

## MARCH - MEETING AGENDA

### DATE:

TUESDAY, MARCH 8, 2022

### WHERE:

This will be a *HYBRID Meeting*

Plumbing Industry Training Center  
in Troy, MI

### 5:00 PM - 6:00 PM

Storm Water Retention & Reuse -  
Where Applicable and How to Decide

### 6:00 PM - 6:30 PM

- Dinner / Vendor Table Top Presentation  
- NASPE Race Registration and Weight-In

### 6:30 PM - 7:30 PM

Interceptors - Types, Applications  
and Sizing

### 7:30 PM till completion (approx. 8 PM)

NASPE Race

## REGISTRATION REQUIRED

IN-PERSON: <https://www.eventbrite.com/e/aspe-emc-march-2022-technical-program-tickets-248179360147>

VIRTUAL: <https://education.aspe.org/products/eastern-michigan-chapter-meeting-storm-water-retentionreuse-interceptors-types-applications-sizing-mar-2022>

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## From Pam Hartsell, CPD, PMP President of ASPE EMC



Happy (almost) Spring, Eastern Michigan!

Our February meeting kicked off with ASPE EMC Member Alan Deal teaching another design class, this one on Right Sizing for Hydronics. Our Technical Session was an overview of Laboratory High Purity Gas Systems by Kevin Coyne. It was great to have most of our attendees back in person, but we are so thankful to ASPE National for continuing to host our meetings virtually so we could continue to offer a virtual option through the end of our program year. The ability to record our meetings so we could start archiving our presentations has allowed us to create a great educational resource for our members.

March brings us a few great things. First, we'll have two highly informative presentations. Our design class this month is a lesson on storm water retention and re-use. Our technical session will cover the use and sizing of interceptors in plumbing systems, and the evening will end with the excitement of our annual NASPE Race in honor of World Plumbing Day – March 11th Every Year, Everywhere! If you're a pinewood derby enthusiast, let us know and we'll send you a car kit so you can design your best plumbing-themed creation! We'll have great prizes, but more importantly – it's a ton of fun!

Our personal hygiene products drive is underway again so if you have new or gently used items to donate, please bring them to a chapter meeting or contact a Board Member to arrange a drop off. The ability to brush your teeth, wash your face or put a little soothing lotion on your dry cracked skin are comforts we all take for granted. The people we're trying to help are in desperate situations and they need a little comfort. If you want to know everything that's being collected, you can find a complete list of accepted items in the flyer here in the newsletter. Thank You

The dates for the 2022 Convention have been announced and we want you there! Start planning now to join your fellow chapter and society members in Indy next September! More details are available at [aspe.org](https://aspe.org).

As we approach Spring Construction season, I want to encourage you to March to your own beat, setting a healthy and sustainable pace for all the types of work you do.

Continued on page 2

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**MARCH BOARD MEETING**

Virtual Online Meeting 3/1/2022 @ 4:30 PM

**MARCH PROGRAM**

**HYBRID** Meeting 3/8/2022, 5:00 - 7:30 PM (later for race)

**ASPE IS ACCEPTING APPLICATIONS FOR THE**

**ALFRED STEELE SCHOLARSHIP**

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

**President's Report** (cont. from page 1)

Pam Hartsell, CPD

While banging on those drums all day may seem like the norm, it can take its toll over time. One thing engineering teaches us is that there is a personal part-load sweet spot. If you can find it, you'll be more efficient with your energy and you'll extend your useful service life! Win-win!

Hope to see you soon!  
 Your Chapter President,  
 Pam Hartsell  
[president.aspe.ec@gmail.com](mailto:president.aspe.ec@gmail.com)



**CLICK HERE FOR MORE INFORMATION**

**ASPE** Convention  
 & Expo **2022**  
 Indianapolis // September 16-21

**LATEST NEW MEMBER  
 ~ WELCOME ~**

**MATT WHITE**

## **MARCH DESIGN SESSION**

**5:00-6:00 PM**

### **TOPIC: Storm Water Retention & Reuse - Where Applicable and How to Decide**

Development continues to pose environmental problems for receiving waters. However, Green Technology for storm water management has given rise to more efficient methods of pretreatment, storage and discharge of storm water runoff. LEED and LID (Low Impact Development) promote the use of innovative technologies to combat pollution from runoff by utilizing state of the art treatment methods to meet the strict discharge requirements set forth by the US EPA. Rainwater harvesting is at the for front of this BMP as it can combine primary storm water pre- treatment, storage capacity for channel/flood protection, tertiary filtration/disinfection and reuse for non-potable. This presentation outlines how the development of a decentralized water treatment system can aid in both the reduction of pollutants into our lakes, rivers and streams but also how harvested water can supplement our dwindling potable water supply.



Presenter: **Michael Gauthier**,  
Highland Tank and Manufacturing,  
Development and Engineering

Michael has over 27 years of experience in the water/wastewater industry. Employed with Highland Tank for over 20 years Michael has been instrumental in the development and engineering of new products for the waste-water division. Highlights include development of

Highland Tank's HighDRO line of water reuse systems. Michael is also co-author of Vol.- 4 ASPE Plumbing Engineering Design Handbook Chapter 8: Grease Interceptors.

*Michael Gauthier*

## **MARCH TECH SESSION**

**6:30-7:30 PM**

### **TOPIC: Interceptors - Types, Applications and Sizing**

This presentation will cover the types of interceptors used in plumbing systems, where they are required and desired, and how to size them appropriately so they not only meet code but function correctly to protect the municipal systems.



Presenter: **Silvano Ferrazzo**,  
Zurn – Site Works,  
Design, Development and Engineering

Silvano Ferrazzo with Zurn Industries Site Works team has over 25 years of experience in Engineering, Product Design, Commercial Development, and Environmental Regulatory development.

*Silvano Ferrazzo*

Silvano is an active Board Member of PDI – the Plumbing and Drainage Institute - as well as ASPE, and participates in CSA and UPC Committees in both the US and Canada. He is a certified presenter for ASPE Continuing Education Credits.

With combined North American and International experience, Silvano speaks authoritatively on Interceptor and Trench Drain issues related to wastewater management, and regulations affecting collection systems and employee health and safety. As a Chemical Engineer, he brings a down to earth approach to shed light on current industry trends and solutions.

Since joining Zurn's Site Works team Silvano has been instrumental in providing leadership in sales, education and training, and innovative commercial development solutions to better serve the engineering community in projects ranging from oil and grease management to flow through trench drain innovations.

## **About Registration and CEUs:**

If you are attending virtually: there is a link to register via the ASPE Education page. Please follow all directions. Using this platform for virtual meetings allows us to streamline the CEU process. So all attendees that plan to join virtually, need to register via the corresponding ASPE Education link. Our meetings will also be listed on the ASPE Education calendar, so you can find registration info there as well. <https://education.aspe.org/>

There is also a passcode that needs to be entered for the virtual meetings now. This passcode is in the email invite as well as listed in the webinar instructions.

If you will attend in person (when we can offer this option): You will need to register using an Eventbrite link that will be in the email. This allows us to know how many people we can expect in person. Thus, allowing us to make sure we maintain the indoor gathering limits imposed by the Governor, and also order enough food for all. For those that attend in person, we will still require sign in/sign out sheets and your CEUs will be submitted to national within 1 week of our event. It may take up to another 2 weeks for the CEUs to show in your ASPE Education log. The PITC does have guest protocols we will have to obey in order to meet there, so please follow all posted signage and procedures.

# IN THE KNOW

## EMC 45TH ANNIVERSARY HISTORY BOOK NOW AVAILABLE FOR ORDER!

Available in time for the holidays. \$50 Each

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Pick up @ SES or during a Hybrid Chapter Meeting

FREE digital download on the ASPE EMC website.

## TABLE TOP SPONSORSHIP PRICING

### ASPE Members

- \$200.00 for the 1st table per meeting/per vendor
- \$150.00 for each additional table per meeting/per vendor

### Non-Members

- \$250.00 for the 1st table per meeting/per vendor
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If a vendor purchases table tops for 3 meetings during the year, a 4th meeting table top will be provided for free.



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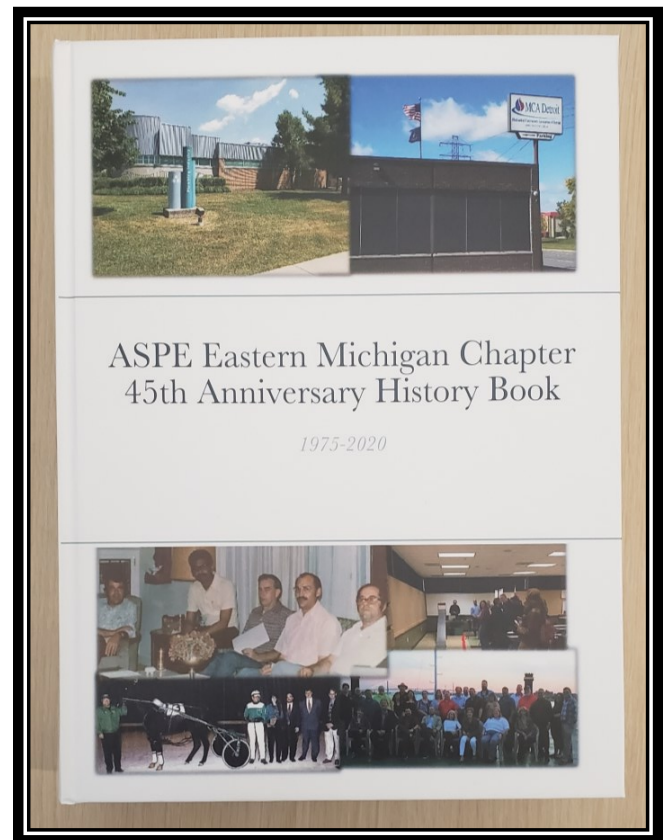
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Contact Theresa Card for orders:  
[vpt.aspe.emc@gmail.com](mailto:vpt.aspe.emc@gmail.com) or 248.988.4708



ASPE EASTERN MICHIGAN CHAPTER  
[WWW.ASPE.ORG/EASTERN-MICHIGAN](http://WWW.ASPE.ORG/EASTERN-MICHIGAN)

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# VP Technical Report

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



Hello from your VP Tech!

Wow! February we had great attendance and really interesting speakers! If you weren't able to make it, please check out the recording below. For those of us that also do HVAC work in our jobs, Alan Deal's presentation on Right Sizing Hydronics was great and I think essential for all people who deal with boiler plants to watch and think about.

Another reminder that we are looking to get some new blood onto the board- if you are interested, please let any current board member know!

## Past Meeting Recordings

Below you will find the link to this program year's recorded meetings. If you would like copies of the pdf handouts, please email me to let me know. I apologize, but no CEUs can be provided for watching meeting recordings. Please note you will likely have to copy the text below and paste into a browser to see the videos – as we have found some cannot click the links directly from the newsletter itself.

If you have missed any of the meetings from the 2019-2020 Program Year you can email me, and I will send you the link or you can look at past newsletters from last year.

### **September 2021 Presentations Recordings: Right Sizing Plumbing: An Overview and Plumbing 101**

- <https://youtu.be/B2jR9wQ7JHM>

### **October 2021 Presentation Recording: Metered Flow vs Traditional Sizing and Utility Rebates Panel Discussion**

- <https://youtu.be/mXxpKw7UCrs>

### **November 2021 Presentation Recording: Right Sizing Water Heaters and Submersible Pumps**

- <https://youtu.be/mXxpKw7UCrs>

### **December 2021 Presentation Recording: Fire Protection – Standpipes, Fire Pumps and Dry Systems**

- <https://youtu.be/Xr1jWJ3qnfw>

### **January 2022 Presentation Recording: 2018 MPC Updates and Michigan Code Promulgation Process**

- <https://youtu.be/loceE-uIUfg>

### **February 2022 Presentation Recording: Right Sizing Hydronics and High Purity Lab Gas Systems**

- <https://youtu.be/dAWGGrNzGi0>

### **March Meeting info:**

We hope you can join us for another great meeting in March, whether in person or virtually. See links below to register!

Also remember that March is our NASPE races! So please bring your pinewood derby car to race! This is how we celebrate World Plumbing Day at our Chapter.

World Plumbing Day is celebrated on March 11th every year – you can find more information here:

<https://www.worldplumbing.org/worldplumbingday/>

### **Virtual attendance registration:**

<https://education.aspe.org/products/eastern-michigan-chapter-meeting-storm-water-retentionreuse-interceptors-types-applications-sizing-mar-2022>

### **In person registration:**

<https://www.eventbrite.com/e/aspe-emc-march-2022-technical-program-tickets-248179360147>

March will be a great meeting on Rainwater Harvesting with **Michael Gauthier from Highland Tank and Manufacturing** and then we will hear from **Silvano Ferrazzo from Zurn** on Interceptors – Types, Applications and Sizing.

Hope to see you there!

Cheers!

Sincerely,

Theresa Card

[Vpt.aspe.emc@gmail.com](mailto:Vpt.aspe.emc@gmail.com)



ASPE  
Eastern Michigan Chapter WOA  
**DONATION EVENT!**

Spring is in the air! With that – spring cleaning! While you or your friends/spouse/children are cleaning out your drawers – instead of throwing away that make-up you never used or that product you used once and didn’t like – donate it!

We will be collecting items to ship to a local women’s shelter or, if none can be found, Project Beauty Share in Washington.

Items can be dropped off during ASPE meetings or with:

**C/O Theresa Card**  
ASPE EMC WOA Liaison  
Strategic Energy Solutions  
4000 W. 11 Mile Road, Berkley, MI

Contact Theresa with questions at:  
[tcard@sesnet.com](mailto:tcard@sesnet.com)

Donations will be collected from  
February 1 to May 30 (Memorial Day)

**WHAT WE WILL BE COLLECTING**

New	New or Lightly Used	Lightly Used
Make-up brushes	Moisturizers	Pressed eyeshadow
Lip products/lip liners	Cleansers	Pressed blush
Mascara	Eye creams	Pressed bronzer/highlighters
Eyeliners	Exfoliators	Face primer
Foundations	Primers	Squeeze tube foundations
Concealers	Sunscreen	Airless pump foundations
Deodorant	Face masks	
Razors	Body lotions	
Bar soap	Shower gel	
Toothbrushes	Body spray	
Toothpaste	Perfumes	
Floss/mouthwash	Shampoo, conditioner	
Feminine hygiene	Hair color	
Sample packets	Hair styling products	
Hotel travel-size items		
Makeup bags		
Nail products		
Misc. face tools		

\*\*Lightly used products must be at least ¾ full. Anything that comes in a tub or jar must be new.

**ITEMS NOT ACCEPTED**

Any item with a wand that has been used or swatched, such as mascara, lip gloss, liquid lip color, liquid eyeliner, foundations and concealers

Loose powders in containers that are without seal, such as mineral powder foundations, blush, eyeshadow, and highlighters

Cream eyeliners, eyeshadow, blushes, bronzers, and highlighters in pots or pans that have been used or swatched

Liquid foundations in bottles with screw-on lids and cream foundations that have been used or swatched

All lip products that have been used or swatched

All eyeliner and lip liners that have been used or swatched

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# VP Membership Report

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



Hi everyone! Hope you all are in good health and staying warm. Are you making the most of your ASPE membership? Not only are the amazingly awesome chapter meetings covered by your membership, but you also have access to CEUs through the ASPE education website using the Read, Learn, and Earn articles. Check them out at: <https://education.aspe.org/RLE>.

ASPE also has two special interest groups: ASPE Young Professionals (AYP) and Women of ASPE (WOA). ASPE Young Professionals are comprised of members 35 years old and younger. The group is designed for young industry professionals looking to meet with peers to share experiences, exchange ideas about the plumbing design industry, and network with other chapter members. The mission of Women of ASPE is to engage, retain and advance women in the plumbing design industry, through education, leadership development and networking opportunities. If you would like to know more about either program, please contact me, Theresa Card (WOA) or George Bellman (AYP).

Are you interested in becoming a mentor? Looking for a mentor? ASPE Connect Mentor Match program will help you reach your professional development goals. You can apply in four easy steps!

Step 1: Complete your ASPE Connect profile

Step 2: Enroll as either a mentor or a mentee  
(or both!)

Step 3: Search for your topics of interest.

Step 4: Connect with your mentor/mentee!

If you or someone you know is interested in becoming a member and taking advantage of the great things ASPE has to offer, please feel free to contact me. Until we meet again, stay healthy!

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

Associate / Senior Mechanical Engineer

Direct: (248)336-4760

[ksimoneaux@stantec.com](mailto:ksimoneaux@stantec.com)



## CONFERENCE SERIES

The National Fire Protection Association (NFPA) will conduct a one-day Keeping You Informed: Systems, Storage, Suppression, and More educational program on Tuesday, November 16 as part of the organization's year-long 125th Anniversary Conference Series. The all-day online event will feature a total of 10 educational sessions and industry roundtable discussions featuring subject matter experts and can be viewed on the scheduled date or via on-demand anytime for up to a year. Attendees will also benefit from networking opportunities, live chat sessions, sponsor demonstrations, and more.

**TO FIND OUT HOW TO ATTEND CLICK HERE**



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In celebration of  
**World Plumbing Day**  
the EMC-ASPE will be  
hosting the following  
event at the  
March 8<sup>th</sup>, 2022 meeting:



NASPE racing is a timed race similar to a Pinewood Derby Race utilized in the Cub Scouting Program around the world.

The NASPE Race is themed to celebrate World Plumbing Day.

World Plumbing Day is an international event held every year on March 11 and was initiated by the World Plumbing Council to celebrate the important role plumbing plays in the health and safety of modern society.



EMC-ASPE is encouraging chapter members to design, build and race cars in celebration of World Plumbing Day. A raffle along with trophies, awards and prizes will be provided at the event. Based on the number of entries awarded will be provided for:

- Fastest race time (1<sup>st</sup>, 2<sup>nd</sup> and 3<sup>rd</sup> Place)
- Best representation for World Plumbing Day
- Best representation of a plumbing product.
- Best representation of a plumbing tool.
- Best green design

Car Kits are Free to all EMC-ASPE Members  
Car kits will be available at the January 11<sup>th</sup> and  
February 8<sup>th</sup> Meetings or you can contact any of  
the chapter board members!

**DINNER – RACING - PRIZES**

EMC-ASPE Board members will serve as Official Judges for the event and William Grayzar chapter V.P. Legislative will serve as the race moderator and official.

**OFFICIAL RACE AND ASPE TECHNICAL MEETING:**

WHEN: Tuesday, March 8<sup>th</sup>, 2022.

WHERE: Plumbing Industry Training Center located at 1911 Ring Drive in Troy, Michigan

AGENDA:

- |                                 |   |
|---------------------------------|---|
| ➤ Design Class                  | 5:00 P.M. till 6:00 P.M.                    |
| ➤ Race Registration & Weigh-In: | 6:00 P.M. till 6:30 P.M                     |
| ➤ Dinner                        | 6:00 P.M. till 6:30 P.M.                    |
| ➤ Technical Session             | 6:30 P.M. till 7:30 P.M.                    |
| ➤ NASPE Race                    | 7:30 PM till completion (approx. 8:00 P.M.) |



## CODES AND STANDARDS for NASPE Racing are as follows:



### OFFICIAL RACE CAR DESIGN BUILD KIT:

1. Official Race Car Kits must be the same as those used for the Cub Scouting program pinewood derby races. Car kits will be available at the ASPE Technical meetings, or the can be obtained by contacting an ASPE board member. The **kits are free for members** and will be available January and February 2022 technical meetings. Official car kits may also be purchased from your local scout store.
2. If you have a child, grandchild, nephew, etc. involved in Cub Scouting, please feel free to use their car for the NASPE race, provided it meets the Specification for Construction requirements. Car must still be registered and weighed-in on the night of the event to be eligible for prizes.
3. Participants may enter more than one (1) car for the event, but only the first car kit is free. Addition kits can be purchased at a cost of \$6.00 each.



### CAR SPECIFICATIONS FOR CONSTRUCTION: (Also see sheet included with your official car kit).

1. WEIGHT: 5 ounces **maximum** (but can be lighter). Min. weight of 4 ounces is suggested.
2. LENGTH: 7 inches **maximum** (but can be shorter).
3. WIDTH: 2 3/4 inches **maximum**, and 1 3/4 inches **minimum** between the front wheels and the same between the rear wheels. Otherwise, your car will not fit over the track guide rail.
4. CLEARANCE: 3/8 inches **minimum** from bottom of car to track (rail) top. Otherwise, your car will not clear the track guide rail.
5. WHEELS: You must use the wheels supplied with your official car kit (or similar BSA official racing wheels available at your local scouting shop).
6. Axles do not necessarily have to be placed in the pre-drilled slots, but the axle (nails) supplied in your car kit **MUST** be utilized.
7. **NO**, bearings, moving or loose parts are allowed **ANYWHERE** on or in the car.
8. The car shall not ride on any kind or type of spring.
9. Graphite (or dry lubricant) may be added to the wheels until the car is registered and weighed-in, but not after. **No Liquid or oil base lubricants will be allowed** as they can ruin the racing surface.
10. Magnets are not allowed anywhere on the car as they may interfere with the timing system.

### REGISTRATION AND WEIGH-IN PERMITS:

1. All cars must be registered and weighed-in to be eligible to participate in the event.
2. Your official car number will be provided during registration and weigh-in period.
3. Cars will be impounded (retained) by the race staff until completion of the event at which time they will be returned to the participants.
4. If a car is not in compliance with the codes and standards outlined above it will be disqualified and will not be eligible to receive trophies and awards. However, at the discretion of the race official the car may still be allowed to race.
5. If you are unable to be present for the registration and weigh-in period, but still wish to participate, please contact the EMC-ASPE Board or the race official to make arrangements register and weigh-in car prior to March 8<sup>th</sup>, 2022.

“Good Luck and Have FUN Racing”





## R. L. Deppmann Company

**Job Title:** Sales Engineer

**Reports To:** Engineering Sales Manager

### About Deppmann

Our Company focuses on helping people make better decisions. We are a company that is responsive to our customer and understands how our product work and interact in hydronic and plumbing systems. Our company culture is shaped by our Core Values: Knowledge, Empowerment, and Responsiveness. We achieve this through selling hydronic and plumbing equipment in Michigan and Ohio. Our Company is 100% employee owned.

**Scope:** Sales members utilize their technical knowledge of hydronic, steam and plumbing systems and sales experiences to help provide sales & support for the products represented by R.L. Deppmann. The Engineering Outside Salesperson focuses on the projects during the development and design phases, being a resource to our engineers in developing system designs and equipment selections.

### Who We Are Looking For:

Looking for someone that enjoys collaborating with engineers and fellow team members to provide the best solution for any given project. The successful candidate enjoys teaching as well as learning. She/He will seek out opportunities to collaborate and loves to solve problems using her/his technical skills.

### Responsibilities Include:

- **Selling – Pursuing the Order:**
  - Close the order at the engineer level (specifications and schedules)
  - Negotiate pricing
  - Coordinate quote
  - Manage vendors
  - Engineer/systems design
  - Internal collaboration/coordination
  - Follow-up on leads from Customer Service & Inside Sales
  - Respond to pricing requests
  - Joint sales with customers
  - Exceed sales goals for sales territory
  
- **Customer Management:**
  - Problem solving
  - Conduct training
  - Meet with customers: relationship building
  - On site tech support
  - Visit jobsites

March 2021



- **Internal Administrative Activities:**
  - Acquire product/industry/technical knowledge
  - Develop and analyze sales plan
  - Weekly teleconference call
  - Attend department offsite meeting
  - Utilize CRM to provide regular updates on projects & customers
  - Personal development
  - Backup Estimation
  
- **Marketing:**
  - Attend social events: golf outings, trade shows
  - Participate in professional organizations: i.e. ASHRAE, ASPE
  
- **Miscellaneous**
  - Commitment to Ongoing Personal Training / Development
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Strong Computer Skills in Microsoft Office Suite, Technical background in HVAC (Degree Preferred), Ability to Multi-Task, Strong Desire to Learn, Take on responsibility, Great People Skills, Detail Oriented.

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## THANK YOU TO OUR ATTENDEES!

Benjamin Baker  
Chip Bidigare  
Chris Bobrovetski  
Leah Bosma  
Jamie Caporosso  
Theresa Card  
Kevin Coyne  
Alan Deal  
Nick Ekdahl  
Vivian Enriquez  
Dawn Fischhaber  
Robert Frey  
Rachel Gendich

William Grayzar  
Brienne Hall  
Pamela Hartsell  
Dann Holmes  
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Paul Prentice  
Ron Ross  
Emily Schwarzkopf  
Kristin Simoneaux  
Bob Taylor  
Bob Thomas  
Gabriel Vaughn  
Matt White  
Arthur Z  
Cindy Zatto

## FEBRUARY MEETING PHOTOS



Alan Deal, PE, President, Performance Engineering Group, Inc. presents on HVAC Cross Over! Right Sizing Hydraulics



# FEBRUARY MEETING PHOTOS



# FEBRUARY MEETING PHOTOS



# FEBRUARY MEETING PHOTOS



Kevin Coyne, Specialty Gas Salesman/Manager for Praxair presents on Laboratory High Purity Gas Systems



Kevin Coyne (left) and Alan Deal (right) receive certificates of appreciation from ASPE EMC President Pam Hartsell (center)

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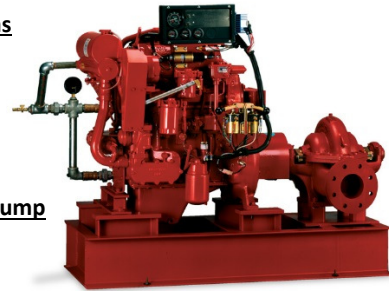
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# ASPE Mentoring Program

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

**For more information click below:**

<https://connect.aspe.org/aspe-mentor-match/mentoring>





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