife, Sue Ann, identical twin daughters, Patricia Ann (Brian) Kitch and Teresa Lynn (Kenneth) Barnhart, and grandchildren, Trenton Samuel Barnhart, Brandon Jay Kitch, Travis Charles Barnhart, and Brooke Ann Kitch. Sister Barbara Ann (Donald) Faulkner and brother James Allen Bates, all of Bourbon, along with several nieces & nephews. He was preceded in death by his parents.

Jay was a member of the Bourbon First United Methodist Church, Bourbon American Legion Post #424, Plymouth Masonic Kilwinning Lodge #149, Fort Wayne Scottish Rites, and Fort Wayne Mizpah Shriners. He was a charter member of the National Tractor Parts Dealer Association (NTPDA) and Northern Indiana International Harvester Collector's Club Chapter #33. He was a 10 year Marshall County 4-H member.

He enjoyed traveling extensively with his family and noted that one of his greatest joys was exploring 48 of the 50 states all by car during summer vacations before his girls turned eighteen. He also enjoyed telling the story of driving his shovel crane while in the Army around the Arc de Triomphe in Paris, France, twice, just because he could. Jay and Sue wintered in Haines City, FL, for 28 years.

The family will receive friends on Sunday, October 2, 2016, from 2:30 - 7 P.M. at the Bourbon First United Methodist Church, 204 N. Washington Street, Bourbon, Indiana 46504. A Masonic service will be conducted at 7:00 PM in the church.

Funeral services will be Monday, October 3, 2016, at 10:30 A.M. in the Church with Pastor Rob Seewald officiating.

Burial will follow in Pleasant Hill Cemetery at Bourbon, Indiana, with graveside military services by the Bourbon American Legion.

Memorials may be directed to the Marshall County Community Foundation (marshallcountycf.org) to support the family's charity of choice.

Deaton-Clemens Funeral Home is privileged to be entrusted in arranging the services of Jay F. Bates.

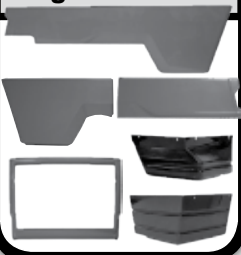
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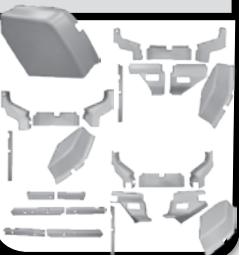
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