DEALER POINT

Official Publication of the Wisconsin Automobile & Truck Dealers Association | 1928-2015 | Volume 42 Summer 2016

WATDA Summer Board Meeting

A publication of the Wisconsin Automobile & Truck Dealers Association focusing on the human side of the membership and trade.

Our Mission:

The Wisconsin Automobile & Truck Dealers Association, an organization of licensed dealers of new and used motor vehicles, is dedicated to advancing the common good of its members, consumers and their communities by promoting professionalism and prosperity through education, advocacy, information and service.

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"A Leader is a Dealer in Hope"

NAPOLEON BONAPARTE

BY CHRYSTE MADSEN

There was a woman who woke up one morning, looked in the mirror, and noticed she had only three hairs on her head. "Well," she said, "I think I'll braid my hair today." She did and had a wonderful day. The next day she woke up, looked in the mirror and saw only two hairs on her head. "Well," she said, "I think I'll part my hair down the middle today." So she did and had a great day. The next day she awoke, looked in the mirror and noticed she had only one hair on her head. "Well," she said, "Today I'm going to wear my hair in a ponytail." She did and had a fantastic day. The next day upon awakening, she looked in the mirror and saw not a single hair on her head.... "Yay!!" she exclaimed, "I don't have to fix my hair today!"

That story, from an anonymous source, is one Principal Sherry Lehman-Tolkan shared with her Veritas High School graduating class of 2016. The message it conveys, of choice and attitude, while meant for the graduates, is, unquestionably, an apt descriptor of Sherry and her life as she lives it on a daily basis.

Thus it was fitting that on a Saturday in April of this year Sherry was one of only 16 principals in Wisconsin to be recognized with the first Herb Kohl Foundation Leadership Award. "Recipients of the award," according to the Kohl Foundation, "are those recognized for setting high standards for instruction, achievement, and character and for creating a climate to best serve students, families, staff, and community." These initiatives, in Milwaukee's Veritas High School, are Sherry's mantra.

Veritas High School, located on Oklahoma Avenue in Milwaukee, is a charter school where 86% of the students are Latino and 86% of the school's population qualifies for either a free or reduced lunch program. Veritas High is part of the Seeds of Health program, founded in 1983. As described on their website, the five schools, K-12, making up the educational portion of Seeds of Health, is the only such charter program in the state.

Herb Kohl presenting Principal Sherry Tolkan with the Herb Kohl Foundation Leadership Award.

Sherry contends that the success of the school is like the success of a business. You need to know your "customers", you need to be "visible" in the workplace and you have to "deliver" the best you can, because that's what they deserve. As Veritas Principal, she knows every student by name and is at the door each morning to greet them. She and her team, a team of which she is immensely proud and humbly credits with her success and the success of the school, see that each child is challenged and encouraged to succeed while providing a safe environment so they can go on to build the best future possible. Whether they are at the top of the class or grappling to pass makes no difference. Her "business" metaphor must be working as through the years the school had reached an enviable 97% attendance rate and, of utmost importance to Principal Tolkan, a 99% graduation rate.

Two years ago, the school was given a great opportunity. Big Brothers/Big Sisters offered a Mentor 2.0 program where students from Veritas are paired with college educated mentors from the Milwaukee community. The mentors stay with the students, not only through their four years of high school, but also follow them through their first year of college as well. "This is HUGE!," Tolkan exclaimed, "(These mentors are) committed to making sure our students develop personal, academic, and career skills by connecting them to personal and professional networks."

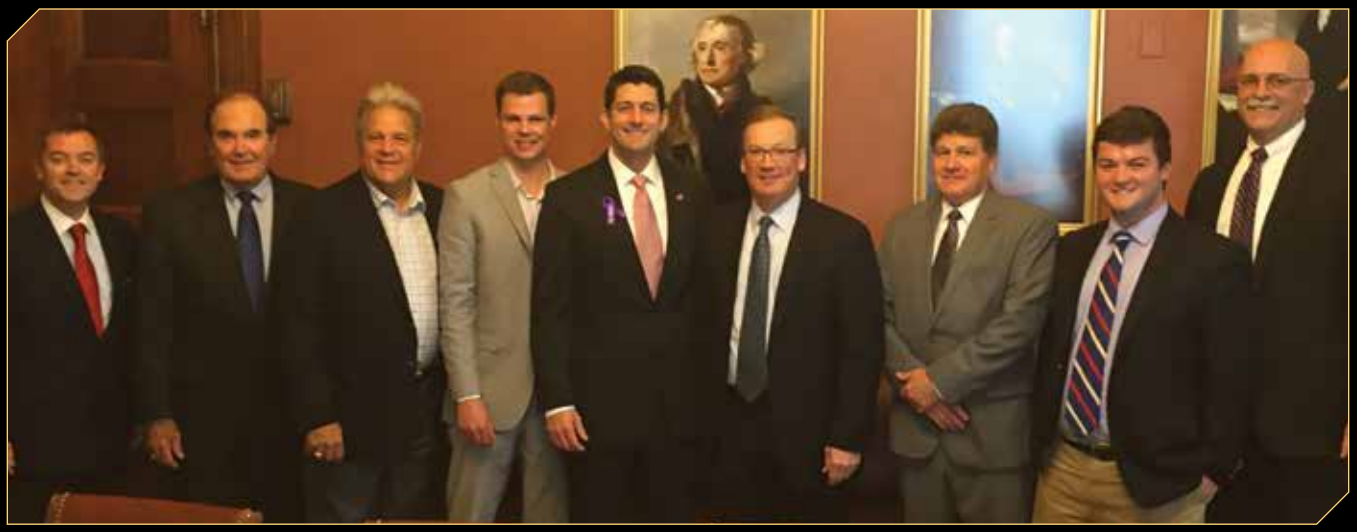
Sherry has been in education over 30 years and was there when a Christian Science Church was purchased 15 years ago in the hope of becoming a high school where a culture of learning could ferment and grow. It has and again, she credits her amazing team for the success Veritas has attained; in recent years being named one of Wisconsin's top high schools several times.

On a personal basis, Sherry is married to Jim Tolkan, ADAMM President, and is mom to two very talented children in their own right, Ben and Jessy. Jim had this to say of his wife of more than 41 years. "Sherry has made it her mission to provide urban youth with the best educational experience. I could not be more proud or happy for Sherry to have been chosen as one of the very best high school principals in Wisconsin. Truly no student is left behind at Veritas."

In all of our lives, we face hardships and obstacles. Sherry's life has been no different. She obviously, just as our woman in the mirror did, has chosen to look at life with an incredibly positive, enthusiastic attitude that is undimming. We can only imagine how many lives she's touched and how many have been changed for the better because she made that choice. Sherry, parents and people you know and don't know thank you, and congratulate you on an honor so very well-deserved. ●

Wisconsin Dealers in DC

Wisconsin dealers visited Washington, DC in May for the American International Auto Dealers Association Summit. Among their activities was a visit to several congressional offices, including House Speaker Paul Ryan. From L-R: John Hogerty, Bergstrom Automotive; Russ Darrow, Russ Darrow Group; Mark and Brendon Olinyk, Mark Motors, Plover; Congressman Ryan (R-Janesville); Mike Darrow, Russ Darrow Group; Chris Snyder, WATD; Jack Hogerty, Bergstrom Automotive; Bill Sepic, WATDA President.



Forever in Our Hearts

Chester L. Krause

1923–2016

Chet Krause with the Starr Academy Basketball team outside the Chester Krause Fieldhouse at Rawhide which he funded in 1998

Chet with Rawhide Co-Founder Bart Starr at Rawhide's 40th Anniversary Celebration in 2005

On June 25, philanthropist, local businessman, and Iola Old Car Show founder Chet Krause passed away.

Chet turned his hobbies into business ventures and built established collector magazines focusing on coins and classic cars. He used his contacts and passion for classic cars to create the Iola Old Car Show, an event he used to benefit local charities across Wisconsin.

The Iola Old Car Show was the most visible philanthropic activity Chet participated in, but his giving spirit showed up in many areas others didn't know about, including Rawhide Boys Ranch.

Chet was a long-time friend and supporter of the youth at Rawhide Boys Ranch. His generous donations to Rawhide over the years funded the construction of many buildings on the Rawhide grounds and fostered the support of Rawhide's programs offered to youth from throughout the state of Wisconsin. Chet's presence will live well beyond his years on this earth through the young lives he helped change at Rawhide.

From the bottom of our hearts, we thank you, Chet for everything you've done.

Rawhide℠

Summer WATDA Board Recap

The semi-annual WATDA board of directors meeting was held June 14-15 at the Red Crown Lodge on the shores of beautiful Trout Lake near Arbor Vitae, Wisconsin.

Dealers from across the state gathered to cover a full agenda of topics including government relation, legal, financial, and DMV news.

Speakers included State Senator Jerry Petrowski (R-Marathon), Chairman of the Senate Transportation Committee; and Representative Rob Swearingen (R-Rhinelander), a member of the Assembly Transportation Committee.

WATDA outside Counsel Paul Norman also addressed the board regarding franchise issues. Board members and attending dealer principles shared their opinions and provided direction to staff. The summer board meeting provided information for the development of the 2017 legislation.

All dealer principles are welcome to attend the first day of the summer board meeting. The 2017 summer board meeting will be held June 19-21 in La Crosse. ●

1. Joey Darrow; **2.** Drew Lavold; **3.** Mason Lavold; **4.** Charlie Darrow; **5.** Addie Darrow; **6.** Ginny Richert; **7.** Nicole Lavold; **8.** Jackie Symdon; **9.** Rhonda Sepic; **10.** Karen Boldt; **11.** Liz Pietroske; **12.** Eric McFall-DealerTrack; **13.** Bob Hudson; **14.** Derc Teschler-Dealer 121; **15.** Patty Nordhiem; **16.** John Nordhiem; **17.** Rick Symdon; **18.** Chris Geiger; **19.** Mike Darrow; **20.** Jen Darrow; **21.** Jill Riley-Sullivan Build Design; **22.** Bob Pietroske; **23.** Patti Olinyk; **24.** Mike McSherry-Hireology; **25.** Julie Farmer; **26.** Sue Miller; **27.** Mark Geiger; **28.** Frank Hallada; **29.** John Roeder-CVR; **30.** Wayne Gross; **31.** Peggy Gross; **32.** Matt Lavold; **33.** Mark Olinyk; **34.** Mary Ann Scaffidi; **35.** Greg Peterson; **36.** Pat Watson-TRUECar; **37.** Gary Beier; **38.** Dennis Trecek; **39.** Bill Sepic; **40.** Josh Johnson; **41.** Ron Boldt; **42.** Jason Vance; **43.** Jim Triatik- Sullivan Build Design.

CenterStage

AWARDS, HONORS, MILESTONES

Streich Motors has been owned by a member of the Streich family since 1916; been located at the current **Fox Lake** address since 1919. Arthur E. Streich's first contract was with the Buick Motor Company and in 1917 he contracted with the Oakland Company, the forerunner of Pontiac. In the early days they also sold International Harvester farm equipment. When Arthur died, his son Howard took over the family business, selling Buick, Pontiac, and GMC Trucks as well as Maytag washing machines, Zenith TV's and Mercury Outboards.

Today Streich Motors is run by owners Tim & Dean Streich, who survived the industry challenges of 2008 when many smaller GMC dealerships were closed by the manufacturer. GM sent the regional dealer network manager to evaluate Streich; over two years of scrutiny, they found that customer satisfaction was extraordinary. Tim was notified in 2010 that they had been reinstated. "The dealership never closed, but we were certainly in limbo for a while," Dean said.

Streich Motors was honored for their accomplishments by the Fox Lake Chamber of Commerce as the cities longest-running business. Congratulations to Streich Motors on their 100th anniversary!

Leaders of today - and tomorrow; *Automotive News* fifth annual 40 Under 40 feature, profiles young leaders who are making their mark on automotive retailing. Wisconsin has three high achievers that made their list: 2016 WATDA Chairman **Josh Johnson**, age 37, is Co-Owner of Don Johnson Auto Group, Hayward; **Tom Fohr**, age 29, is General Manager at Kunes Country Ford, Delevan; and **Adam Fitzpatrick**, age 35, is COO for Ballweg Automotive Family, Middleton. To learn more about these young automotive leaders, see the July 11, 2016 issue of *Automotive News*.

Dahl Subaru, in partnership with Subaru of America; recently presented a check for $24,000 to three partner agencies of the Family and Children's Center (FCC) in La Crosse. The money was part of Subaru's "Share the Love" event where the company donates $250 for each car sold or leased during the Christmas season. Dahl Subaru matched that $250 and chose the FCC as recipient. The programs selected are designed to launch families on healthy paths and prevent child abuse.

By donating $100 per car sold over a five day period, **Ashland Ford Chrysler** raised $3,500 for two local charities; the Make a Difference fund for the BRICK food pantry and the Chequamegon Humane Society.

Parsons of Antigo participated in the local city-wide fundraiser for the American Cancer Society Relay for Life; the dealership hosted a rummage sale along with brats, burgers and chicken grilled by Dave Parsons, in conjunction with sales across the city.

Newman Chevrolet, Cedarburg received the Ozaukee Economic Development Mid-Size Business of the Year Award. The dealership is noted for their long-time support of Little League programs, the Cedarburg Junior Women's Club, Cedar Creek baseball, North Shore soccer and a host of local festivals.

Operation Click is a peer-enforced program that depends on students to monitor their friend's driving habits and begins with a signed contract with twelve safety-related requirements students must meet. Those who meet the requirements are able to draw a key at a banquet and one of the keys will start a car that has been donated by a local dealer. **Kunes Country Auto Group** in Walworth County; **Burtness Chevrolet** in Rock County and **Safro Toyota** for Jefferson/Waukesha Counties are all participating dealers.

New Glarus Motors, LLC is a recipient of The Spectrum Award of Excellence in Customer Satisfaction; an independently researched award designed to recognize small businesses that excel in customer service. The Chrysler, Dodge, Jeep and RAM dealer's staff strives to offer personalized service to every customer to ensure a smooth and pressure free experience.

Bergstrom Automotive, Kocourek Ford Lincoln and **Kunes Country Auto Group** have once again been named to the 'Top 100 Dealerships to Work for in the U.S. for 2016. *Automotive News*, working in conjunction with the Best Companies Group, an independent third party, conducted an in-depth research process investigating the dealership's total operations from the perspective of those who work there. It identified dealerships that are excelling in workplace satisfaction, talent retention and excellent treatment of their employees.

Reilly Motors, Wautoma has sold their dealership after 55 years in the automotive industry. Back in 1961, Harv and Dee Reilly purchased Weiland Motors, where Harv worked for the prior year. Reilly's sold Chevrolets and Oldsmobiles; adding the full Chrysler line in 1978, when they also built a new facility. The Reilly children grew up in the dealership, helping with windows, floors and other jobs assigned by their parents; in 2006 when they were ready to retire-they decided to keep it in the family-Mike Reilly served as president; Kevin Reilly as vice president and Linda Reilly Happersett as secretary/treasurer. The new owner, Jay Hartz will operate as Cottage Motors.

Havill-Spoerl Ford Lincoln of Fort Atkinson won the Best of the Area awards for *Best Car Dealership* and *Best Customer Service*. The awards are based on a reader poll of the *Daily Jefferson County Union*.

Mark Toyota of Plover has earned the President's Award from Toyota Motors Sales U.S.A. for achieving high standards of performance in vehicle and parts sales, service, and customer satisfaction.

Pictured below: **Tim Neuville** is with students from Waupaca High School in front of the van that **Neuville Motors GM** of Waupaca donated to the school for its Lifelong Independent Vocational Education Program. This is a program which provides transition services for students with disabilities to improve their post-school outcomes. Pictured from left to right are Tim Neuville, Craig Staszak, Matt Pliska, Cody Foster, and Allen Adams.

CEO of **Holiday Automotive** Mike Shannon has been presented with an appreciation award for the role that he and Holiday's staff have played in the education of student drivers in the Fond du Lac School District over the last 44 years.

The award comes on behalf of the Fond du Lac School District and the Wisconsin Driver Traffic Safety Education Association.

Since 1972 Holiday Automotive has supplied vehicles equipped with dual controls to the Fond du Lac School District for use in its driver's education program.

Approximately 350 students a year take the Driver's Education Program, and it estimates that more than 15,000 total students have benefited from Holiday Automotive's support over the years.

A letter of recognition from Fond du Lac Driver Education Program director Art Godelski also acknowledges Holiday staff members Bill Agnew, John Strand and Andy Van Luven for their role in assisting the program's instructors and students. ●

Please submit your awards, honors and milestones to: jfarmer@watda.org

Holz Celebration

A few years ago the words "joyous celebration" were used in the context of Jerry Holz's extraordinary third win as our Wisconsin Dealer of the Year and TIME Quality Dealer of the Year Nominee. Shortly thereafter, with much celebration, family, employees, friends and customers alike danced the night away in celebration of the Holz family's 100th year in business.

Most recently, on the historic night of July 14th, 2017, the parking lot in Hales Corners was rocking once again as patriarch Jerry, along with daughters Barb and Judy, entertained in grand style to celebrate Holz Motors 100th year as a Chevrolet dealer. The dealership was honored with awards for the 100th anniversary; the dealership being established so long ago by Jerry's father, Rudy, and another award for 30 years as the top Chevrolet dealer in Wisconsin.

Congratulations to the entire Holz team! Doug Nalbert has moved into the role of Vice President: Mitch Visintainer steps into the GM position at Holz Motors and Ken Marquardt, is GM of Holz Chevrolet Buick GMC Cadillac, Watertown. With the Holz family, they look to lead the troop of wonderful long-time Holz employees into their next century of successful partnership with GM and Chevrolet. ●

NADA Director's Report

BY BOB HUDSON

Are Our Employee's Simply "Working a Job?" or are We Helping them "Build a Career?"

Stay on Top of the Industry with NADA University Online

Continuing education is the key to successfully passing the auto industry down from one generation to the next. Do we want our staffs to be the best they can be?

The National Automobile Dealers Association is welcoming all dealers and managers to access NADA University Online. This online portal is designed exclusively for car and truck dealership personnel. **NADA University Online delivers hundreds of online courses, convention workshop recordings, webinars, and other valuable resources to help us improve business performance, sales, and profits.**

There's something to benefit every employee. Content is regularly expanded to meet dealers' needs and changing industry conditions. And all members can access complimentary member resources on NADA University Online, and have the option to upgrade to premium member resources. Let's see what's involved with both types of information.

Complimentary Resources Accessible 24/7

Every NADA and ATD member dealership has access to complimentary online education and training at **NADA University Online**, a great resource for:

- **New-hire Training:** Helps new hires learn the business and develop core skills to succeed in the retail automotive industry.
- **Cross-training:** Develops employees' skills and explores how their roles support the dealership's overall operation.
- **Career Advancement:** Builds your staff from within through successful advancement opportunities and leadership training.

With NADA University Online, member dealerships have 24/7 access to a comprehensive curriculum of course offerings that cover all aspects of the dealership from any device with high-speed internet. You and your employees can gain practical knowledge through interactive exercises that develop skills vital to daily operations.

Interactive learning activities such as knowledge checks, simulations and assessments reinforce learning and promote accountability. Plus, testing and reporting allows employees and their managers to track training progress.

The complimentary resources on NADA University Online include *Driven* guides, webinars and industry information. Here's more detail about each.

Driven Guides

These highly-regarded NADA online publications cover a wide variety of topics—from legal and regulatory compliance to best practices in parts and service.

The guides cover the following subject areas:

Business Management
Customer Relations
Dealer / Executive
Digital and Traditional Marketing
F & I
Legal, Regulatory and Compliance
New and Pre-Owned
Parts
Personnel Management and Leadership
Service

Webinars Live & On-Demand

Webinars are presented by industry-leading subject matter experts and focus on solutions to key issues affecting today's dealerships.

NADA members can view past webinars on-demand at no charge at NADA University Online. Plus, they get on-demand access to recordings of live webinar programs. Members must create an NADA account before viewing Webinar recordings, which can be viewed for up to two years.

> "There's something to benefit every employee."

Premium Content Available for Purchase

Now let's look at NADA University Online's Premium content.

Our Premium Training Subscription covers topics in nearly all dealership departments and is available at a low monthly fee. This subscription provides all employees at the subscribing dealership (rooftop) with unlimited online access to:

Interactive Online Courses

NADA's interactive online courses are as close as you can get to hands-on learning. Courses incorporate real world simulations and knowledge checks. Interactive courses are developed by NADA Academy instructors to incorporate best practices uncovered by NADA 20 Group consultants.

Convention Workshops

A Premium Training Subscription brings the best of the annual NADA and ATD Conventions to your dealership.

HR Essentials

HR Essentials includes job description samples, fast answers to pressing HR questions, HR policy handbooks and performance evaluations. If you are interested in purchasing the Premium Subscription, or for more information, simply fill out an online form and an NADA representative will contact you.

Let's keep learning and keep growing! Let's make the future of the auto industry a bright one here in Wisconsin! ●

From Around the State

Please send your news From Around the State to jfarmer@watda.org

Rosen Automotive Group, with locations in Milwaukee and Waukegan, IL, has acquired the Nissan Madison location from Kayser Automotive Group after a sixteen year run. Jeff Rosen, who has sold Nissans since 1989, welcomed the opportunity to expand into Madison. "Now our Madison-area Nissan customers will have a place to have their vehicles serviced or to buy or lease new Nissans," said Rosen.

Kayser Group president Sean Baxter said the move allows Kayser to focus on selling its domestic brands including Chrysler, Dodge, Ford, Jeep, Lincoln and Ram as well as pre-owned vehicles. Kayser retains ownership of the building with Rosen operating the Nissan dealership.

Ewald Automotive Group has opened the first stand-alone RAM new truck center authorized by Chrysler in the Wisconsin-Illinois-Iowa-Missouri region; one of only 26 in the nation. The new truck center is in a separate facility just south of Ewald Chrysler Dodge Jeep in Franklin.

The Russ Darrow Group has acquired its first dealership in Sheboygan; Motorville Nissan and Volkswagon, and is relocating to separate, all-new Russ Darrow Nissan and Russ Darrow Volkswagon locations at 5515 Racetrack Road. This purchase marks the Darrow Groups first VW store and second Nissan location.

Umansky Automotive Group LLC has acquired Concours Motors in Glendale from the Wuesthoff family who founded the dealership in 1955. Umansky Motor Cars will sell Mercedes-Benz, Porsche and Volkswagen at the Silver Spring location and BMWs at the Green Bay Road location. The Umansky Group is headquartered in Memphis, TN and has a total of eleven locations.

Don Johnson Motors announced the addition of Cifaldi Motors to its family of dealerships; Don Johnson's Cumberland Motors will offer Ford, Chrysler Dodge, Jeep and RAM as well as Berkshire Pontoon boats and Mercury motors. All current Cifaldi employees will be continuing on the new Don Johnson Motors team.

The Home Run Auto Group opened Racine Toyota, a new 32,000-square-foot facility for better visibility, off I94 on the frontage road at Highway 20. Improved features include 22 lifts and 30 bays in the service department and increased staff from 39 to about 55.

JX Enterprises opened it eighteenth location, the seventh in Wisconsin in Mineral Point. JX Peterbilt has been doing business in the area for a while, traveling from the Madison location, will now be closer to their customer base and better able to service and support them.

Wisconsin Kenworth recently unveiled the largest commercial truck or auto dealership in the state; 77,000 square-foot building; roughly 1.75 acres of roofed space housing customer service stations, retail space, offices and conference rooms; a service center and more. Geothermal heating and cooling for comfort, and a truck drivers lounge offering work stations, free WiFi and stadium recliner seating in Windsor.

CSM Companies president and CEO Jim Moeller, on board since 2007, noted, "today CSM Companies is the second largest Kenworth dealer in North America; with 900 associates and 22 locations – and we're still going." Moeller detailed CSM history dating back to 1978 when Curt Collins and Bob Sorrentino opened Madison Kenworth. The operation eventually expanded to Green Bay and Milwaukee and has locations in six states.

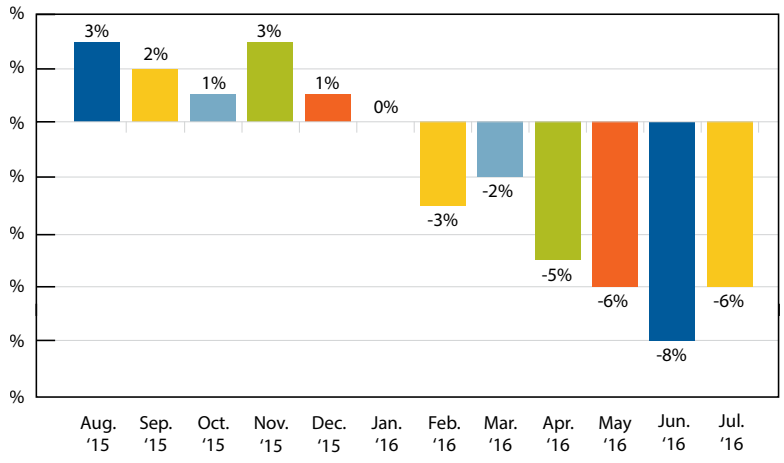
Bergstrom Automotive opened a new state-of-the-art Chevrolet dealership in Madison adjacent to Bergstrom Cadillac on the Beltline. The 40,000 square foot facility is the latest customer-focused design by GM. The dealership opened with 72 on staff with a growth plan of an additional 100 new jobs.

New Vehicle Sales Trends

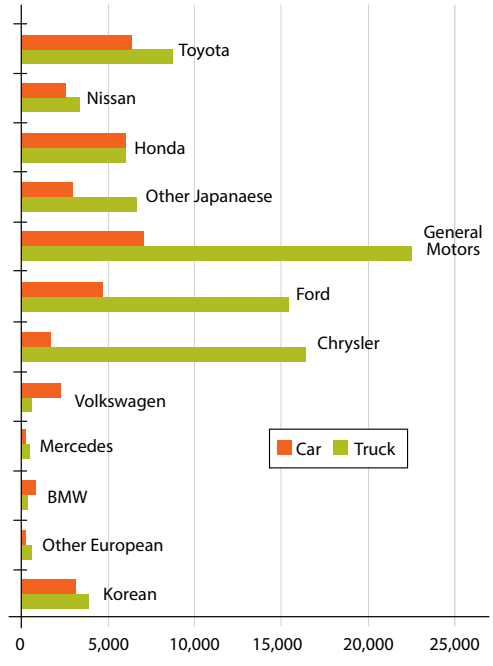
Wisconsin New Vehicle Trends: July 2016

	Previous Two Months 6/15 -7/15	6/16 -7/16	% change	Year to Date '15 YTD	'16 YTD	% change	Year to Date Market Share '15 YTD	'16 YTD	change
Industry Total	41,943	39,207	-6.5%	130,884	123,874	-5.4%	100.0%	100.0%	0.0%
Car	15,075	12,034	-20.2%	46,015	38,685	-15.9%	35.2%	31.2%	-4.0%
Truck	26,868	27,173	1.1%	84,869	85,189	0.4%	64.8%	68.8%	4.0%
Japanese	14,501	13,450	-7.2%	44,030	42,958	-2.4%	33.6%	34.7%	1.1%
Toyota	5,072	4,809	-5.2%	15,200	15,126	-0.5%	11.6%	12.2%	0.6%
Honda	4,221	3,915	-7.2%	12,488	12,126	-2.9%	9.5%	9.8%	0.3%
Nissan	2,010	1,765	-12.2%	6,397	6,058	-5.3%	4.9%	4.9%	0.0%
Other	3,198	2,961	-7.4%	9,945	9,648	-3.0%	7.6%	7.8%	0.2%
Domestic	22,555	21,749	-3.6%	72,153	67,927	-5.9%	55.2%	54.8%	-0.4%
General Motors	9,912	9,805	-1.1%	31,627	29,628	-6.3%	24.2%	23.9%	-0.3%
Ford	6,597	6,339	-3.9%	21,181	20,117	-5.0%	16.2%	16.2%	0.0%
Chrysler	6,046	5,605	-7.3%	19,345	18,182	-6.0%	14.8%	14.7%	-0.1%
European	2,116	1,836	-13.2%	6,266	5,991	-4.4%	4.8%	4.9%	0.1%
Volkswagen	1,218	963	-20.9%	3,415	2,962	-13.3%	2.6%	2.4%	-0.2%
BMW	377	323	-14.3%	1,163	1,209	4.0%	0.9%	1.0%	0.1%
Mercedes	263	263	0.0%	854	864	1.2%	0.7%	0.7%	0.0%
Other	258	287	11.2%	834	956	14.6%	0.6%	0.8%	0.2%
Korean	2,771	2,172	-21.6%	8,435	6,998	-17.0%	6.4%	5.6%	-0.8%
Other	2,771	2,172	-21.6%	8,435	6,998	-17.0%	6.4%	5.6%	-0.8%

3 Month % Change – and view annual trend. Compares most recent 90 days vs. same 90-day period from last year.



YTD Registrations by Vehicle Type.



August Trend Report from Scott Quimby

Legal & Legislative Update

BY CHRIS SNYDER

Minimum Annual Salary Threshold for White Collar Employees Increases to $47,476 in December

On December 1, 2016 the new salary threshold for the overtime exemption for white collar employees will take effect. The rule change only affects a few employees at dealerships and for most dealerships there will be no effect at all. However, for those affected, there is time for you to consult with your accountants and human resources people to adjust pay plans accordingly. WATDA understands that payroll and personnel issues are very sensitive to both employers and employees and we recognize the importance and necessities to all involved.

The new rule will increase the annual salary threshold for white collar exempt employees from $23,660 to $47,476 ($913 per week) and for highly compensated employees from $100,000 to $134,004. Keep in mind that it is the employees' job duties and not their title or how they are paid that controls whether they qualify as an exempt employee. Just because someone works in the office and is paid a salary does not necessarily mean they are exempt from overtime, their job duties have to meet the criteria set out in the U.S. Department of Labor's definition of executive, administrative, professional or computer employees.

White Collar Employees are defined as:

Executive

Executive employees' primary job duties are to manage a department, direct or supervise two or more employees and have hiring and firing authority over the employees under their charge. The job description for executive employees should state the dealership and departments they manage, the degree to which they supervise or manage other employees within the department and their hiring and firing authority. Typical executive positions at a dealership are dealers and department managers (e.g., general, sales, parts, service, service foremen and body shop). * Note* Dealers and others with 20 percent equity or more in the dealership do not have a minimum salary threshold to fall under this exemption.

Administrative

Administrative employees' primary job duties include office or non-manual labor directly related to management of day-to-day business operations for the dealership and they have authority to make independent decisions that relate to carrying out the business plan. Their written job description should include language stating that they exercise discretion and independent judgment regarding business matters of significance. Typical job duties relate to financing, accounting, auditing, budgeting, insurance, purchasing, advertising and marketing. Dealership personnel who generally fall under this exemption are office managers, human resources and some assistant departmental managers.

Professional

Professional employees' primary job duties are to perform work that requires some advanced knowledge in a field of science or learning, typically acquired by a degree related to that field. This exemption applies to in-house lawyers and accountants. It does NOT include accounting clerks or bookkeepers.

Computer

Computer employees' primary job duties include computer system analysis techniques and procedures that include consulting with users to determine hardware, software or system functional applications, or designing, developing, documenting, analyzing, creating, testing or modification of computer systems or programs, based in or related to user or system design specifications, or for computer programs related to machine operating systems. Employees who primarily engage in computer hardware repairs, computer maintenance or simply work on a computer a lot do not qualify for this exemption.

Highly Compensated

Highly Compensated employees perform office or non-manual labor and regularly perform at least one of the job duties of an executive, administrative or professional employee.

When determining a white collar employees' total compensation, nondiscretionary bonuses and incentive payments can be included to satisfy up to 10 percent of the minimum annual salary threshold ($4,747). Nondiscretionary bonuses and incentive payments are defined as forms of compensation promised to employees in a quid pro quo basis. In other words, they are identified in the employees' payment plan as benchmarks that when met are awarded (i.e., commissions or bonus for meeting a sales quota) Discretionary bonuses do NOT count towards the threshold.

The rule change has no effect on the overtime exemption for sales people, parts people, service writers or technicians. As a reminder, lube techs and detailers do not qualify as technicians therefore they are NOT exempt from overtime.

State Agencies Are Starting To Prepare Budgets For 2017-19

Governor Walker has given state agencies his budget recommen-

dations for the 2017-2019 budget. In a letter to agency heads, he stated, "all agencies should assume there will be zero growth" in state funding. He did note a few exceptions including seeking more money for K-12 education and for the Departments of Corrections and Health Services.

The Governor also reminded agencies of legislation passed in 2015-16 requiring them to submit two additional budget proposals; one that maintains their budget at their current level and one to reduce their budget by 5 percent.

One agency budget of particular concern to dealers is the transportation budget. According to a Legislative Fiscal Bureau (LFB) memo, the state will need to recover $939 million in the upcoming budget to maintain projects (recover means additional from the 2015-17 budgeted number). This figure does not include debt service payments. However, the Governor has indicated that in an effort to fund transportation projects without raising any existing user fees or taxes, the agency and legislature should focus on finding savings in the budget and prioritizing projects across the state.

Regardless of what number is ultimately settled on, WATDA will be diligently watching and actively involved in the funding discussions. While transportation fund revenues do not necessarily come directly out of dealers' pockets, a significant percentage of those funds derive from dealership business transactions via, title, registration and licensing fees.

While the Governor is calling for a flat budget number, there are those in the state legislature that feel the Transportation budget needs a boost and some reworking to ensure proper funding going forward. The conventional wisdom is that the current funding mechanism is a bit antiquated. Currently, the largest revenue producer for the transportation fund is the fuel tax, and as alternative fuel vehicles and average vehicle fuel economy increase, revenues will decrease. To exacerbate the formula even more the cost of road construction continues to increase.

Future transportation funding discussions always start with the old standbys, like doing away with the vehicle trade-in credit, converting to value based registration fees, vehicle miles traveled tax and tolling. WATDA has consistently fought every effort to eliminate the trade-in credit and converting to value based registration fees. We have supported modest increases in the current registration and titling fees and fuel tax. We have proposed a road and bridge fee on every motor vehicle transaction, eliminating self-reporting on private transactions (requiring the DMV to assess sales tax based on average book value when processing private sales), a surcharge or higher registration fees for hybrids and electric vehicles and support the idea of implementing limited tolling.

Transportation funding is always a big budget issue, mainly because it is a huge state budget figure. If you find yourself engaged in a conversation with a state legislator or legislative candidate be sure to remind them of the consumer value of the trade-in credit and how that benefit greatly outweighs the minimal amount of projected revenue it would produce if it were eliminated. Likewise, inform them that value based registration fees deter people from buying new vehicles and that any increase in annual registration fees will have to be offset by reduced sales tax revenues because consumers will be purchasing a higher percentage of less expensive used vehicles. ●

WISCO Reducing Expenses

BY JOHN HACKMAN

In the automotive industry today auto dealers are looking to reduce expenses in their dealerships. As a dealer wouldn't it be nice if instead of buying from whomever, whenever, and at whatever price, you could combine with 650 other dealers and buy from a source that took advantage of that buying power and sold to you at better prices than you could ever get alone? Wouldn't it be nice if that source handled everything a dealership needed from the biggest equipment in the shop to the toilet paper in the rest rooms and saved you money on all of it? Wouldn't it be nice to be able to reduce the number of vendors you did business with every month? Wouldn't it be nice if you could trust that something you bought from this source was a quality product at a good price? What if that source would make sure that on every one of your invoices from them that the manufacturer or supplier was giving you the correct pricing and program? On top of all that what if the source at the end of the year paid you cash for doing business with them? Seem too good to be true? Members of WISCO have all of this and more. WISCO is owned by and operated for its members. Using group buying power we save our members money on their purchases. The only reason we exist is to serve our membership and help their bottom line. WISCO sells to its membership almost anything a dealership needs other than the vehicles. Since the member dealers own the co-op, all end of the year profits are paid to them. This is paid with the WISCO year-end rebate paid in direct proportion to how much the member purchases from WISCO. Members save on the original invoice, get paid a rebate at the end of the year, and have the peace of mind they are buying from someone who is working for them. **Who else do you buy from that is only in business to add to your bottom line!**

If your dealership is not a member of WISCO check us out at wisco.com or call 800-274-2319. If your dealership is a member of WISCO, make sure you and your managers are using WISCO as much as possible. Your reminders to your buyers to check with WISCO are invaluable to us! WISCO has the programs in place but you have to use them to take advantage of your membership and reduce expenses in your dealership.

Your Life Insurance Policy – More Valuable than You Think

BY CLIF ALBINO, CHFC, DEVELOPMENT ADVISORY COMMITTEE-FOUNDATION OF WATDA

Everyone who owns a life insurance policy may possess a more valuable asset than they realize. Recently, 65% of the 8,000 policies analyzed showed to be underperforming, priced incorrectly or inappropriate, which creates an opportunity.

If you are at your budgetary limit for charitable giving, a life insurance portfolio analysis may uncover additional resources. The cost of insurance has been going down due to longer life expectancies. Also, medical technology and underwriting have improved dramatically. There was a time when applicants for coverage received a standard or preferred rating. Now, there are multiple classifications in between and even better than preferred resulting in further cost reductions and/or benefit enhancements.

The Life Insurance Portfolio Analysis will provide one of three possible options.

1) Assuming a $1,000,000 death benefit and a $10,000 premium per year.

A new policy might provide $1,150,000 death benefit and a $10,000 premium per year.

The takeaway: a gift to charity of the additional $150,000 death benefit

2) Assuming a $1,000,000 death benefit and a $10,000 premium per year.

A new policy might provide $1,000,000 death benefit and a $8,700 premium per year.

The takeaway: a gift to charity of $1,300 from the savings.

3) Assuming the policy is priced correctly, performing as expected and still appropriate which is the case only 35% of the time, the policy owner could make the charity a 5% beneficiary.

For the donor this no cost service prepares an objective and simple to understand comparison report. For the non-profit this is a financial contribution from an underutilized asset.

Clif Albino is a Chartered Financial Consultant, a Life Underwriter Training Council Fellow with 25 years experience in retirement planning, wealth building and income preservation. You can visit on line with Clif at Linkedin.

François Ford Provides Class Space

BY DAN KLECKER, AYES WISCONSIN MANAGER

When Teresa Gartley, School-to-Career Coordinator of Belleville High School, realized she had a number of students interested in automotive she decided to look for an automotive class for them to take. Dane County School Consortium (DCSC) offered an evening class in McFarland, but she believed there could be enough students to offer a class locally. Unfortunately the school district did not have a course, instructor or even the facility to offer one. She knew the man to speak with was Rick Francois, a long-time Belleville community leader and local business owner of Francois Ford. Rick did not hesitate to offer space in the brand new Ford store he was building just outside of town.

After a couple of meetings and a tour of the newly opened facility with Gartley; DCSC Director Josh Fassl, AYES instructor, Ned Lease from Oregon HS, and AYES state manager Dan Klecker, the plan started to come together. Lease and Klecker recognized some of the obstacles to teaching in a service center, but Francois was quick to provide solutions and show a willingness to make the class possible. While not a typical teaching facility, Lease recognized the unique potential of teaching in an actual service facility along with the opportunity for local youth.

With a commitment of additional students from nearby New Glarus high school it was decided to offer a course similar to the one night a week offering at McFarland. Lease had previously co-taught that class and was familiar with its format. Adapting the class to work in the service facility will take some creativity. The on-line curriculum used in the McFarland class requires students to complete on-line lessons prior to arriving at class. The lessons are similar to the on-line training technicians are required to complete for manufacturer updates.

This is an example of a local business working with local schools to fill a need and help the automotive industry connect with local youth starting a path into a rewarding automotive career. Many youth never see the inside of a modern service facility while the youth from Belleville and New Glarus will have the benefit to learn inside one. ●

Tribute

Longtime Friend of the Foundation and Racing Legend Passes Away

Burany, Francis J. "Frank," Dousman, Wisconsin. Longtime resident of Wauwatosa passed away on Sunday, May 22, 2016, age 100 years. Frank was born on August 16, 1915 in Milwaukee to Peter and Julia Burany. A self-made man, he owned and operated the Sleepy Hollow Motel on Bluemound Road in Elm Grove for many years with his wife, Helen in addition to owning a service station on 76th and Center Street in Wauwatosa. Frank was a life-long automotive enthusiast. He became a star midget racer, one good enough to eventually gain induction in the National Midget Auto Racing Hall of Fame, and also a part-time AAA stock car driver in the 1950s. He finished 5th in his Indy Car debut at Arlington, Texas in 1949, but only entered four more races afterward, and made only one further start, coming home 10th at his home race in Milwaukee in 1950. His passion for racing and the community/brotherhood associated with it led him to the Indianapolis Motor Speedway every year in May including this year in April. Somewhere he found the time and energy in the 1970's to report traffic from the WTMJ Safety copter team to commuters below.

Frank and Helen became avid supporters of the Foundation over a decade ago when they created a special trust fund that will eventually be able to help aspiring transportation service technology teachers complete their college education.

Memorial gifts in Frank's name were given to the Foundation by:
Richard Burany Family • Kenneth & Sandra Dziubek
Rick Finco • Hale Park Tax & Accounting
D.W. & Barbara Kellogg • Gregory & Judith Krieger
Richard & Colleen Mc Garvie • Howard & Lavonne Millard
Debra & Chris Paulsen • Warren & Barbara Ribecky
Steven Russ • Lily Ann Schmidt • P.W. Schmidt
David Tucholka • Jane Ziol ●

Kenneth V. Dahl, automobile scion, community leader, and beloved patriarch, died June 10, 2016, at home, in Onalaska. He was born Sept. 20, 1915, to Harry and Nellie Dahl, in La Crosse.

During his years at La Crosse Central High School, he played in the Ken Davis Orchestra, which sparked his lifelong interest in jazz.

Andrew Dahl, Kenny's grandfather, with his two sons, Harry and Chester, started the Ford agency in Westby in 1911. Kenny's father, Harry, and his uncle, Chester, built the Ford garage, where the model T's were assembled and sold for $500.

After graduating in 1937 from University of Wisconsin, Madison, Kenny joined his dad, Harry, at a tough time in the automobile business. The Dahls emphasized quality service and used vehicle sales through the war years, when no automobiles were manufactured.

Over the years many extended Dahl family members became dealers. There were 40 dealerships nationwide with the Dahl name; many were overseen by Kenny.

Kenny was delighted that his sons Harry and Vinje, and eventually the fifth generation, his grandsons, joined him in the business. Harry took over and expanded the La Crosse operation, and Vinje managed the Davenport dealership. Harry's sons, Andrew, Jansen, and Tyler, manage Dahl Automotive in Wisconsin and Minnesota; Vinje's sons, KV and Keagan Berg, operate Dahl Ford Davenport, and Gold Key, respectively.

In business, Kenny was refreshingly down to earth, generous, and honest. His life revolved around his four children: Vinje, Nancy, Harry and Larry. He believed and taught his family, that giving back was essential. Among those benefiting from his philanthropic activities were Gundersen Medical Foundation, YMCA, Girl and Boy Scouts, Boys and Girls Club, Family and Children's Center, Big Brothers and Big Sisters.

Kenny was known for his sense of humor and quick wit. At 96, he joked that he didn't buy green bananas or long playing records. When asked about his service, he laughed and said, "The Norwegian dish, lutefisk, should be cooked in the church basement." Then he noted, "But the smell of the fish cooking in lye would mean guests would flee before the service ended." Nancy explains how proud he was to reach 100 and a half, and that he emphasized the "half" with that trademark Norwegian twinkle in his eye.

He is survived by his children: Vinje (Suzanne) of Davenport, Iowa; Harry (Carla) of La Crosse; Nancy (Lewis) and Larry (Tracy) of Santa Fe, N.M.; grandchildren: Kenneth V (KV) and Keagan Berg (Allison) of Le Claire, Iowa; Andrew (Jamie), Jansen (Kimberly) and Tyler (Michelle) of La Crosse; Lawrence (Sarah) Dahl of Minneapolis, Heather Dahl of Denver, and Erik Dahl of Florida.

Kenny was predeceased by Eleanor, and subsequent wives, Nancy Connors, Jackie Springer, and Florence (Teis) Lane.

The family is eternally grateful to Tami Benson, who became Kenny's close friend and caregiver. Kenny often said, "If it weren't for her, I'd be six feet under." ●

Edwin (Ed, Eddy) D. Homan was born on November 12, 1930 near Brandon, WI to Ko and Dorothy (Respalje) Homan. Ed married Flora Vander Galien on Sept. 15, 1950 in Randolph, WI. They lived in the Waupun area all of their lives. Throughout his early life he had various jobs such as farming, truck driving, factory worker, etc. In 1965 he started in the automobile business which became his passion and his career. In 1974 Ed and Flora started Homan Auto Sales as a used car dealership in Waupun and in 1986 he received the Chrysler, Dodge, and Plymouth franchises. Through the years Homan Auto Sales, Inc. added a number of franchises and grew steadily. He was always proud of his employees, and was very thankful for the opportunity to serve his many customers. Homan Auto Sales received many Sales and Service Awards during his tenure of ownership. Ed retired from Homan Auto in 1996 when he sold the business to three of his sons.

After retirement, Ed always kept himself busy doing landscape work, doing improvements at his house, working at his church in Florida, selling black dirt, and still stopped in the dealership to visit and "check on things". Ed always seemed to have a smile on his face, a positive attitude, and could make friends no matter where he went. Upon retirement, Ed and Flora purchased a home in Kissimmee, FL where they would spend their winters. Ed made many friends in Florida and he cherished his time down there.

Ed was a member of Grace United Reformed Church in Waupun and attended Bible Baptist Church in Kissimmee, FL during his winters there. He was a former Kiwanian and served as its President. He was a member of the Waupun Planning Commission, the Board of Directors of the Wisconsin Auto & Truck Dealers Association, and an elder at churches that he attended. He was also a Gideon and put thousands of Bibles in hotel rooms in the Kissimmee, FL area. He always brought both a vision and a common sense to everything he was involved with.

Ed is survived by Flora, his loving wife of 65 years, his five sons David (Karen) Homan, Steven (Rose) Homan, Jeff (Julane) Homan, Greg (Sue) Homan, and Mark (Jean) Homan. He had twelve grandchildren Keith (Felma) Homan, Paula (Hunter) Mulder, Craig (Jessica) Homan, Eric (Casey) Homan, Erin Homan, Jared (Gina) Homan, Jamin (Kara) Homan, Joab (Leah) Homan, Cody Homan, Kara Homan, Ian Homan, and Neda Homan.

Ed had a positive impact on thousands of people, whether they knew it or not. We know he is now "Sitting at the Feet of Jesus". ●

2016 Summer Teachers Institute is History

BY GARY BEIER, VICE PRESIDENT, FOUNDATION OF WATDA

The Foundation's 16th annual Summer Teachers Training Institute was held from July 11 – 14 at Gateway Technical College's Horizon Transportation Center. This site is one of its kind in the Midwest, attracting educators from all over the world.

This year's institute included specialized learning tracks on fuel ignition, transmissions, electronic training board techniques, advanced brake systems, engine performance, lab scope diagnostics and classroom software. Also featured were NATEF certification workshops and a special hybrid safety class including teachers and firefighters from the Waterford and Tichigan volunteer fire departments.

Hands-on was a key component again this year thanks to the efforts of ZF Transmissions, Honda of America, Snap-on, Subaru, Bosch, CDX, Electude and ProCut Technologies.

Major program sponsors included: Gateway Technical College, Forest County Potawatomi Foundation, Snap-on Industrial, Wisconsin Department of Public Instruction, Milwaukee Area Workforce Funding Alliance, CDX, Goodheart Wilcox, and Zamora Group International.

National Geographic Cengage and Chrysler provided up-to-date service training manuals for all of the 43 teachers. All told, the 2016 Summer Teachers Institute provided 52 instructional students with a potential of 2,288 certified professional credit instruction hours.

Monday's opening night ceremony at Snap-on Corporation's Innovation center took on special significance with the presentation of Team Wisconsin's first Extra Mile Awards. This unique recognition was created by Richard Burany of the Foundation's Development Advisory Committee in honor of his late father Frank, who was a legend in midget racing and also held the distinction as the oldest living driver in the Indianapolis 500.

The Extra Mile awards (actual trophies from Frank's career) were awarded to Gottfried Georgi- retired teacher from Racine Park High and our own Dan Wooster for their outstanding efforts in technical education and service above and beyond the call of duties.

Andy Ginger, President of Snap-on Worldwide was presented with the Platinum Business Partners award from the Foundation for his organization's outstanding support of our scholarship program.

Our special thanks to the Gateway Technical College team: Vice President, Deborah Davidson, Dean Manoj Babu, Horizon Center administrator Jodie Carstens-Berberich and instructors Matt Janisin and Bill Fell.

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MEET TEAM WISCONSIN'S DAN WOOSTER

BY GARY BEIER, WATDA FOUNDATION VICE PRESIDENT AND CAROLYN WOOSTER

There aren't too many transportation service technology training programs that haven't been positively influenced by a guy named Dan Wooster. The Foundation of WATDA is no exception. Dan has been a member of our Team Wisconsin consulting staff for better than two decades. He continues to share his enthusiasm for our industry through numerous educational programs and professional clubs. Dan has helped us interview hundreds of scholarship candidates, acted as a tutor during one of our more recent grants, and served this Foundation as a long-range planner and just plain nice guy.

Wooster is currently an active Corvette enthusiast, vehicle restorer, and retired faculty member from Gateway Technical College. Dan served GTC for 31 years from 1969-1980, and 1983- 2003. He was the lead instructor and program chair for automotive programs and also taught in the automotive technician and maintenance programs.

During his leave from Gateway, he worked for the Kuwait Institute of Scientific Research from 1981-1983 training and researching automotive pollution. Dan was a graduate research assistant at Colorado State University from 1980-1981 while earning his master's degree in vehicle emissions.

Wooster also volunteered for the Ford Motor Company's Wisconsin and Upper Peninsula Arbitration Board. Currently Dan is still teaching part time at Gateway. He is a National Automotive Technicians Education Foundation Evaluation Team Leader. He has co-chaired the Wisconsin Skills USA Automotive Competition since 2003. Dan put together an advisory board and acted as an embedded Student Tutor for the Milwaukee Green Skills Grant project.

"Dan has done a remarkable job in not only meeting the needs of Gateway students, but in meeting this state's needs for School to Work automotive technicians, "said former Gateway president, Carole Johnson. He developed a number of automotive-related training programs at Gateway and coordinated Gateway's attaining national Master Certified status. "Wooster is truly a model educator and we are fortunate that he is a vocational educator. Dan puts in countless hours toward community activities, from serving on advisory committees to helping those he comes in contact with to succeed in their career goals," then director of the Office of School to Work, Department of Public Instruction, Bryan Albrecht, and the current president of Gateway Technical College.

Wooster authored the State of Wisconsin Automotive Technician Youth Apprenticeship two-year program curriculum for the Wisconsin Department of Industry, Labor and Human Relations. At the invitation of General Motors Corporation, he worked with the manufacturer in the development of a national General Motors Youth Educational System (GM YES, now AYES), which focuses on high school students combining both classroom and dealership-applied educational experience. Dan helped develop State WISE TECH Curriculum, 1983, for Vehicle Emission Technician Training. In addition, Wooster served as a team inspector for the USEPA from 1982-84 and was responsible for the inspection of some 4,000 vehicles in the United States and Mexico during that time.

Dan's Honors and Recognition Include

- US EPA National Certificate of Appreciation Recipient for work with Southeastern Wisconsin automotive training programs—1994

continued on page 23…

HIGH SCHOOL, ON-THE-JOB TRAINING PREPARE SCHS GRAD FOR CAREER

BY CAROL WAGNER, LEADER CORRESPONDENT

Everything is in alignment for Sean Shively.

The 2016 Shawano Community High School graduate will continue his education in the automotive program at Milwaukee Area Technical College in September.

He got there with help from Jeff Roloff, president of Shawano Auto Sales, and Jeremy Hodkiewicz, technical education teacher at SCHS.

"It feels pretty good," Shively said. "I appreciate it a lot."

Three years ago, Roloff was looking to hire a young employee and asked Hodkiewicz for some recommendations. Roloff, who serves on an advisory committee for the school's automotive program, recognized Shively's name from 4-H softball.

Then a sophomore, Shively started doing some detailing and cleanup work. From there, he advanced to lube technician.

Roloff and Hodkiewicz "could both see that he had talent," Roloff said.

Starting his junior year, Shively began taking more advanced classes and enrolled in the School to Work program. He attended school in the morning and worked in the afternoon, getting a minimum of 900 hours while taking the automotive courses.

Laura Warning, youth apprenticeship director for School to Work, said Shively earned elective credits in the program while gaining opportunities and knowledge.

"It gives them some real world experience," Roloff said.

In Shively's senior year, Roloff and Hodkiewicz talked to him about tech schools. Shively signed up for a Mopar Chrysler Apprentice Program. Mopar is Chrysler's parts and service division.

Through sponsorship by Shawano Auto Sales, good grades and entry level testing, Shively applied to and was accepted by Milwaukee Area Technical College.

Then Roloff sponsored Shively's application for a 2016 Automotive Technician Award through The Foundation of the Wisconsin Automobile & Truck Dealers. Shively received a $3,000 tuition scholarship and a set of tools valued at $3,667 from Snap-On Corporation.

He also received a tuition scholarship of $5,000 for two years through the state for Career Technical Excellence.

Photo by Carol Wagner Sean Shively, center, will join the automotive program at Milwaukee Area Technical College in the fall. He earned $12,000 in scholarships and awards with the help of his employer, Jeff Roloff, right, president of Shawano Auto Sales, and Jeremy Hodkiewicz, Shawano Community High School automotive teacher.

In total, Shively has earned close to $12,000 in scholarships and awards.

"It's very unique for one individual," Hodkiewicz said. "He's one of the most mechanically inclined students that I've had come through the program."

The SCHS automotive program helped Shively achieve Automotive Service Excellence certification through the National Auto Technician Education Foundation.

"We're teaching standards that are required to prepare students for a career in the transportation industry," Hodkiewicz said.

Shively plans to be an auto technician for Chrysler.

"I moved forward a lot from when I started," he said.

That is just what Roloff had in mind.

"Skilled tradesmen are hard to come by," Roloff said. "Sean has been an exceptional young employee with a good work ethic and a bright future. This is a grow-your-own situation."

> "He's one of the most mechanically inclined students that I've had come through the program."

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WI Auto and Truck Education Assn
WI Auto and Truck Dealers Assn
WI Masonic Foundation - Glenn Humphrey Fund
Zimbrick – Sun Prairie

Wooster continued from page 21…

- Outstanding Secondary Program Award from Wisconsin Technical Education Association for authoring the Wisconsin Automotive Technician Youth Apprenticeship program—1994.
- National Vocational Teacher of the Year nominee – 1998
- Midwest Vocational Teacher of the Year – 1997
- Wisconsin Vocational Teacher of the Year – 1997
- Gateway Technical College Teacher of the Year – 1988, 1995, 1996

Dan is currently ASE certified as a Master Automotive Technician, Advanced Engine Performance, and Emission Technician and G1. Dan earned his master's degree from Colorado State University in vehicle emissions and his bachelor's degree from Ferris State College in Trade Technical Education.

Dan and his wife, Carolyn, have two children, four grandchildren, and two great-grandchildren. He enjoys boating, tennis, and bowling. Dan acquired the VIN TWIN 2007 serial number match to his 1957 Corvette with the help of AYES and Berger Chevrolet of Grand Rapids. Google "My Real McCoys" for the rest of the story. He is currently restoring his father's Jaguar and a LaDrawi.

All being said, you will find that Dan Wooster is probably the most humble and unassuming guy on our Team Wisconsin. He is always ready to roll up his shirt sleeves and dig into the next project. He lives the phrase, "there is no 'I' in team!" ●

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