

## MAY MEETING AGENDA

**DATE:**

**TUESDAY, MAY 11, 2021**

**WHERE:**

*This will be a HYBRID Meeting*

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

**Snow Melt 101**

**6:00 PM - 6:15 PM**

**Dinner Break**

**6:15 PM - 7:15 PM**

**Building Integration and  
Commissioning (Panel Discussion)**

### REGISTRATION REQUIRED

To register for the meeting visit the following link: <https://education.aspe.org/products/eastern-michigan-chapter-meeting-snow-melt-101-building-integration-and-commissioning-panel-discussion-may-2021>

Please note: Effective November 1, 2020: the price is free for members.

SEE INSIDE COVER FOR TABLE OF CONTENTS

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



Welcome to end of our 2020-2021 Program Year, Eastern Michigan!

It been and exciting couple of weeks as we wrapped up our chapter election, tuned in for the code hearings and planned our final meeting of the season. We are filled with pride over the work we've done this year and I am happy to share that all of your Chapter Officers have all been re-elected!

THANK YOU TO EVERYONE WHO VOTED! We had great voter turn-out this year with the highest number of votes recorded in recent history. We heard you EMC! We are here and ready to serve!

Looking back on our April meeting, it was an exploration into medical gas with presentations on Source Equipment Technology and Medical Gasses in Pandemics. A big Thank You to Josh Pedraja of Pattons Medical and Tim Richards of Compliant Healthcare Technologies for sharing their knowledge on these interesting topics. For anyone who missed it, you can find a link to the recording in the VP Tech report here in the newsletter.

Looking ahead to our May meeting, we're excited to say that it will be Hybrid! First, in the design class, we'll be digging into the intricacies of hydronic snow melt. Then, in the technical session, we'll be enlightened by a team of experts on the opportunities and challenges of building commissioning. It should prove to be an excellent way to be cap off our last program of the season.

We only have a limited number of seats left for the in-person meeting so if you're missing your ASPE buddies, grab one of those remaining registrations and join us for some food and fellowship! We will also be holding our swearing-in ceremony for the Board and would love to have a big audience to help thank and celebrate our amazing volunteers!

Registration for the 2021 Technical Symposium in San Diego is now open! Plans are a GO for the in-person event in September and many of your fellow chapter members plan to be there! If there is any way you can make it, this is the year to go! [2021 Tech Symposium - ASPE](#)

Another reminder that you can find all the latest info about the plumbing industry in ASPE Pipeline: <https://www.aspe.org/pipeline/>

You can also follow our LinkedIn page to keep up to date on what your Chapter is up to: <https://www.linkedin.com/in/aspe-eastern-michigan-chapter-6333251b7/>

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**ASPE EASTERN MICHIGAN WOA & ASHRAE DETROIT, JOINT DONATION EVENT!**

Donations will be collected from April 1 to May 31  
 See flyer on pg. 10

**MAY BOARD MEETING**

Virtual Online Meeting 5/4/2021 @ 4:30 PM

**MAY PROGRAM**

HYBRID Meeting 5/11/2021, 5:00 - 7:15 PM

**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

As I wrap up my first year as President, I want to sincerely thank our sponsors and members. Your interest in our programs is the fuel that drives everything we do, and we do it for you!

I am looking forward to another great year with my fellow EMC Members!

Your Chapter President,  
 Pam Hartsell  
[president.aspe.emc@gmail.com](mailto:president.aspe.emc@gmail.com)

**REGISTRATION NOW OPEN!**

*for the*

**2021  
 TECH  
 SYMPOSIUM**

**San Diego, CA**

**September 22-26**

*For more info go to:*  
<https://www.aspe.org/2021-tech-symposium/>

**LATEST NEW MEMBER(S)  
 ~ WELCOME ~**

**AARON STUROS**

## MAY DESIGN SESSION

5:00-6:00 PM

### TOPIC: Snow Melt 101

This class will go over hydronic heating and snow melt basics as well as a case study on turf snow melting.



*Rich McNally*

Presenter: **Rich McNally** graduated from Norwich University in Northfield, VT. He subsequently entered the field of HVAC distribution in the Boston area where he remained until 1995. He then became an HVAC technical manufacturer's representative until moving to Virginia to assume the role of Sales Manager of a distribution sales team. In 2000, he joined a radiant heating manufacturer as Eastern Regional Sales Manager. Rich trained hundreds of contractors, wholesale sales personnel, and engineers in the art of hydronic radiant heating, snow melting, and turf warming. He has a lovely wife, two beautiful daughters, and a granddaughter. Today Rich is the Hydronic Business Development Manager – Radiant & Snowmelt, for Legend Valve & Fitting, Inc.

## MAY PANEL DISCUSSION

6:15-7:15 PM

### TOPIC: Building Integration and Commissioning (Panel Discussion)

Building controls integration is a key element in developing a cohesive building or campus. First we will learn how critical equipment is tied into a Building Management System (BMS). Secondly, Panelists will dive into the importance of having a commissioned BMS by sharing key site findings.



*Kari Rosteck*

Presenter: **Kari Rosteck** - Passion drives Kari's daily grind as a Project Engineer in the Building Commissioning Industry. She strives to verify and ensure buildings provide a comfortable, healthy and energy efficient environment - without compromise. Kari entered the Buildings Industry three short years ago and brings an inquiring and solution driven perspective to her Commissioning projects. Starting her career on the Design side of Buildings Engineering, she now focuses on bridging the gap between Design and Construction along with Construction and Operations.



*Tavis Kerr*

Presenter: **Tavis Kerr** - With 20 years' experience in the HVAC and real estate technologies industry, Tavis has a vast understanding of building systems, mechanical functions, facility networks and intelligent building ideology. As a licensed journeyman, Tavis exemplifies a rare combination of information technology comprehension and facility management system control and integration experience. A client focused solution provider, Tavis has a unique ability to manage, predict and react to client needs. As CPO at Kode Labs, Tavis tirelessly researches current and upcoming technological advancements to ensure Kode Labs clients are ideally positioned today and well into the future.

## 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

Check or Credit Card Accepted

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
- \$200.00 for each additional table meeting/per vendor

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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- **Mercury Free:** Conventional UV lamps contain mercury, a hazardous material which requires special disposal. UVC-LEDs are mercury-free.
- **Freshield:** Alcove plastic is manufactured with our exclusive silver-based antimicrobial compound to prevent degradation and deterioration caused by bacterial growth.
- **Extremely Low Power:** UVC-LEDs do not transfer heat to the treated water.
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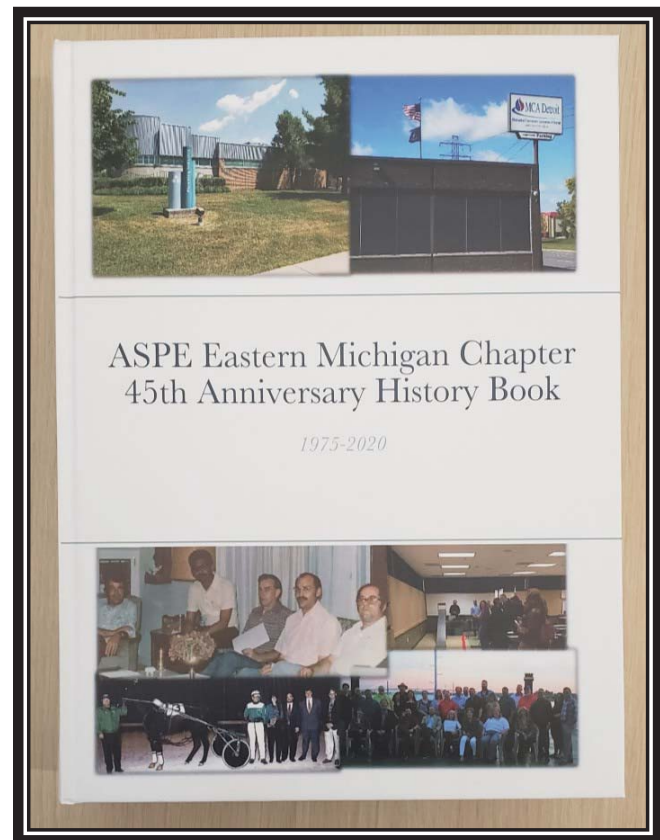
# EMC 45<sup>TH</sup> ANNIVERSARY HISTORY BOOK IS AVAILABLE TO ORDER NOW!

*Available in time for the holidays*

**\$50 EACH**

**Check or Credit Card  
Accepted**

**Pick-up @ SES or  
during a Hybrid  
Chapter Meeting**



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!

I hope you all have been able to join us this past year for the virtual and hybrid meetings. We hope when September rolls around that we can start having more typical monthly meetings. We miss your faces and the pre-and post meeting conversations.

If you have missed any of our meetings this program year you can find recordings of them below. 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.

## **September 2020 Presentations Recordings: Plumbing Sizing 101 – Pipe Sizing & Hunter’s Curve and The Future of Plumbing Sizing**

- Part 1 (because my cpu died in the middle of Dan Cole’s Hunter’s Curve presentation): <https://youtu.be/lthRojeGR9Y>
- Part 2 (Pam was able to start recording soon after my cpu died): <https://youtu.be/YXkz692z2kU>

## **October 2020 Presentations Recording: Valves 101 and IPC Code Changes 2015/2018/2021**

- Full session: [https://youtu.be/mX3Q\\_puSoMc](https://youtu.be/mX3Q_puSoMc)

## **November 2020 Presentation Recording: Cross Connection for the Plumbing Engineer**

- Full session: <https://youtu.be/GYM9cUIxrWg>

## **December 2020 Presentation Recording: Fire Protection 101 and 102**

- Full session: <https://youtu.be/12HsTuCapY8>

## **January 2021 Presentation Recording: Climate Change: What is it? How will it Impact the Built Environment?**

- Full session: [https://youtu.be/g5XHD0\\_YeOg](https://youtu.be/g5XHD0_YeOg)

## **February 2021 Presentation Recording: Plumbing Systems 101**

- Full Session: <https://youtu.be/5tBEICIC8m8>

## **March 2021 Presentation Recording: Water Filtration and Water Heaters Compared**

- Full Session : <https://youtu.be/FEsgUCRB7X4>

## **April 2021 Presentation Recording: Medical Gas Technology & Med Gas in a Pandemic**

- Full Session : <https://youtu.be/eM0jLhyl-Kw>

If you would like PDF copies of the slide decks, please let me know.

## **May’s Meeting: Snow Melt 101 and Building Integration and Commissioning**

May’s Meeting will be a hybrid meeting: both in person (for 20 ppl) and virtual. An email was sent out with links on how to register. There are separate links for those wishing to attend in person vs virtual. Please only RSVP for “in person” if you will actually attend. Since we are limited on space, we want to make sure we use it to the fullest. If you would rather attend virtually, that is totally fine – the registration and such will work the same our other virtual meetings this past year.

Link for in person registration for May (limited to 20 people): <https://www.eventbrite.com/e/aspe-emc-may-2021-technical-program-tickets-151379681703>

Link for virtual registration for May: <https://education.aspe.org/products/eastern-michigan-chapter-meeting-snow-melt-101-building-integration-and-commissioning-panel-discussion-may-2021>

Also please note that for those attending virtually, if you are NOT a member – **ASPE is charging \$25**. If this price is such that you will not register, let me know and we can get it waived.

**May’s Meeting Timeline!** In order to give those attending in person some time to eat dinner we will have a 15 minute break between speakers. If you are attending virtually – please be patient as we take this break.

If you are attending virtually: there is a link to register via the ASPE Education page. Please follow all directions. 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: You will need to register using the Eventbrite link that will be in the invite email. 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.

**Save the Date! 2021-2022 ASPE EMC Program Planning Meeting will be Saturday June 12th!** As always, if you have any ideas for future programming, please let me know! This meeting is where all are welcome to join and help us pick topics for the next ASPE year (September- May).

Thank you for being an ASPE member and part of the Eastern Michigan Chapter. We hope you feel it is a valuable part of your career. With everyone being so busy, we appreciate your attendance and support.

Sincerely, Theresa Card,  
[Vpt.aspe.emc@gmail.com](mailto:Vpt.aspe.emc@gmail.com)

# VP Legislative Report

William Grayzar, CPD



By the time you read this newsletter the 2021 International Code Committee (ICC) Action Hearings will be nearing or at completion. I will compile and follow up with highlights on the outcome of the code hearings in upcoming newsletters.

In the meantime, you can test your code expertise and see if you can determine which of the following 10 statements from the 2015 International Plumbing Code (IPC) are true or false:

1. True or False A 4" x 3" water closet connection for sanitary drainage is considered a reduction in size.
2. True or False The 100 year, 1 hour rainfall rate for Lansing, MI is the same as Tucson, AZ.
3. True or False Non-potable rainwater collection from vehicular parking or pedestrian surfaces can be used for landscape irrigation.
4. True or False Hot water is defined as water at a temperature greater than or equal to 105°F (41°F).
5. True or False Condensate drain shall be a minimum of 1½" in size for equipment with a refrigeration capacity greater than 40 tons and up to 90 tons.
6. True or False Drinking fountains are not required in buildings with an occupant load less than 15 people.
7. True or False Cleanouts located on stacks can be one size smaller than the stack size.
8. True or False Floor drains shall have a drain outlet of not less than 1½" inches in diameter.
9. True or False A full open valve is required on the supply pipe to a gravity or pressurized water tank.
10. True or False The 97.5% winter design temperature of 1°F for Lansing, MI is the same as Juneau, AK.

Answers will be posted in the summer newsletter.

Lastly, I hope this newsletter finds you healthy and well in this uncertain time.

Regards,

*Bill*

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

Women  
of ASPE.

Engaging, retaining and advancing  
women in the industry.

**Become Involved**  
**Click here or go to:**

<https://www.aspe.org/membership-global-community/membership/special-interest-groups/women-of-aspe/>



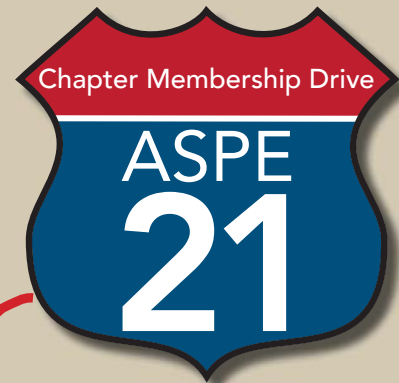
# THE ROAD TO SAN DIEGO CHAPTER MEMBERSHIP DRIVE

## MARCH 1 - JULY 31, 2021

### ASPE CHAPTERS:

Do you want to increase your membership AND help one of your members go to the [2021 ASPE Tech Symposium](#) in San Diego? You can—by participating in the Road to San Diego Chapter Membership Drive!

It's easy to participate and earn points because it's all conducted online via ASPE Connect. **Starting March 1st**, all you need to do is encourage nonmembers to sign up for the [free 30-day ASPE Connect trial](#) and encourage Chapter members to participate in discussions in the [ASPE Open Forum](#).



### YOUR CHAPTER WILL EARN POINTS FOR:

1. A nonmember signing up for the [Connect free trial](#): 3 points
2. A nonmember who signed up for the [Connect free trial](#) signing up for ASPE membership: 10 points
3. Number of Chapter members participating on the [Open Forum](#) (as a percentage of Chapter membership): 1 point

Points will be totaled at the end of every month from March through July. In early August, the Chapter with the most points will be awarded a full [2021 Tech Symposium](#) registration and a hotel room for the length of the event (September 22–26) to award or raffle off to a lucky Chapter member.\*

### HOW TO CROSS THE FINISH LINE IN FIRST PLACE

- Direct nonmembers to the ad at the top of [ASPE Connect](#) to sign up for the free trial. Tell them to include your Chapter's name or a Chapter member's name in the "Referred by" line on the signup form.
- Make sure Chapter members know that the [Open Forum](#) is the perfect place to ask design questions.
- Encourage Chapter members to chime in on the lively discussions happening in the [Open Forum](#).
- Use your monthly meetings as the perfect place to remind participants of this membership drive.
- Put the Road to San Diego membership drive marketing materials in your newsletter and on your website.

# GOOD LUCK!

Questions? Contact Gretchen Pienta at [gpienta@aspe.org](mailto:gpienta@aspe.org). *\*Travel and meal costs are not included.*



# VP Membership Report

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



Greetings everyone! I hope you are all staying healthy. Are you making the most of your 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>.

One of the many benefits to becoming an ASPE member is the mentoring program. If you are interested in becoming a mentor to a plumbing Padawan or wish you had a sanitary Saban of your very own to help guide you through your plumbing career, please check out our Mentoring Program (<https://connect.aspe.org/aspe-mentor-match/mentoring>). Our ASPE Connect Mentor Match program helps you find, connect, and share experiences with others as either a mentor or mentee.

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!

Did you know you can get a **discount with your ASPE membership** at the ASPE bookstore? Interested in getting your CPD? The bookstore has the study guide! Ever be in a conversation about plumbing and get lost on the terminology? Get the Plumbineering Dictionary! Whatever your plumbing questions, the ASPE bookstore has the answers. With your ASPE membership you get significant discounts!

If you ever have membership questions please feel free to reach out to me. Until we meet again, stay healthy!

Kristin

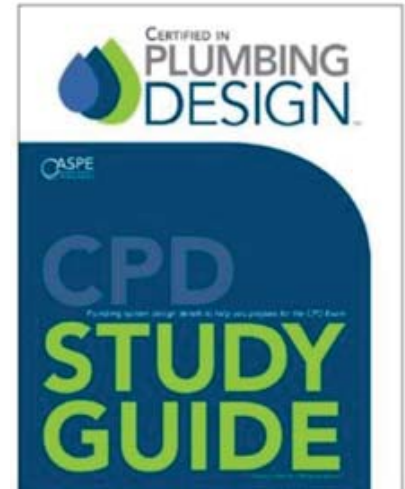
**Kristin Simoneaux, P.E., CPD, LEED AP**  
Associate / Senior Mechanical Engineer  
Direct: (248)336-4760  
[ksimoneaux@stantec.com](mailto:ksimoneaux@stantec.com)



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ASPE Eastern Michigan  
Chapter WOA & ASHRAE Detroit

# JOINT 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 the May ASPE and ASHRAE meetings (assuming hybrid meetings are allowed). Or you can drop them off with:

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

**C/O Linda Lleshaj**  
ASHRAE Detroit Diversity Chair  
Johnson Controls  
2785 High Meadow Circle, Auburn Hills, MI

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

**Donations will be collected from  
April 1 to May 31 (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



## R. L. Deppmann Company

**Job Title:** Plumbing House Leader

**Reports To:** VP Sales

**About Deppmann:**

Our company focuses on helping people make better decisions. We are a company that is responsive to our customers and understands how our products 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.

**Who We Are Looking For:**

Above all, we want a person who is curious with a desire to learn and a passion to help people. This role requires some special skills in addition to these core skills. Our minimum requirements are:

- An eagerness to teach others about plumbing systems and the equipment that goes into those systems
- Someone excited about leading the growth of a segment of a well-established company
- A great communicator that is able to explain subjects in an easy-to-understand manner
- An individual experienced in the design and installation of plumbing systems
- A competitive person that loves to close the order

We would also prefer the following skill sets:

- Strong analytical skills and computer skills to better understand your team's performance and find areas for improvement
  - Strong Microsoft Office and general computer skills are a must as there will be a great deal of interaction with Office, CRM and ERP
- Leadership qualities and an understanding how to lead a team into new experiences

**How You Will Use These Skills:**

Your primary role is to engage with our current owner and engineering customers to help them in choosing the best plumbing solutions for their projects. You will serve as the internal expert at Deppmann on plumbing systems. This means that you will present options (live and via webinar) to customers and assist in selecting and sizing the equipment. You will also be involved in the closing the order at the owner and/or engineer level.

As this position grows, you will take the lead in hiring a technical expert to assist in making selections and otherwise assisting you in supporting our customers, as well as a team of salespeople. You will be responsible for this person including managing their growth and day-to-day workings.

If you have these skills and the desire to join a driven team, please send your resume to Deppmann's Human Resources at [jobs@deppmann.com](mailto:jobs@deppmann.com)

March 2021



## 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.

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  - 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
  - Other duties may be assigned

**Requirements:**

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.

**Travel:**

Local travel required within Mid-Michigan & Traverse City, MI area territory, 10% travel outside of sales territory. A valid driver's license is required.

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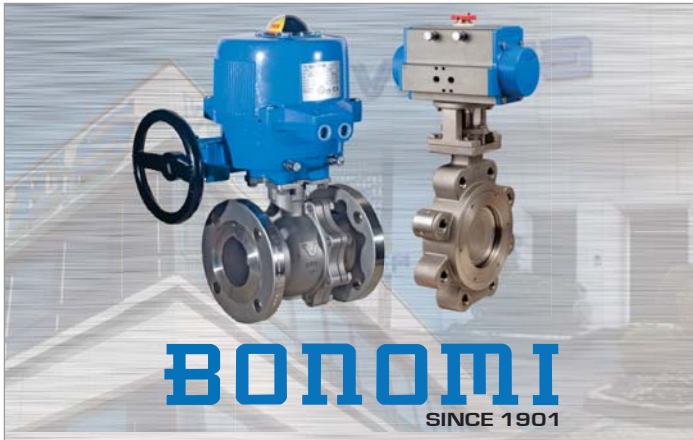


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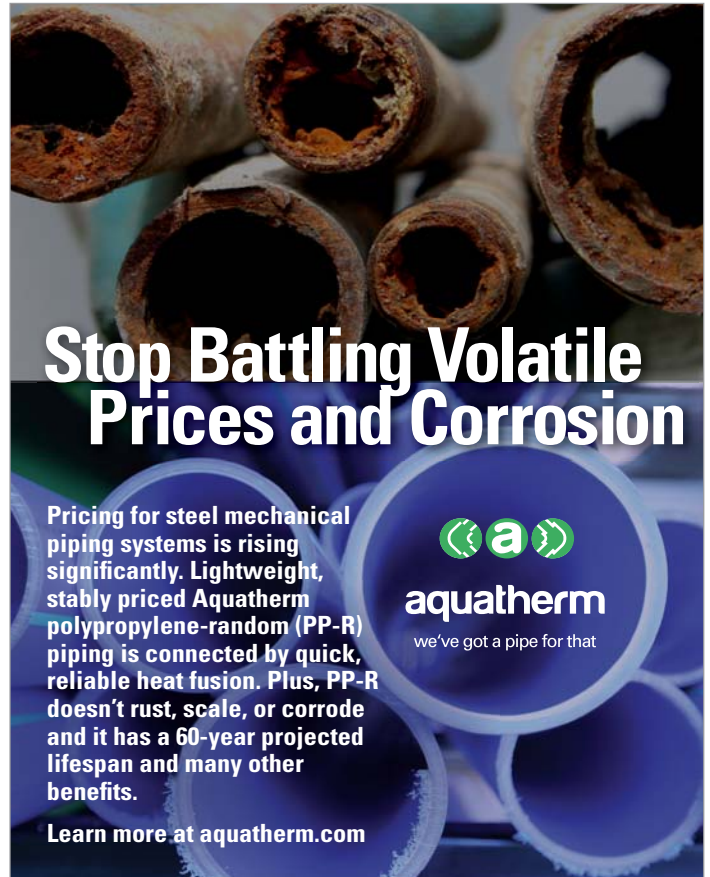
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Theresa Card  
Robert Frey  
Rachel Gendich  
Bill Grayzar  
Brienne Hall  
Pamela Hartsell

Richard Heist  
Dann Holmes  
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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
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- Maximize your strengths

[aspe.org/aspe-mentoring-program](http://aspe.org/aspe-mentoring-program)





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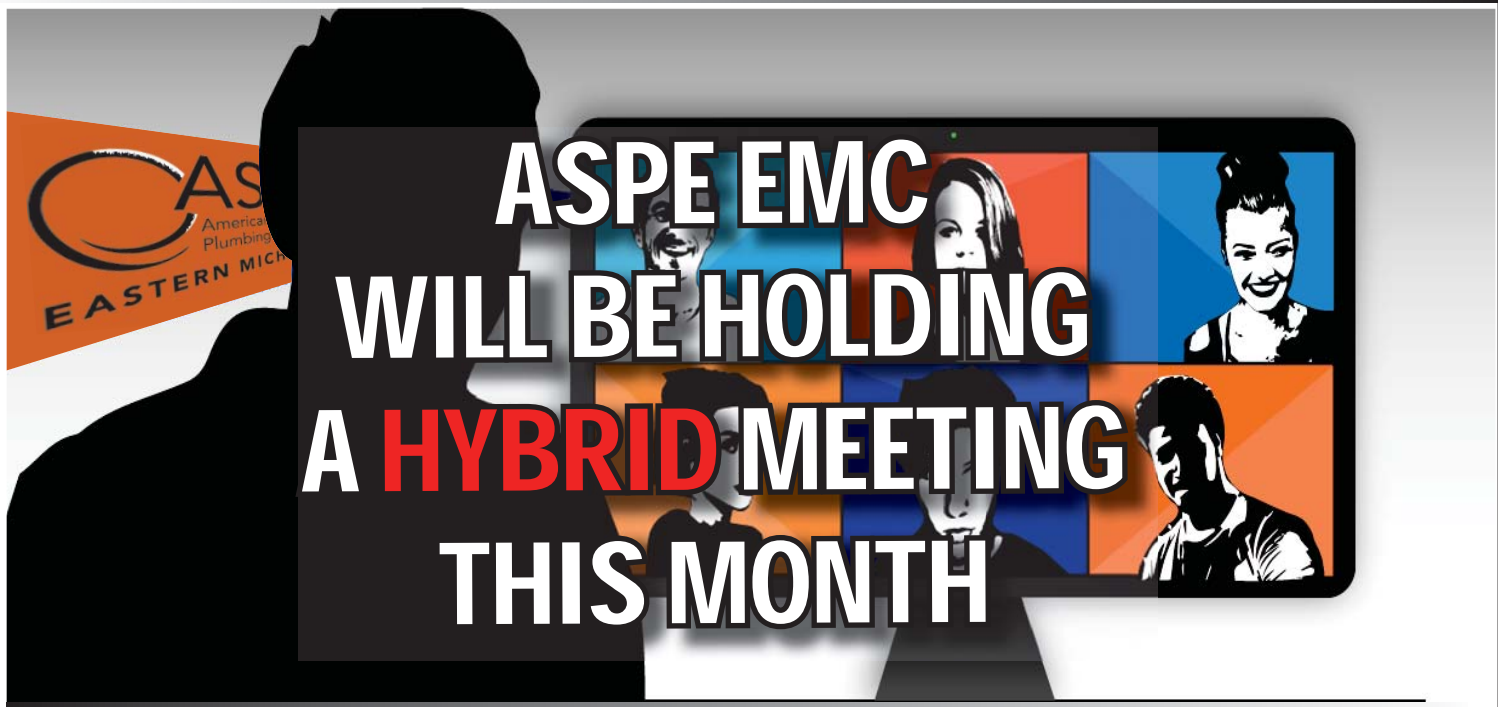
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