



**JASPER**   
**ENGINES & TRANSMISSIONS**  
*100% Associate Owned*

**DRIVE  
LINE**

News and Updates From Jasper Engines & Transmissions

May 2019

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**Jasper Engines & Transmissions Announces  
Record-Setting ESOP Share Value!**



**JASPER Chairman/CEO Doug Bawel speaks with Associate-Owners during the annual ESOP Shareholders Meeting April 23rd.**

Associate-Owners in the Jasper Engines & Transmissions Employee Stock Ownership Plan (ESOP) were treated to another record-setting share value April 23rd.

A total of over \$16,000,000 in new shares were distributed to nearly 2,500 eligible Associate-Owners. Over \$169,000,000 worth of stock has been given since 2009.

JASPER® share value continues to experience rocket ship growth since the inception of its ESOP in 2009 at \$2.30 per share. JASPER Chairman/CEO Doug Bawel was thrilled to announce to Associate-Owners the 100% Associate-Owned company's new share value was \$462.10 for 2018, up nearly 36% over 2017!

"To put your company in perspective," Bawel told Associate-Owners, "the NASDAQ went

down 3.9%, the S&P 500 went down 6.5%, and the Dow lost 5.9% in 2017, and you GAINED 35.7%... Awesome!"

Bawel shared, "Your performance, compared to other publicly-traded companies, puts you in the top 2% of all Public Companies. Congratulations!"

"Our goal is to outperform the markets by twice their value each year," he said. "So let's make sure we stay focused on what is in our control, our commitments to Safety, Quality, Productivity, Customer Service and the Reduction of Waste."

Today, Jasper-Weller has 11 remanufacturing plants, 75 branch locations and 3000+ Associate-Owners across the United States.



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## Automotive Magic LLC

Automotive Magic LLC in Kenil, New Jersey, is a full-service facility, specializing in automotive repair and fleet maintenance. They also provide custom exhaust service, four wheel-drive lifts and repair.

Owner Shawn Gilfillan fell in love with cars at a young age while with his dad in his home garage. It gave him the drive and ambition to one day open his own automotive repair shop in nearby Wharton, New Jersey. That day was April 1, 2003. At first, Shawn operated the business by himself. It was a 2,000 square foot building with two service bays. After seven years at the original location, his customer base grew. Shawn knew he needed to expand in square footage, and workforce.

So it came to be in 2009, Automotive Magic LLC went from a one-man show to a full-service auto repair facility at its present location, 34 Berkshire Valley Road in Kenil. This facility has seven service bays, and 6,000 square feet of workspace under roof.

“What separates us from other shops in our area is our ability to develop our work flow on a regular basis,” said Shawn. “We are constantly checking ourselves and our work, and cleaning the customer’s vehicle before delivery. We want to make sure the original problem was handled.”

“We constantly develop our processes and procedures to keep our business number one,” Shawn added. “We continually develop our people to strive for greatness.”

Automotive Magic LLC includes one full-time and one part-time employee. This includes an ASE-Certified Master Technician. Shawn encourages his staff to further their automotive



**Located at 34 Berkshire Valley Road in Kenil, New Jersey, Automotive Magic LLC has seven service bays and 6,000 square feet of work space.**

education through video training, automotive publications, and high performance team building programs on Sundays.

Since opening in 2003, Automotive Magic LLC has been an installer of JASPER remanufactured engines, transmissions, differentials and transfer cases. Shawn likes to use JASPER because of our people, and our Nationwide Warranty. “I know when there is a problem, JASPER is just a phone call away,” he said.

Shawn knows customer service, and treating customers as family, is the best business philosophy. “We think of our customers as our sales force,” he said. “The extraordinary customer service we provide helps grow our business.”

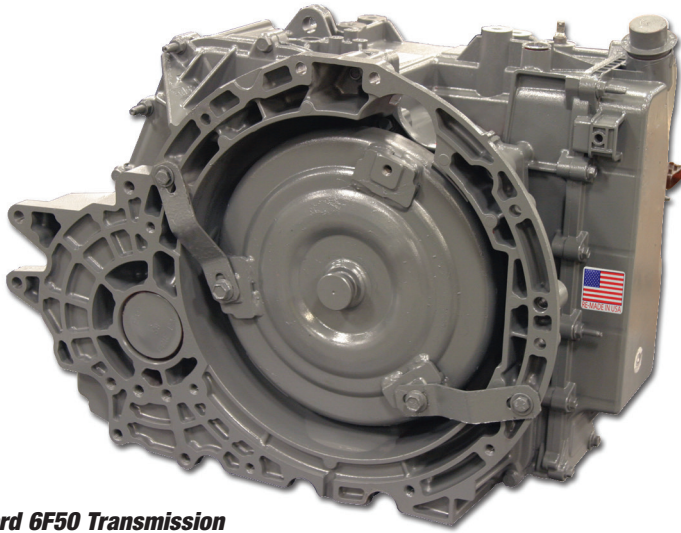
Shawn sees continual growth of Automotive Magic LLC, with the possibility of branching out into multiple locations in the future. He also wants to help other shops grow, and bring more people into the automotive industry.



**Automotive Magic LLC in Kenil, New Jersey, has been a JASPER installer since opening in April of 2003.**



## JASPER® Expands Ford 6F50 Transmission Line



**Ford 6F50 Transmission**

Jasper Engines & Transmissions, the nation's leader in remanufactured products, announces the expanded availability of its remanufactured Ford 6F50 FWD, and AWD, transmissions. These electronically controlled 6-speed transmissions are available on exchange for the following vehicles:

- **2011-2012 MKS, Taurus, Flex (3.5L AWD)**
- **2011 MKX, Edge (3.7L FWD)**
- **2011-2012 Explorer (3.5L FWD/AWD)**
- **2013 Taurus, Edge, Police Interceptor (3.5L FWD)**
- **2013 Explorer (3.5L FWD)**
- **2013-2017 MKT, Flex, Taurus, Explorer, Police Interceptor (3.5L/3.7L AWD)**
- **2014-2017 MKT, Flex, Explorer (3.5L FWD)**

“The Solenoid pack of this unit is hydraulically, and electronically, tested on a stand-alone system, then tested again on a dynamometer,” says Brad Boeglin, JASPER Research and Development Group Leader. “JASPER offers free rental of DREW Technologies J2534 pass through devices, with the purchase of a transmission. We also offer shops the ability to rent the DREW Remote programming system (RAPS).”

The Ford 6F50 is covered by JASPER's 3-Year/100,000 mile nationwide transferable parts and labor warranty. Full warranty disclosure is available on our website or upon request.

For more information on the complete line of JASPER remanufactured transmissions, please call 800.827.7455, or visit [jasperengines.com](http://jasperengines.com).

## JASPER Earns Top 25 Forbes Ranking for 2019

Jasper Engines & Transmissions was named as one of America's Best Midsize Employers for 2019 by Forbes magazine. It's the second consecutive year JASPER has been named to this prestigious list.

According to Forbes, JASPER ranked 22nd out of 500 nationwide employers they recognized with 1,000 to 5,000 employees. JASPER was ranked as America's top midsize company in the Automotive and Suppliers sector, and was one of ten Indiana-based employers to make the list.

For over 75 years, JASPER has strived to be, not only, the Brand of Choice for our Customers, but the Company of Choice for our Associate-Owners. JASPER's Vision Statement asks all Associate-Owners to work as a Team, in the spirit of Mutual Trust and Mutual Respect, while focusing on a never-ending commitment to Safety, Quality, Productivity, Customer Service and the Reduction of Waste.

Zach Bawel, President, said, “It is great to see JASPER not only make the Forbes list again, but that we moved up in the ranking to 22nd. This recognition is a testament to the JASPER Associate-Owners, and Company they have built.”

The 2019 Forbes list was based on an independent survey conducted by the market research company Statista. The anonymous survey asked 50,000 Americans, working for businesses with at least 1,000 employees, to rate how likely they'd be to recommend their employers to others. Statista then asked respondents to nominate organizations in industries outside their own.

The rankings were divided into two lists: one for the top midsize employers with 1,000 to 5,000 employees, and another for the top large employers with more than 5,000 employees.

Jasper Engines & Transmissions has been remanufacturing quality products since 1942 and today we are the nation's largest remanufacturer of gas and diesel engines, transmissions, differentials, rear axle assemblies, marine engines, sterndrives, performance engines, and electric motors.

# JASPER Offers Over-The-Counter Automotive Gas/Diesel Turbos

Jasper Engines & Transmissions is pleased to announce the availability of gas and diesel turbochargers for select automotive applications.

Turbochargers for the following applications are now available for sale over the counter.

<i>Make</i>	<i>Year</i>	<i>Model</i>
<i>Audi</i>	<i>2000-2009</i>	<i>1.9L A4, A6 TDI</i>
<i>BMW</i>	<i>2012+</i>	<i>4.4L X6, 5 Series, 7 Series</i>
<i>GM</i>	<i>2011-2015</i>	<i>1.4L Cruze, Sonic</i>
<i>GM</i>	<i>2013+</i>	<i>2.0L Cruze Diesel</i>
<i>Jeep</i>	<i>2005-2011</i>	<i>3.0L Grand Cherokee</i>
<i>Mercedes</i>	<i>2007-2009</i>	<i>3.0L C320, CLK320, CLS320, E280, E320, ML280, ML320, R280, R320 CDI/Bluetec</i>
<i>Mercedes</i>	<i>2005-2011</i>	<i>3.0L E350, ML320 CDI</i>
<i>Saab</i>	<i>1997-2010</i>	<i>2.0L 9-3, 2.3L 9-5</i>
<i>Saab</i>	<i>1998-2003</i>	<i>3.0L 9-5</i>
<i>Volkswagen</i>	<i>2003.5-2006</i>	<i>1.9L Jetta (2003.5-2005), Golf, New Beetle TDI</i>



“This is JASPER’s first offering into the automotive gas and diesel turbo market,” said Chris Himsel, JASPER Fuel and Air Division Manager. “JASPER has always tried to be forward thinking in the automotive marketplace. The launch of these turbochargers is an extension of product that JASPER recognizes as the wave of the future.”

“As more domestic and foreign vehicles utilize smaller displacement engines, and add a turbocharger to help provide additional horsepower, JASPER took a proactive approach to offering these factory new options,” Himsel said. “JASPER’s Fuel & Air Division is the fastest growing segment of our company, and this is just the first listing of applications, as we look into adding more options in the near future.”

Gas and diesel turbochargers for automotive applications are covered by a 1-Year, unlimited mileage, parts and labor warranty. Full warranty disclosure is available on our website or upon request.

For more information on the complete line of JASPER products, please call 800.827.7455, or visit [jasperengines.com](http://jasperengines.com).

## JASPER 2020 Calendar Entry Deadline July 1st



The Jasper Engines & Transmissions 2019 calendar was a big success. A big “Thank You” goes out to everyone who submitted entries.

We’re already in the preliminary stages of planning for our 2020 calendar. Do you, or your customer, have a vehicle that’s calendar worthy? Don’t hesitate! Send us your entry!

Entrants must submit a color image and information about their unique vehicle or performance car or truck, along with the JASPER remanufactured product that has been installed.

Vehicles should be placed in a “show” type setting. Low resolution digital images transferred onto photo paper cannot be accepted. High-resolution digital images, 8” x 10” at 300 dpi, are required. All entries will be judged based on adherence to the category, equipment appearance and the quality of the photograph.

**REMINDER!!! The deadline for 2019 Calendar entries is July 1st.** If you have vehicle images, and would like to request an entry form or for additional information, contact Jennifer Hohl at: [Jennifer.Hohl@jasperengines.com](mailto:Jennifer.Hohl@jasperengines.com).



# JASPER® Expands Remanufactured GM 6T40E Transmission Line

Jasper Engines & Transmissions, the nation's leader in re-manufactured products, announces the expanded availability of its remanufactured GM 6T40E FWD, and AWD, transmissions. These electronically controlled 6-speed transmissions are available on exchange for the following GM vehicles:

- 2012 Malibu, Regal & Verano 2.4L**
- 2012-2013 Cruze 1.4L**
- 2012-2013 Terrain & Equinox 2.4L (FWD & AWD)**
- 2013 Encore, Sonic 1.4L**

Every JASPER remanufactured transmission is subjected to strict, high-quality processes:

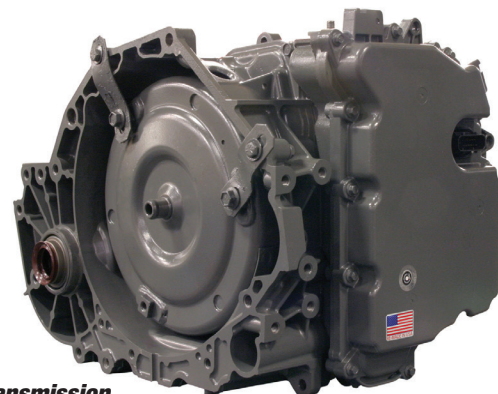
- Disassembly, meticulous inspection and cleaning of components.
- All new and remanufactured parts are carefully inspected for correct tolerances, to assure dependability.
- JASPER's research and product development ensures inherent issues in OEM design are corrected.
- Dynamometer testing is performed using a state-of-the-art CAN

(Controller Area Network) to simulate in-vehicle operation to assure trouble-free product results.

- An available Premium Service Plan offers customers an even greater value.

The GM 6T40E is covered by JASPER's 3-Year/100,000 mile nationwide transferable parts and labor warranty. Full warranty disclosure is available on our website or upon request.

For more information on the complete line of JASPER remanufactured transmissions, please call 800.827.7455, or visit [jasperengines.com](http://jasperengines.com).



**GM 6T40E Transmission**

## The Rolling Showcase is On The Road!

Jasper Engines & Transmissions is on the road in 2019, celebrating 77 years of business in the automotive remanufacturing industry.

As a way to better educate the public on our remanufacturing capabilities, JASPER has updated its mobile marketing rig, appropriately named the "JASPER Rolling Showcase." The "Showcase" has scheduled at least 12 appearances at high-profile car shows and performance events from April through October.

The JASPER Rolling Showcase brings along several product displays, including components from the gas engine, transmission, fuel and air, performance and Authentic Custom Drivetrain divisions. JASPER Associates are on hand at each event, so visitors can walk up and ask about our remanufacturing processes.

### Remaining 2019 JASPER Rolling Showcase Schedule

<b>June 21-23</b>	<b>MSRA Back to the 50's Weekend</b>	<b>St Paul, MN</b>			
<b>July 19-21</b>	<b>Syracuse Nationals</b>	<b>Syracuse, NY</b>	<b>Aug 23-25</b>	<b>Frog Follies</b>	<b>Evansville, IN</b>
<b>July 26-28</b>	<b>Goodguys Pacific NW Nationals</b>	<b>Puyallup, WA</b>	<b>Sept 6-8</b>	<b>Goodguys Colorado Nationals</b>	<b>Loveland, CO</b>
<b>Aug 1-4</b>	<b>NSRA</b>	<b>Louisville, KY</b>	<b>Sept 27-29</b>	<b>Goodguys Lone Star Nationals</b>	<b>Dallas, TX</b>
<b>Aug 6-11</b>	<b>Hot August Nights</b>	<b>Reno, NV</b>	<b>Oct 10-12</b>	<b>Cruisin' The Coast</b>	<b>Biloxi, MS</b>
<b>Aug 23-25</b>	<b>Goodguys West Coast Nationals</b>	<b>Pleasanton, CA</b>	<b>Nov 22-24</b>	<b>Moultrie Automotive Swap Meet</b>	<b>Moultrie, GA</b>



**JASPER's Rolling Showcase will make nearly a dozen stops at high-profile car shows and performance events across the country in 2019. One of these could be near you.**

# The Extreme Value of Shop Tours

by Carm Capriotto, Remarkable Results Radio/Town Hall Academy

## Carm Capriotto

*is the founder and host of Remarkable Results Radio, the only podcast that interviews today's most inspiring and successful automotive aftermarket professionals. Carm has 35 years experience in the automotive aftermarket, including 20 years as a business owner and 15 years in an executive position.*



I will never forget putting a call to shop owners who wanted a tour of Frank's European Service in Las Vegas in November 2018. I was doing a live broadcast for Town Hall Academy from Frank's, highlighting the value of shop tours. Thirty shop owners showed up to not only give their input live, but to partake in the tour. This was during industry week in Las Vegas, meaning AAPEX was over and it was SEMA's last day.

Frank Scandura, owner of Frank's European Service, was as excited as I was, because of the inherent give and take nature of shop tours. Frank was very interested in not only showing off his place but to also get feedback from other shop operators.

Therein lies the great value and objectivity of a good shop tour, learning being transferred in both directions. With different sets of eyes, the shop owner will receive new and/or fresh perspectives through different lenses. As owners we get so close to our place that we sometimes forget that the old marketing sign from two years ago is still hanging in our front lobby or the broken ladder is propped up on a tool box.

While the shop owner is giving the tour and explaining work flows and shop design, there is an idea exchange happening at all levels; visually and verbally. When you add in a side discussion with the tour participants, there is a big cache of learning going on.

The shop owner who is giving the tour in many cases will have their own 'V8' moment as they realize the solution to a problem they have been working on. The phenomena that you 'learn when you teach' is alive during shop tours.

However, tour guides must be receptive to the bi-directional throughput. There is much to gain (learn) as your participants ask you to explain some of your why. Our industry has grown so much that shop operators are willing and encourage their peers to attend and give shop tours.

Participants must be willing to give and take as you see and question methods, processes, strategies and tactics of the entire operation. This is a no stress way to do a comparative review of your operation. Do not hesitate to take notes and pictures for reference. There are many unique ways to solve a problem or improve a system or process. You must always be improving.



Frank Scandura told me a few years ago that he uses a business principle called R & D to improve his business. He says Rip-off and Duplicate (R & D) has been a strong strategy for him.

Whenever you get a chance to receive or give a shop tour, never turn down the offer. You are helping the industry grow and improve through the transference of concepts and ideas.

Imagine if all automotive service professionals worked to improve themselves, their businesses and in-turn the industry. We need more unity in the industry, and we need to create a community supporting each other by exchanging ideas.

Collaboration is the key, there is no secret sauce. You are the reason your business is different. The culture you bring to your business is what makes you unique. How you implement your systems and processes may differ from other shops. There are a thousand ways to run a business. None run alike, unless they are branches. Sharing will help other shop owners improve and therefore we all win. Ever heard the term 'There is enough business for everyone'?

Shop tours are one of the most unselfish contributions you can make to the industry. Participating in one gives you a great opportunity as an entrepreneur to size up your operation with a colleague. Ask a lot of questions, then rush back to your shop and involve your team to help implement improvements that will ultimately enhance your business.

If you have not been on a shop tour, start now. Offer up your place to colleagues in your area. Set the standard that if you come to theirs, every participant will offer up their shop for a tour. Watch how the local market elevates themselves to heights they never thought of before.

# A Shop Owner's Guide to Staying Ahead of the Competition

By Bob Cooper, President & Founder/EliteWorldwide

## Bob Cooper

*has functioned as the developer, owner and an operator of some of the most successful auto repair shops in North America.*



*Bob is a member of the prestigious National Speakers Association and is one of the nation's leading authorities on both personal and career success. Today Bob speaks nationally, as well as internationally, to many trade associations, universities, private banking groups and Fortune 500 companies.*

Not long ago it was easy to beat your competitors. All you needed was more equipment, a healthy advertising budget and the ability to fix cars right the first time. Well, those days are long gone. Today, cars are being built better and require service less frequently, customers have more choices than ever before, and they are able to do a tremendous amount of research online before they even pick up the phone. Additionally, this industry is experiencing an extraordinary shortage of qualified technicians, and profit margins are being squeezed every day. To top it all off, the dealerships have their eye on one thing and one thing alone: Your Customers. So the question is, during these challenging times, how can you stay ahead of your competitors?

First and foremost, you will need to have clearly defined goals in place, and you'll need to create a plan for reaching those goals. The right goals and an action plan will enable you to make far better business decisions, and improve productivity and profits.

Secondly, your success will be predicated on the caliber of people that work with you. We can never forget whenever someone buys a product, they will always remember the product, but when they buy a service, they will always remember the people that provided the service. How will the top shop owners find and hire Superstars in the coming years? In addition to having an apprentice program in place, they will create a recruiting plan that contains a well-designed compensation program, and they will market to the superstars in the same way they market to their retail customers.

Top operators will also create marketing plans to target their ideal customers, and they will use the right media. Successful shop owners will be brand builders rather than price promoters, and they will invest at least 4-6% of their total sales into their marketing programs. They will recognize the Gen Y and Millennial age groups hold the key to their future, so they will be investing a part of their marketing budget into campaigns specifically directed towards them.

Successful shop owners in the coming years will constantly analyze every component of their customer process with their crew, and they'll create policies and procedures that better ensure extraordinary service at every customer touch-point. They will also embrace the philosophy of keeping their superstars happy, motivated, well-trained and productive will depend on their employee management skills.

They'll realize their brand is their people, so to further develop those skills they will invest in books and courses that are directed towards employee management.

Lastly, top shop owners in the coming years will not only know their numbers, but will know what needs to be done in order to reach each and every one of their performance goals.

In conclusion, if you want to build a world-class shop you will need to have clearly defined goals with a written plan, and will need to know your numbers. You will also need to have a team of superstars, and a well-designed marketing plan that brings in your ideal customers. If you do these things, if you never forget the importance of the people that work with you, and if you live by the principle you will never put money ahead of people, then you will not only stay well ahead of your competitors, you will have a far more profitable, successful business in the coming years.

*Editor's Note: "Since 1990, Bob Cooper has been the president of Elite Worldwide Inc. ([www.EliteWorldwide.com](http://www.EliteWorldwide.com)), a company that strives to help shop owners reach their goals and live happier lives, while elevating the industry at the same time. The company offers the industry's #1 peer group of 90 successful shop owners, training and coaching from top shop owners, service advisor training, along with online and in-class sales, marketing and shop management seminars. You can contact Elite at [contact@eliteworldwide.com](mailto:contact@eliteworldwide.com), or by calling 800-204-3548."*

**Elite**<sup>TM</sup>  
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## Your JASPER Customer Advisory Council

Members of the Jasper Engines & Transmissions Customer Advisory Council recently held their first of two annual meetings April 1st and 2nd at the company's corporate headquarters in Jasper, Indiana.

The Council is made up of Independent Repair Facility owners and managers from around the country. They discuss issues facing Independent Repair Facilities, as well as the automotive industry as a whole. Some of the topics from the April meeting included: The growing market for Fleet Repair, Shop Flow Management, and Investment being made in the Aftermarket to compete with OE.

JASPER gains insight from these meetings, as the council discusses issues facing the automotive Aftermarket. JASPER is supported 100% in the Aftermarket, and by sharing best practices, it allows all of us to stay ahead of those competing against it.

JASPER has utilized a Customer Advisory Council for nearly 30 years. Nominations to the Council are made by JASPER Factory Representatives. Since members can only serve one two-year term, we have been able to get many customers involved during this time period.



**Members of the JASPER Customer Advisory Council include (clockwise from bottom left): Mark Joy, Chris Scarff, Jason Andrist, Lewis Warran, Kevin Paul, Paul Readen, Andy Martin and Matt Krechel.**

We want to thank our current members, as well as past members, for helping shape the course of JASPER. Thank you for helping make Jasper Engines & Transmissions the "Brand of Choice" in the Aftermarket when it comes to Drive train, and Fuel and Air, components.