

APRIL MEETING - CANCELLED

DATE:

NO APRIL MEETING

(Due to COVID-19)

From Theresa Card, P.E., CPD, LEED AP BD+C, President of ASPE EMC



Hello from your EMC President-

First, thank you to everyone who came out to the March meeting! I know it was a transitional time in early March with all the Covid 19 stuff just starting to come out. I hope those that attended found it informational and enjoyed the NASPE races! Thank you to Diversified Spec Sales, Kohler, Taggart Knight, and Burke Agency for donating NASPE prizes! Double thanks to Diversified Spec, and Taggart Knight for also

hosting tabletops!

We also gave Michael Pietrzak the remainder of the CPD Review Class Scholarship – good luck Michael, and all the others who plan to take the CPD exam this year. In case you didn't hear yet, the CPD exam has been moved to accommodate members in areas where test centers are closed. Visit <https://www.aspe.org/education-credentialing/cpd/exam/> to see the most up to date information.

NO APRIL MEETING – As you can imagine, we are all dealing with the new normal now with the healthcare situation we find ourselves in. In order to not compromise on the quality of programming, we have decided to cancel the April meeting and save that topic and presenters for some time in the next program year. We hope you understand.

MAY MEETING – We are hoping to still have a meeting in May over the internet. We will keep you updated as to the status of this meeting. If we feel we cannot deliver the right content in the best format, this meeting will also be cancelled, and the topic/presenter moved to another month in the next program year. Please check your email often to see updates on programming!

EMC 2020-2021 Board – In the next few weeks you will receive an email to vote on the next Eastern Michigan Chapter Board. Please respond! The new officers will be installed during the May meeting (if it happens).

ASPE/SMSHE Symposium – Postponed! The inaugural Healthcare Symposium with SMSHE has been postponed due to the current “stay at home” situation we find ourselves in. Stay tuned for the exact dates the Symposium will take place this fall. Rest assured, this program will happen, and it will be very exciting when it does!

ASPE EMC Jobs Program! We have a junior engineer looking for work! If your company is interested in knowing more simply email jobs.aspe.emc@gmail.com and we will tell you more about this applicant.

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ASPE / SMSHE SYMPOSIUM EVENT

Postponed

ASPE 2020 CONVENTION

Sept. 11-16, 2020 in New Orleans, Louisiana (see pg. 9)

CPD AND CPDT EXAM AND REGISTRATION

See pg. 16 for scheduling dates.

ASPE IS ACCEPTING APPLICATIONS FOR THE ALFRED STEELE SCHOLARSHIP

Contact ASPE National for more information at (847) 296-0002, or email info@aspe.org

President's Report (cont. from page 1)

Theresa Card, P.E., CPD, LEED AP BD+C

We also have (2) jobs posted – check out the website and newsletter. All information sent to jobs.aspe.emc@gmail.com is completely confidential.

As far as I know the Convention in New Orleans is still going to take place. When registration comes out, be sure to book your hotel fast! Information on the convention can be found here: <https://expo.aspe.org/>

Please keep an eye out on your emails to see what we will do about May's Chapter meeting!

Cheers,

Theresa Card, PE, CPD

allethe@gmail.com

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Hey Young Professionals!

Learn more about our group!



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- » Partnerships with other associations
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To learn more about the ASPE Young Professionals special-interest group, email ayp@aspe.org and visit aspe.org/ayp.

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IN THE KNOW

NEW CODE BOOK ORDER FORM

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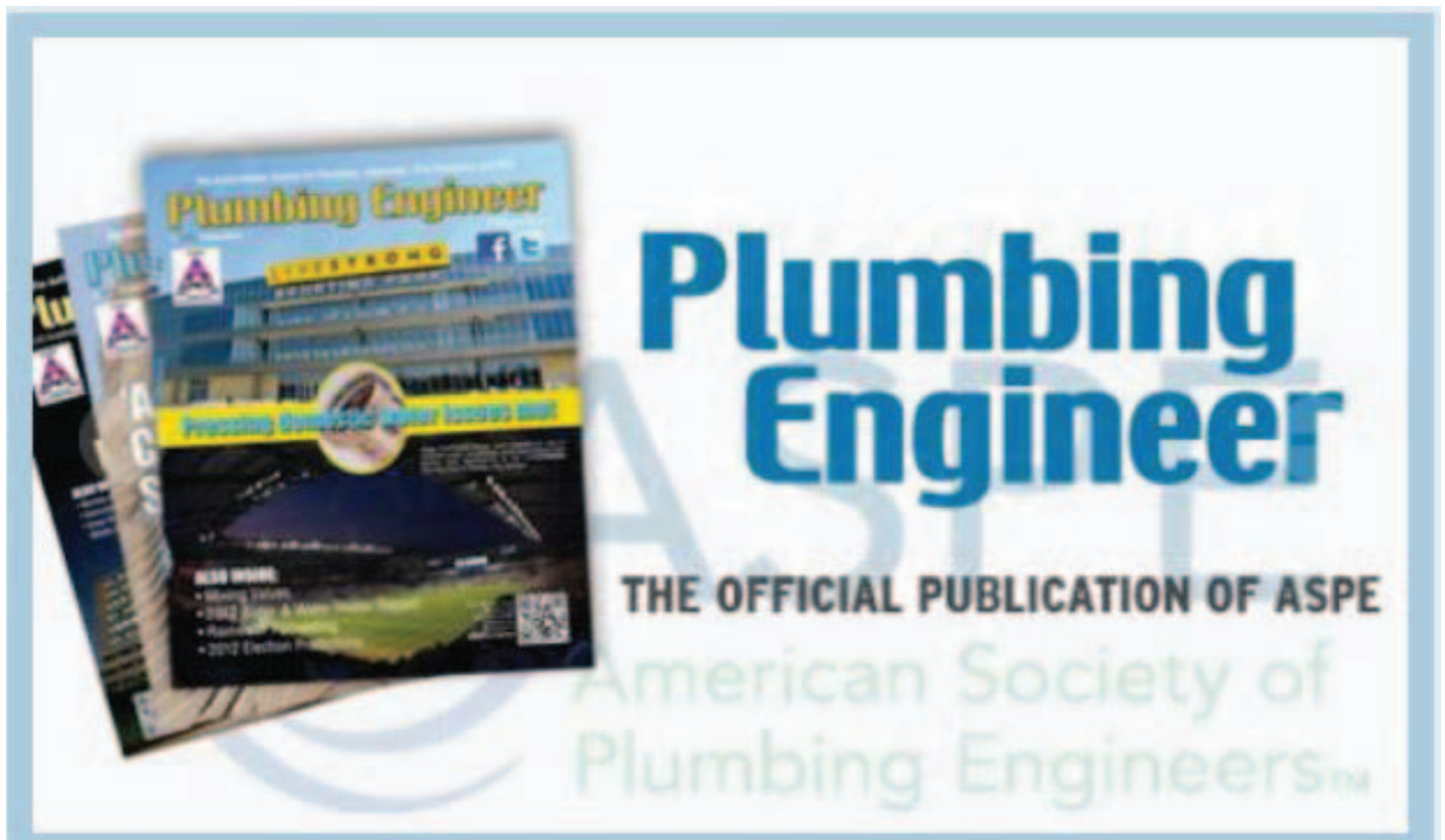
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VP Technical Report

Kristin Simoneaux, P.E., CPD, LEED AP



As most of you know by now, the ASPE/SMSHE healthcare symposium scheduled for April 7th and 8th has been cancelled/postposed. If you already registered for the symposium your payment will be reimbursed. If you reserved a hotel, please confirm with the hotel that your reservation has been cancelled. ASPE and SMSHE are investigating the potential of having the event later this year so please stay tuned. We will let you know when the rescheduled date will be, once we have confirmed availability.

The Eastern Michigan Chapter April meeting has also been cancelled. We will try and reschedule the topic for later this year. The May meeting will be evaluated when it gets closer. We will keep you up to date with any changes.

The March meeting had approx. 30 people attend. Scott Hamilton spoke on scald awareness and ASSE series 12000. A huge thank you to Taggart Knight and Diversified Spec Sales for their sponsorship of the evening. The meeting also included the always fun NASPE car races. Congratulations to Chip for winning with the fastest car with his amazing interpretation of a pipe wrench!! The winners were:

- **First Place:** Chip Bidigare
- **Second Place:** Theresa Card
- **Third Place:** Quinn Williamson
- **Best representation of World Plumbing Day:**
Quinn Williamson
- **Best representation of a Plumbing Product:** Theresa Card
- **Best representation of a plumbing tool:** Chip Bidigare
- **Best Green design:** Kristin Simoneaux

Thank you to all the racers for participating!

Huge thank you to **Balfrey Johnston, Burke Agency, Diversified Spec, Kohler, and Taggart Knight** for donating the awesome prizes!!

For those that missed the meeting, some highlights are below:

The battle between killing bacterial growth, keeping clients operating costs reasonable, and preventing scald injuries is real. Old domestic hot water designs can put the piping within the ideal growth range. Previous design was typically to generate and store at 120 deg F and distribute at 110 deg F or lower. Legionella growth range is 68 deg F – 122 deg F. Above 122 deg F Legionella can survive but not multiply. At 151 deg F Legionella dies within 2 minutes. In order to kill off the bacteria, hot water storage tanks should be set to 140 degrees or higher. To prevent bacterial growth in the piping, the supply and return of the hot water should be above 122 deg F. At 120 deg F, a second degree burn can occur within 5 minutes and a third degree burn within 10 minutes.

Children and elderly are most at risk of scald injuries. Most scald burns occur with children. 42% of scald burns cover more than 10% of the child's body. On average, 12 children (ages 14 and under) die from scald burns each year, most are under 4 years old.

One of the larger scald risks has developed as a result of water conservation. Low flow shower heads should never be used with non-automatic compensating type shower valves. The max flowrate of a showerhead should be matched with an automatic compensating type shower valve with a flow rate equal or lower to that of the showerhead. Kids have been burned by low flow showerhead replacements that the shower valve flowrate was higher than the shower head flowrate.

ASSE 1016 Valves are designed for 2.5 gpm minimum (or the manufacturers rated flow). The valves require an inlet hot water temperature range of 120-180 deg F and an inlet cold water temperature range of 40-80 deg F. The minimum water pressure required is 20 psi. These are installed at the shower or tub to deliver tempered water regardless of the manual valve setting. There are three types of 1016 valves:

1. Pressure balancing valves compensate for pressure fluctuations of the hot and cold water inlet pressure to stabilize the outlet temperature.
2. Thermostatic balancing valves compensate for temperature fluctuations of the hot and cold water inlet temperatures to stabilize the outlet temperature.
3. Combination thermostatic/pressure balancing valves compensate for both temperature fluctuations of the hot and cold water inlet temperatures as well as fluctuations of the hot and cold water inlet pressures to stabilize the outlet temperature.

ASSE 1017 valves are designed to be installed at the hot water source and control inline water temperatures in the domestic hot water system. These are NOT designed to be used for emergency fixtures or other end use applications. The valves require an inlet hot water temperature range of 120-180 deg F and an inlet cold water temperature range of 39-80 deg F. The outlet temperature is adjustable for a range of 105-120 deg F (provided the hot water supply temperature is greater than 20 deg F than the outlet water temperature).

ASSE 1070 valves are designed to be used at the fixture to limit the water temperature and reduce the scalding risk. They are designed to serve fixtures with temperature water. The outlet temperature is adjustable for an outlet temperature of 105-110 deg F.

The ASSE 12000 series is the only ANSI recognized standard on infection control risk assessment. The series addresses the critical nature of pathogens and other infectious diseases throughout the construction industry.

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VP Technical Report (cont. from page 6)

Kristin Simoneaux, P.E., CPD, LEED

The series sets the minimum criteria for training and certification of craftspeople and maintenance personnel. It helps to explain how to safely work around potentially deadly diseases.

Infection control risk assessment is a method of determining what precautions may be necessary by evaluating the patients who could be exposed to the infection risks with the type of construction activity required.

Engineering controls should be used and modify how the work is done to reduce dust/dirt from being stirred into the air. For example, mist the edges of ceiling tiles prior to lifting to prevent dust from falling once the tile is moved. Trash containers should have a solid lid and should be wiped down completely upon entering and leaving the construction zone.

HEPA (High Efficiency Particulate Air) negative air machines are used to keep the construction area under negative pressure to rest of the building throughout the entire construction time. HEPA filters must be 99.97% efficient against 0.3 micron particles.

PPA is Patient Protective Apparel. PPE is Personal Protective Equipment.

PPE can include impermeable gloves, full face shields, liquid impermeable and tear resistant full body suits, waterproof boots, and N-95 NIOSH approved respiratory filter masks.

Appropriate hospital behavior is required by the construction staff. Voices should be kept low, be respectful of patients and staff, avoid taking elevator if already occupied, and have good hygiene habits. Workers should only park in designed places, wear ID badges, and use approved routes to and from the construction areas.

Currently engineers are not certified in ASSE 12000 series.

As we navigate through the next couple months we will keep you informed of any program changes. Currently we are anticipating the May meeting still occurring but as we have all come to know too well, things change daily lately. Until we meet again, stay healthy, keep calm, and Semper Gumby!

Kristin Simoneaux P.E., CPD, LEED AP
Associate / Senior Mechanical Engineer
Direct: (248)336-4760
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Affiliate Liaison Report

Dann Holmes, ASPE Region 2



Coulda, Woulda, Shoulda

The human brain is amazing. It is always looking to find ways to rationalize the actions we take every minute of our day. This may lead to dreams we're left trying to make sense of, or guilt we feel for things that have happened around us but are completely out of our control. Our brains need order. Nice, clean and neat

order supported by reason.

Many of us are asking how did we get ourselves into this global COVID-19 pandemic? What affect will this invisible coronavirus have on me, my family, my workplace, my job, my friends, my investments, and the neighbors down the street that I hardly know.

Scientifically, there is so much that is unknown about this coronavirus that we find it difficult to process the complexity of this outbreak. It seems to have come out of nowhere. It is surreal, and our minds need clarity.

Using social media sites like Facebook as your source for reliable medical information only makes things worse. Have you noticed that suddenly everyone you know on FB, knows everything there is to know about the COVID-19 coronavirus including what temperature the hot water in a building should be to kill it! Really? Based on what science? Was a research study conducted, peer-reviewed and referenced? Heck no, it is what they believe to be so, so it must be.

To help further, people begin to look for political reasons for the outbreak. Will the Republican or Democratic party be able to claim victory over this 21st century plague? Don't let the fact that this coronavirus was first traced to Wuhan, the capital city of Hubei Province in the People's Republic of China, a communist country, cloud your critical thinking skills. Nah, let's capitalize on this crisis for political gain. I'd like to remind everyone, the coronavirus doesn't care what political party you prefer, what religion you practice, the color of your hair or what your height and/or weight is.

It will do its best to find a home in you to multiply and if need be, kill you and anyone you encounter.

Everyone that takes the time to read this article has already had to make drastic changes to their daily routines. Schools are closed, states are implementing stay-at-home, or shelter-in-place orders. All meetings, conferences and expos planned over the next few months have been cancelled. As a society, we are transitioning. To what? It is too early to tell but these lessons learned now will stay with our children for many, many years to come.

Are we taking the necessary steps to "flatten the coronavirus curve"? Yes, most of us are. At least we hope we're doing the right things by following the daily guidance given by the experts. Experts that want validation testing and testing data. Not by listening to the journalist that interprets what the experts are saying and writing pieces designed to "click-bait" to their website. Fearmongering.

The last thought I'd like to leave you with is the unintended consequences of fighting COVID-19; Stagnant Water. We have left hundreds of thousands of buildings and manufacturing plants around the world vacant. The microbes in water are like the coronavirus, they don't care who, or what you are. They will do what they need to do to survive. So, when you return to your workplace, be sure that you do not make a cup of coffee, drink from a faucet, take a shower, start-up your cooling tower, etc. until a full coordinated flushing of the facility takes place.

We don't need our brains keeping us up at night telling us we coulda, woulda, shoulda controlled the water in our building when we can plan for what we need to do now.

Stay safe, stay healthy and look after your loved ones.

Dann Holmes – ASPE Region 2 Affiliate Liaison
NSF International – r2al@aspe.org





The American Society of Plumbing Engineers (ASPE) Convention & Expo

The 2020 ASPE Convention & Expo is dedicated to quality education, connections and experiences for those skilled in the design, specification and inspection of plumbing systems.

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Save the Date



"Lifting the world plumbing industry and promoting its public health and environmental role"

CPD Scholarship

Michael Pietrzak, Peter Basso Associates

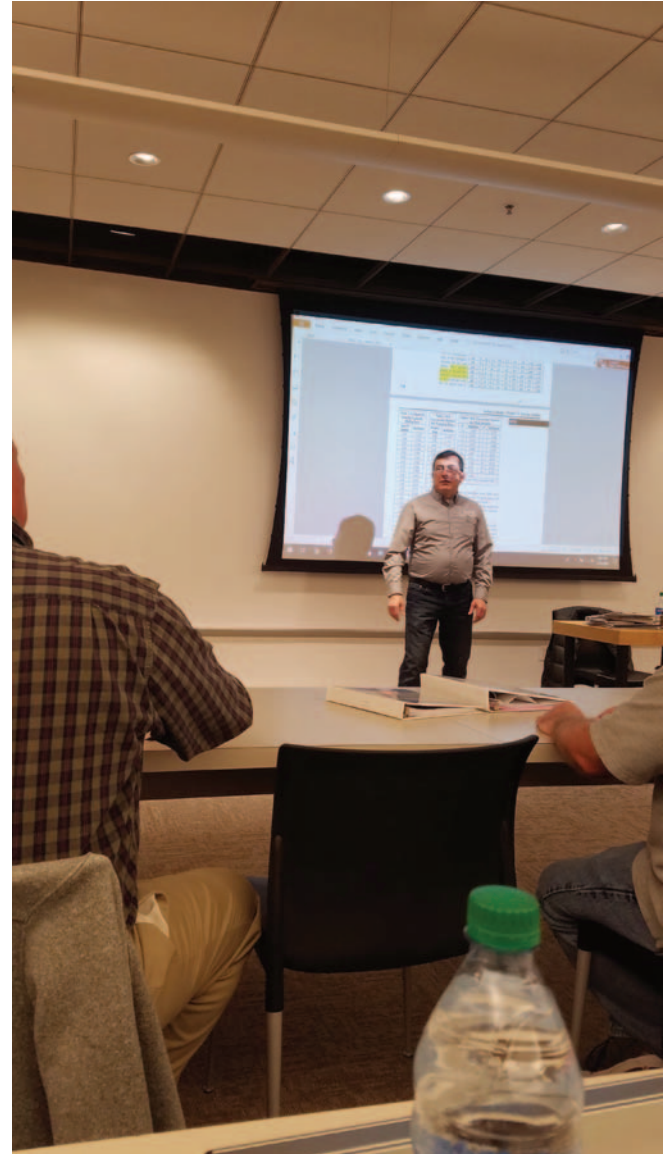
First, I would like to thank the entire Eastern Michigan ASPE chapter for raising funds and creating this great opportunity to go to Atlanta and take the prep course for this year's CPD test. I would also like to thank Newcomb and Boyd for allowing us the opportunity to be in their building for the weekend. I found



that this course was very beneficial and anyone that needs that extra guidance should look into taking this class. It is only offered twice a year and the class space is limited, but the hands-on material focused information is exactly what is needed.

I took the CPD test last year after having my second child (a son) and went into the test with about a weeks worth of hard studying of anything I could in the CPD Manual. I was a bit overwhelmed knowing that there were 100 questions and 65 were based on design. In my head I thought this meant studying

every single formula instead of simplifying what areas I needed to focus on. Well as you can imagine I didn't pass the first time; I came close but didn't make the cut. This year I was going to do everything in my power to be prepared and that is where the ASPE Eastern chapter came in with the scholarship. I saw the email on Monday morning and by Wednesday I found out that I was the winner after the original winner decided not to take the test this year. This was huge and I knew right then and there that I was going to own this test. It allowed me the opportunity to get to Atlanta, where previously I wouldn't have been able to make it there, and really get the areas of focus nailed down.



A little about the course and how the entire weekend started. If you are unfamiliar with a flight from Detroit to Atlanta, it only takes about 1hr and 45 mins from takeoff to landing and if you hit a great jet stream you can land in Atlanta in 1hr 30 mins. The airport is about 20 mins away from the downtown Atlanta area in an Uber or Lyft and the hotels that ASPE recommends staying at.

Continued on page 7

I stayed at the Hilton Hotel and it was about a 5 min walk to the Newcomb and Boyd offices.

The only downfall to this walk was that there were not any good breakfast spots that I could find walking around until it was too late.

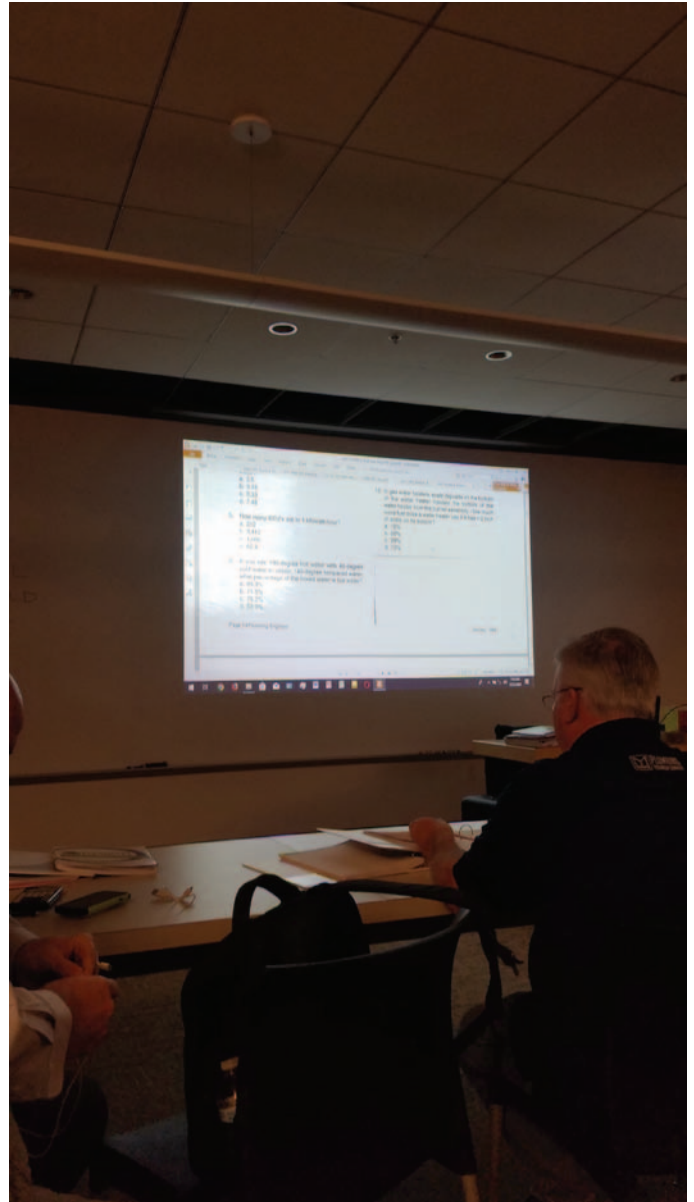
The class started at 8 AM on Saturday morning with a brief intro on who our teacher was, where he came from and a bit about his background in the industry. There are 2 different teachers for the CPD training course and ours in Atlanta was David Bailey, CPD, GPD, FASPE. Saturday was a busy day in class with the larger bulk load of material gone over during this session. We exclusively went over the CPD manual chapter by chapter in detail and tried to gain as much knowledge as we could from each chapter. After the conclusion of each chapter we would take a short 5 or 6 question practice exam as a class. This would allow us a chance to see the type of content that will be on the CPD test and give us a firsthand test of using the equations necessary to answer the questions. This was the most helpful part of the course. Many of the people that took the course haven't had to use math to figure out a lot of these problems in years because in most office settings you have spreadsheets that do the work for you.

For me, it has been over 15 years since I have used most of the math needed in doing any of the equations.

As the day went on, I could sense that my comfortability with the exam had grown. We decided as a class to stay a little longer than the 4 PM end time for Saturday's class and get more prep questions and material in. That way Sunday's class could be really focused on the last few chapters in the book and taking 2 different practice exams. David had a bunch of questions ready on Sunday for us and we got into them to make sure everyone was comfortable. We ended up taking a 35-question practice test directly from ASPE that gave a very good idea of the type of questions that will be on this year's exam. I missed 5 questions on the practice test, two of which I didn't slow down enough to read it all, so I missed them. This was the part of the class that I really enjoyed. Each question we went over, we took the time to look at the solution. Some people got different answers to the questions and we went over how and where any mistakes might have occurred in solving the problems. There was one in particular that I remembered from last year's test (a slight variation of it), but it stood out because I knew I got it wrong on the test. We went over every step in figuring it out and I could see what area I screwed up in. I know that if this question comes up again, I will be able to solve it no problem.

Overall if you are interested in taking the CPD test at any time in your career, this course should strongly be considered. It is very helpful. The conversations regarding the test preparation and how to take the test really made me feel better about taking it this year. The one rule that was drilled into us was to go through the entire test when you get there and answer any of the easy short answer questions first before moving onto any of the math specific questions. This was a helpful tip to me since I went 1-100 last year only skipping a few questions until the

end knowing that I had no idea of the answer. This will help you make the best use of your time and not have to rush at the very end. The test is only 3.5 hours long and it is strongly advised to take the whole time to check and double check your work and to get the easy questions out of the way first to maximize your



time. The other important thing that David told us was get familiar with your CPD Manual since it will be your biggest tool in your test-taking arsenal. Know the chapters and material covered in it and you will do great on the test.

Once again thank you to everyone that donated and made this scholarship a possibility. I look forward to knowing that I will have the best chance given to me to pass my upcoming test and become a Certified Plumbing Designer.

Michael Pietrzak
Mechanical Designer – Health Care Labs
Peter Basso Associates



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Project Manager (PM)

Job Competencies and Description

Department: Construction Department

Reports to: Vice President

Supervisory Responsibility:

This position manages field technicians and is responsible for the performance management and accountability of these employees.

Positional Overview:

The Project Manager will plan, execute and finalize projects according to strict deadlines and within budget. This includes acquiring resources and coordinating the efforts of team members and third-party contractors in order to deliver projects according to plan. The Project Manager will also define the project's objectives and oversee quality control throughout its life cycle.

Qualifications:

Required Education and Experience:

1. Associates/Bachelor's degree in a technical discipline, or business management is preferred.
2. 1-2 years of experience in managing or leading the work of others.

Preferred Education and Experience:

1. Five years relevant work experience with an architecture, engineering or construction firm required.
2. Industry Certifications

Competencies:

1. Communication Proficiency
2. Customer/Client Focus
3. Leadership
4. Organizational Skills
5. Performance Management
6. Problem Solving/Analysis
7. Technical Capacity

Additional Eligibility Qualifications:

1. Experience working independently and, in a team-oriented collaborative environment.
2. Can conform to shifting priorities, demands and timelines through analytical and problem-solving.
3. Strong interpersonal skills and communication skills to effectively interface and gain cooperation with all levels of company structure, including outside vendors and General Contractors.
4. Proficient in Microsoft Office (Word & Excel), clearly written proposals, detailed estimating templates for bids and change orders; familiar with project scheduling software.
5. Ability to effectively prioritize and execute tasks in a high-pressure environment is crucial.

Project Manager (PM) – v. 11/1/19

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Essential Functions:

1. Direct and manage project development from start to finish.
2. Define project scope, goals and deliverables that support business goals in collaboration with senior management and stakeholders.
3. Ensure project cut sheets, drawings, RFI's and all pre-construction documents are timely submitted.
4. Effectively communicate project expectations to team members and stakeholders in a timely fashion.
5. Estimate the resources and participants needed to achieve project goals.
6. Draft and submit budget proposals and recommend subsequent budget changes where necessary.
7. Determine and assess need for additional staff and make the appropriate recruitments as necessary.
8. Delegate tasks and responsibilities to appropriate personnel.
9. Identify and resolve issues and conflicts within the project team.
10. Plan and schedule project timelines and milestones and interpret various scheduling charts and software.
11. Track project milestones and deliverables; ensure long lead equipment is released timely.
12. Prepare status/progress reports and analyze results – troubleshoot problem areas.
13. Proactively manage changes in project scope, identify potential crises and devise contingency plans.
14. Coach, mentor, motivate and supervise project team members and contractors.
15. Build, develop and grow business relationships vital to success of the project.
16. Conduct project post-mortems and create recommendations report to identify successful and unsuccessful project elements.

Work Environment:

- This position operates in both an office and field setting. This role routinely uses standard office equipment, Microsoft Software and data management software.

Position Type and Expected Hours of Work:

1. This is a full-time (40-50 hour/week) position.
2. The Project Manager is expected to work during all normal business hours, Monday - Friday, 7:00 a.m. to 5:00 p.m., with additional on-call shifts required.
3. Occasional evening and weekend work may be required as job duties demand.

Travel:

- Project Managers are expected to travel to all jobs.

Professional Development Expectations:

- Update job knowledge by participating in educational opportunities, reading professional publications, maintaining personal networks, and participating in professional organizations.

Interested??

Email John Johnson, Vice President
[@jjohnson@macombmechanical.com](mailto:jjohnson@macombmechanical.com)

Project Manager (PM) – v. 11/1/19

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What it is like to work here:

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At our core we deeply value talent development and opportunities for growth. We continue to build a culture of empowering our employees, giving them opportunities to be the best they can be within a variety of communities, both internal and external, so that we all learn, grow, and give. Whether you come join us in our Michigan offices of Holland, Grand Rapids and Royal Oak or Indianapolis, Indiana, your opportunities are as limitless as your imagination. Come be a part of designing the future.

What you will get to do:

- Utilize your expertise to support GMB with the design of complex plumbing systems.
- Prepare construction documents using Revit.
- Design domestic water, storm water, sanitary drain, waste and vent systems, fuel systems, medical gas systems, and laboratory gas systems.
- Prepare documents and calculations for the LEED certification process.
- Coordinate design efforts working closely with our project teams, clients, and building owners.
- Produce one-line diagrams/schematics, hydraulic calculations of plumbing systems, and calculations in the sizing of plumbing systems and equipment selection.
- Ensure that all drawings are prepared with accuracy, neatness and speed.
- Communicate with team members, other disciplines and outside vendors to obtain necessary information for designs and drawings.
- Assist the design team in the process of assembling organized sets of drawings.
- May assist in data collection and/or field verification, and work in conjunction with our teams of engineers to help develop all aspects of a project.

What are some of the requirements to work for us?

- 5+ years of plumbing design experience.
- Prior experience implementing designs through construction.
- Demonstrated ability to create 3D models, focusing on Plumbing but with the ability to coordinate with all disciplines.
- Ability to manage design of multiple projects/deadlines simultaneously.
- Must possess a technical knowledge base with desire to learn, lead, and grow.
- Must be able and willing to travel locally for field work at client sites.



What might set you apart from other candidates?

- Associates or Bachelor's degree in Plumbing Design / Engineering (or degree related to HVAC Design or Mechanical Engineering) is preferred.
- Proven ability to prioritize effectively, have good follow-through, and practice self-implemented quality control measures.
- CPD certification is a plus.
- Ability to design automatic fire suppression systems.
- Plumbing design experience in A/E firm preferred.
- Proficiency with Autodesk Revit.
- A passion for plumbing design.

This is a direct, full time, permanent position. Salary will be commensurate with experience, including an excellent benefit package. Must have current and continuing right to work in the United States without sponsorship. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, age, sexual orientation, gender identity or national origin.

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October 5 - 11, 2020 or October 12 - 18, 2020

Registration opens: TBD

Registration closes: TBD

CPD - 2020 EXAM DATES: March 30 - April 5, 2020

Registration opened: Dec. 1, 2019

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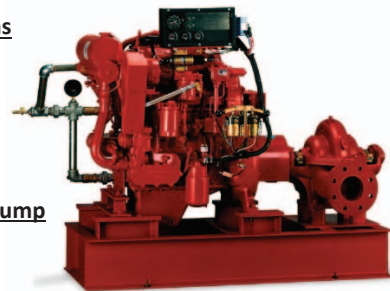
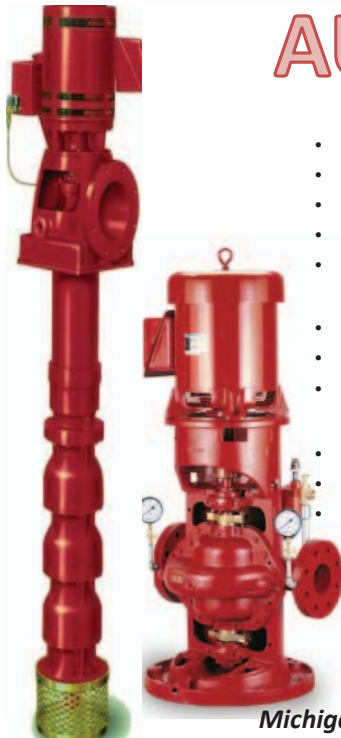
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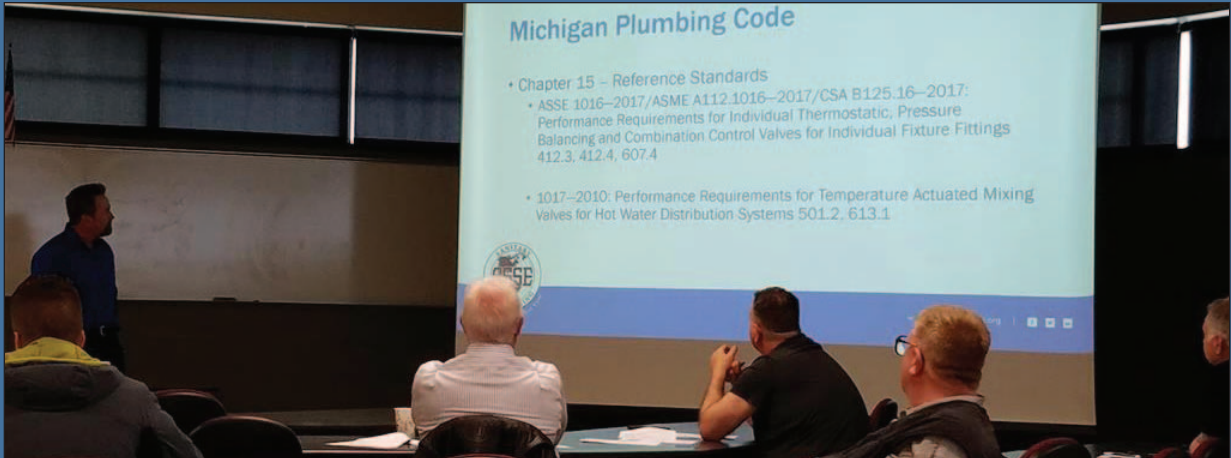
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MARCH PHOTOS



Scott Hamilton presents on Scald Awareness (IAPMO/ASSE)



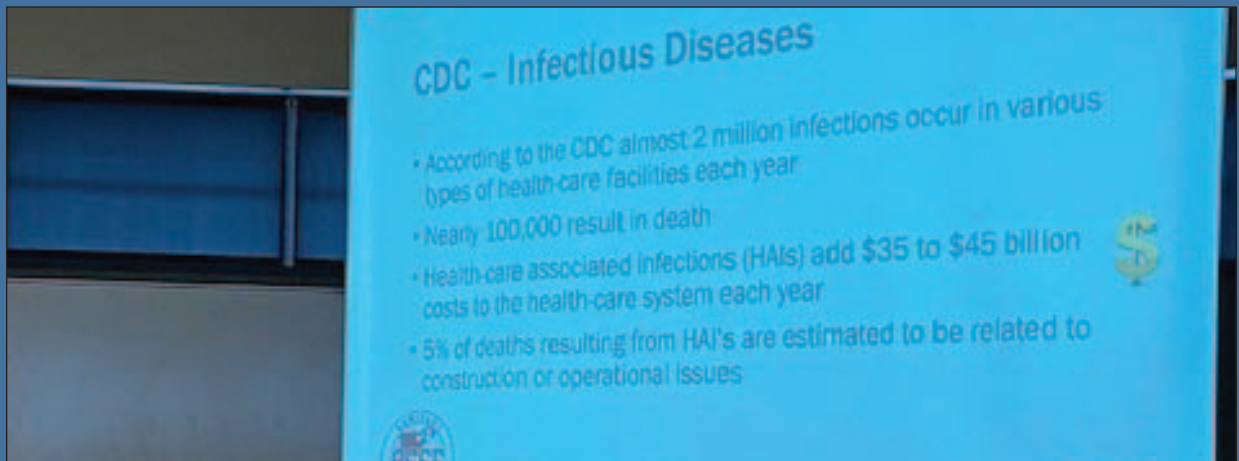
MARCH PHOTOS



THANK YOU to our Tabletop sponsors Taggart Knight, Diversified Spec Sales



CPD Review Class Scholarship winner Micheal Pietrzak from Peter Basso Associates with President Theresa Card



Presenter Scott Hamilton discusses ASSE Series 12000 and Infection Control

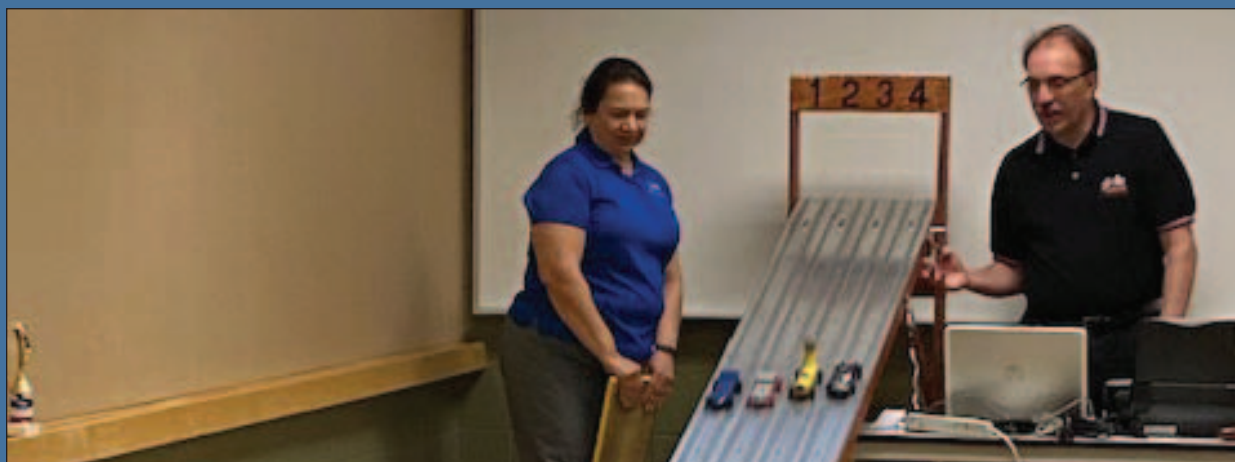
MARCH PHOTOS



ASPE EMC President Theresa Card presents speaker Scott Hamilton (IAPMO/ASPE) with Certificate of Appreciation



On your mark, get set, GO! The Annual NASPE Race is underway!



Board Member Pam Hartsell and VP Legislative William Grayar work together to make it a fair race.

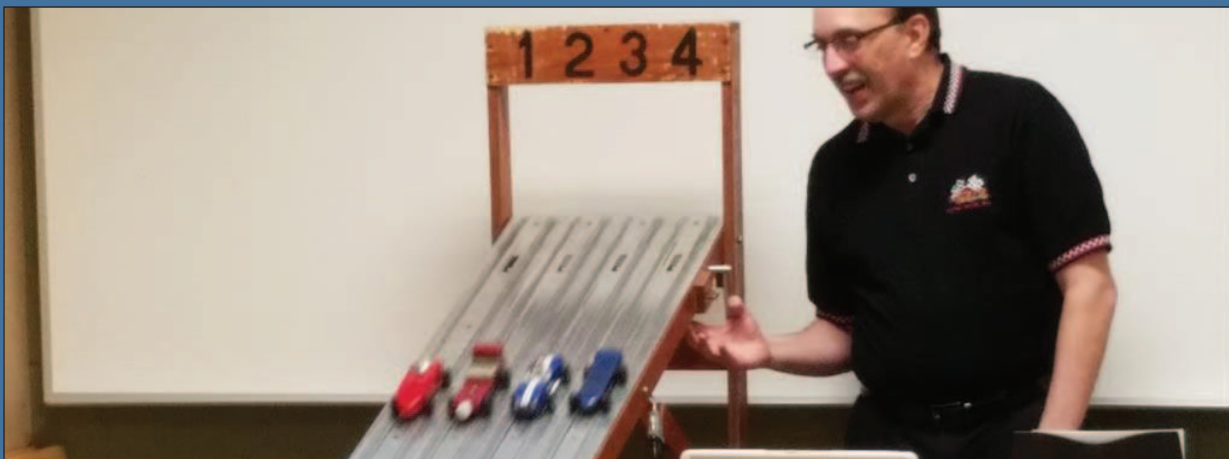
MARCH PHOTOS



VP Legislative William Grayzar facilitates the races and provides the race equipment each year.

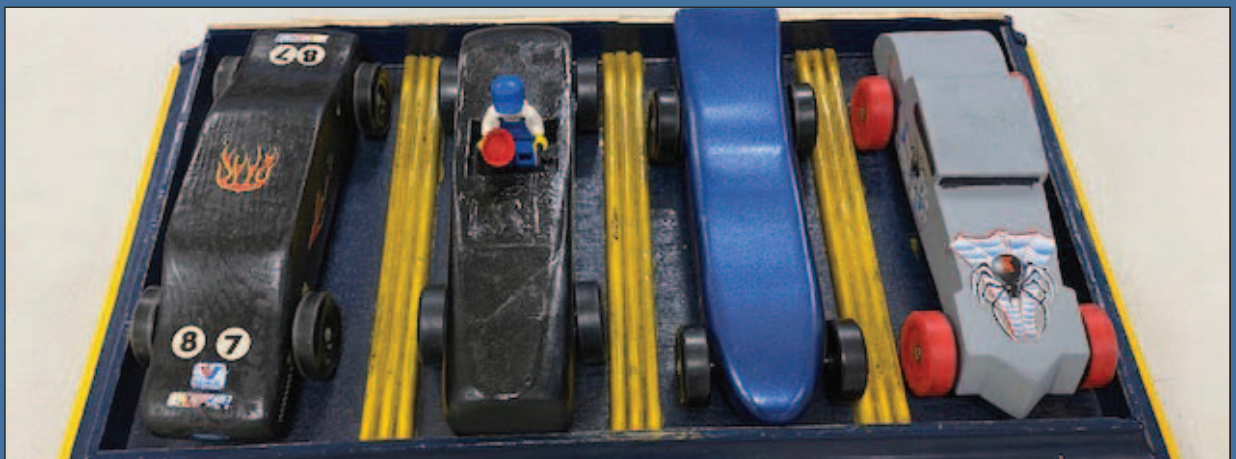
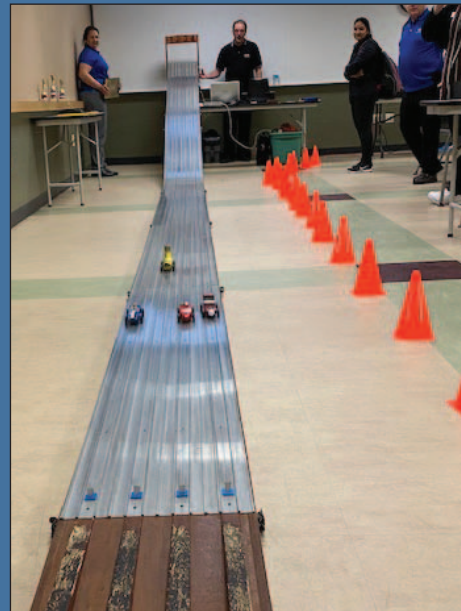
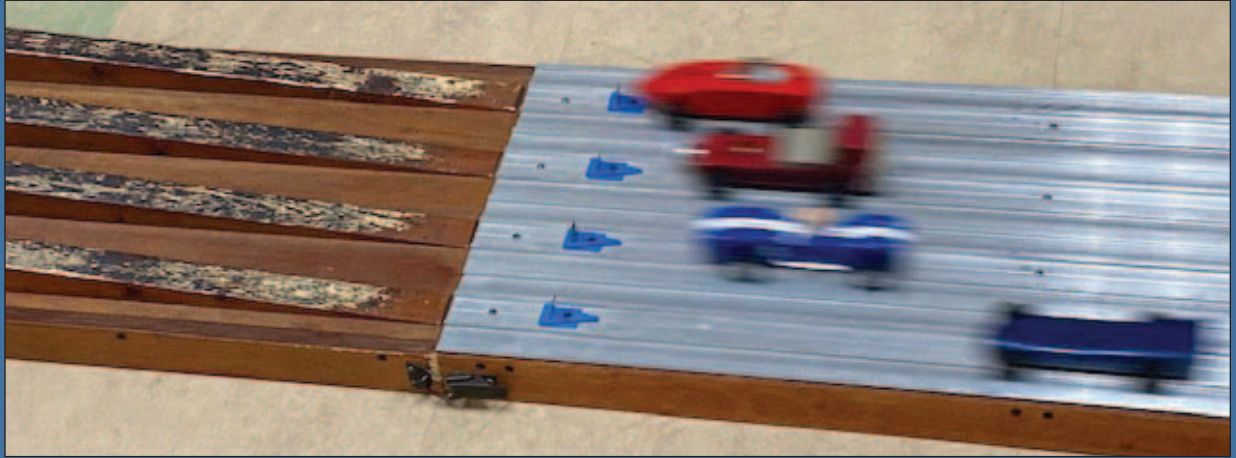


Some pretty impressive racers are present this year.



William (Bill) is in his element with these races.

MARCH PHOTOS



MARCH PHOTOS



NASPE RACE WINNERS! { 1st Place Chip Bidigare..... 3.4852 sec
2nd Place Theresa Card 3.5293 sec
3rd Place Quinn Williamson..... 3.5361 sec

Participants: Those above and Bob Thomas, Gayatri Lekshminarayanan, Kristin Simoneaux, Dann Holmes and Kim Jennings.



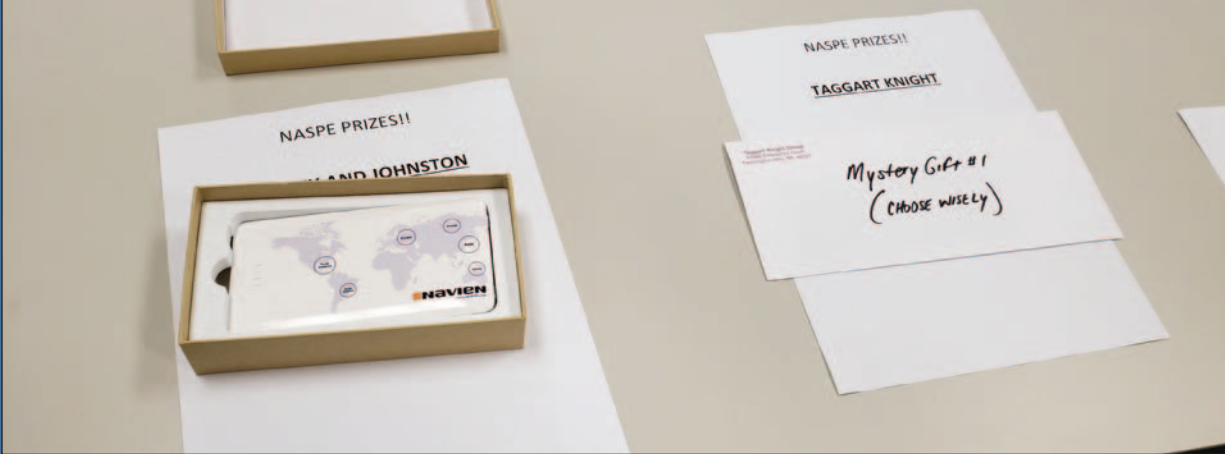
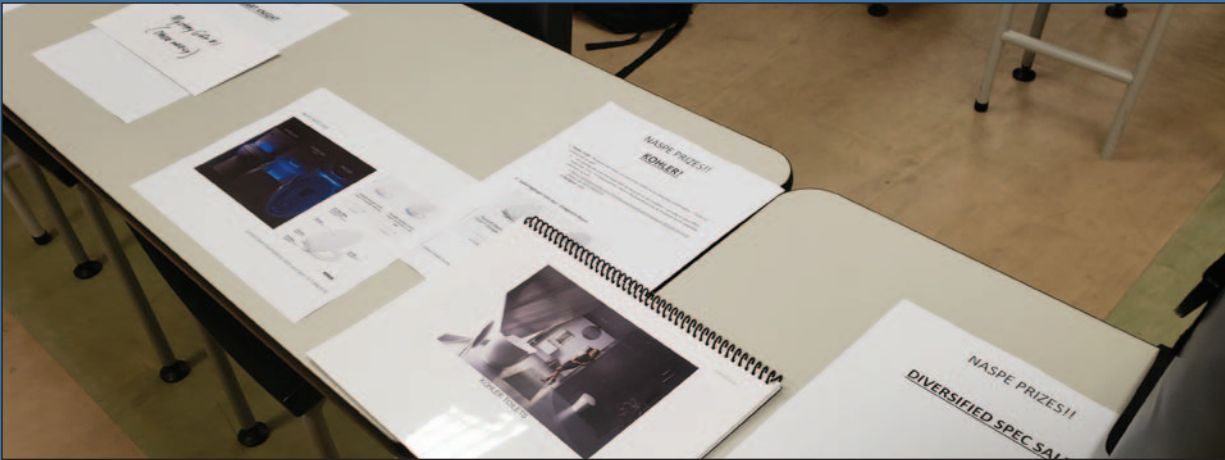
Best Representation of the Plumbing Industry – Theresa
Best Green Design – Kristin

Best Representation of World Plumbing Day – Quinn
Best Representation of a Plumbing Tool – Chip

MARCH PHOTOS



THANK YOU to Diversified Spec Sales, Kohler, Taggart Knight, and Burke Agency for donating NASPE prizes!



ASPE Mentoring Program

The Women of ASPE are excited to introduce ASPE's new Mentoring Program!

This program, which is available to all members of the Society, has been designed to connect ASPE members who have a particular skill set (mentor) with individuals (mentee) who are searching to acquire the same skills to develop and make progress toward their personal and professional goals.

Who Is a Mentor?

A mentor is someone who can help the mentee develop skills for success and long-range career planning, is able to be a good listener, is willing to share experiences and views, is willing to commit time and effort, provides an "open door" to questions and problems, points out both strengths and opportunities for improvement, and has a vested interest in the growth and development of their mentee.

Benefits to the mentor:

- Satisfaction in helping someone mature, progress, and achieve goals
- Meeting and sharing experiences with other mentors
- Personal ongoing support to help the mentee succeed
- Personal fulfillment through contribution to the Society and the individual

Who Is a Mentee?

Having a mentor can contribute to a successful and satisfying career. Without a mentor, that learning occurs mostly through trial and error. With a mentor, even experienced professionals can benefit from the experiences and expertise of someone who has withstood the trial and can help the mentee avoid the mistakes. Similarly, those new to the industry will discover that being a mentee shortens the learning curve for acquiring the skills and knowledge most critical to a fruitful career.

Benefits to the mentee:

- Discover new talents about yourself
- Career satisfaction
- Expand your personal network
- Maximize your strengths

aspe.org/aspe-mentoring-program



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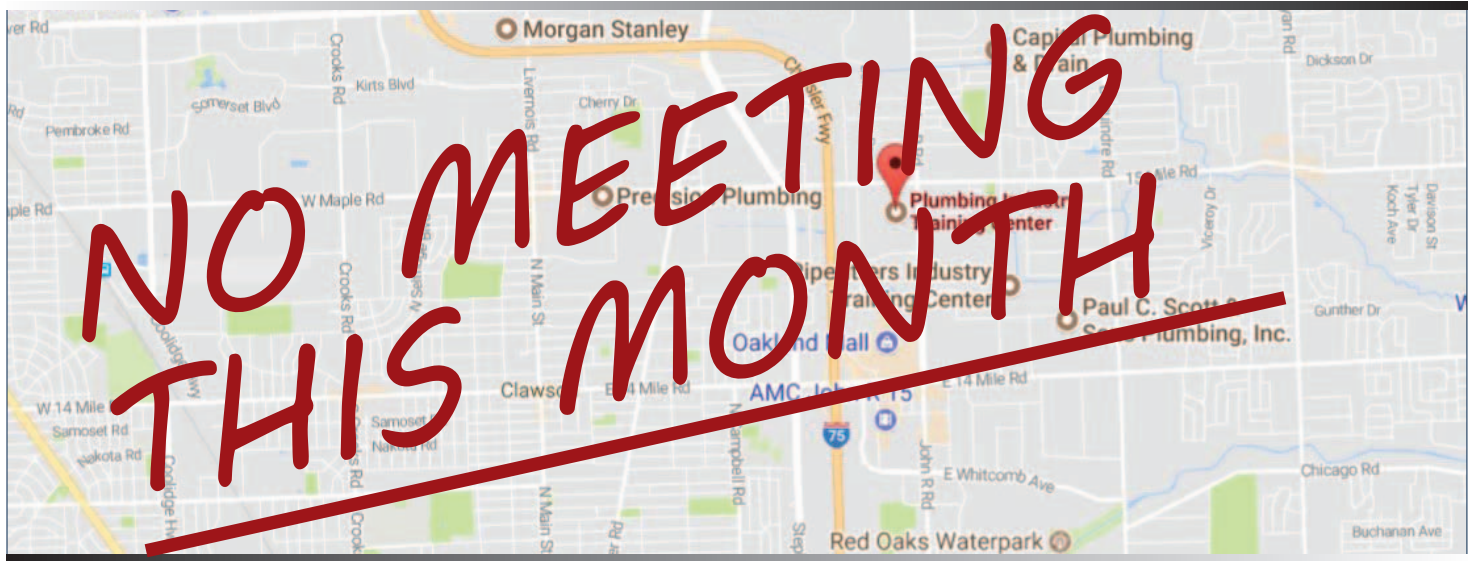
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