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http://eastern-michigan.aspe.org

Vol. 25, Issue 9

### **MAY - MEETING AGENDA**

DATE:

**TUESDAY, MAY 24, 2022** 

WHERE:

This will be a **HYBRID Meeting** 

**Plumbing Industry Training Center** in Troy, MI

5:00 PM - 6:00 PM

**Trends in Water Design - Part 1** 

6:00 PM - 6:30 PM

**Dinner / Vendor Table Top Presentation** 

6:30 PM - 7:30 PM

**Trends in Water Design - Part 2** 

### **REGISTRATION REQUIRED**

IN-PERSON: https://www.eventbrite.com/e/aspe-emc-may-2022-technical-program-tickets-248181326027

<u>VIRTUAL:</u> https://education.aspe.org/ products/eastern-michigan-chapter-meetingtrends-in-water-design-may-2022

SEE INSIDE COVER FOR TABLE OF CONTENTS

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



A Bitter-Sweet Hello Again Eastern Michigan!

This will be my last report as your current president, so I wanted to start by saying Thank You to our members, volunteers and sponsors. It's been an honor to serve the chapter in this role, and a very rewarding experience for me personally. Eastern Michigan continues to set a high bar for quality programming within the ASPE organization, and that makes me incredibly proud. It's truly a team

effort and your chapter board is, undeniably, a phenomenal team!

I also want to send a heartfelt Thank You to Theresa Green, our Newsletter Editor and Webmaster. If you're reading this, Theresa is the one who made that happen! Her commitment to the chapter and thoughtful attention to detail are remarkable. We put our trust in her to present us to the world and she does so with unwavering dedication. Thank you, Theresa, for everything you do!

Looking ahead to next year, the results are in from our recent chapter elections. Congratulations to the proposed slate of officers on becoming the 2022-2023 Board of Directors! Our members are fortunate to have such a dedicated group serving them, so please take a moment to thank a board member the next time you get the opportunity!

Our April meeting was classroom-style discussion on right sizing for hot water return. We were fortunate to have Christoph Lohr, VP of Strategic Initiatives at IAPMO, as our guest speaker for both presentations. His thoughtful style and energetic delivery were both instructive and engaging, and the meeting received great feedback from our audience. If you missed it, you can still view the recording on our YouTube channel with the link in the VP tech report here in the newsletter.

A special Thank You to Balfrey & Johnston for sponsoring our AYP Happy Hour last month. We had a nice group of students from LTU, along with their teacher, EMC Member Pierce Sadlier, join us for the meeting. It was great to be able to take them out for a little socializing afterwards. Thanks also to our ASPE Young Professionals liaison George Bellman for organizing the event. It was a lot of fun!

In May we'll be welcoming Christoph back for another insightful program, this time on Trends in Water Design. The presentation will focus on plumbing resiliency and the impact of updating the Hunter's Curve.

Continued on page 2



# NOTICES

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### ASPE EASTERN MI CHAPTER WOA

### **DONATION EVENT**

This drive is taking place 2/1/22 - 5/30/22 Please help us help others. For more info click HERE

### **MAY BOARD MEETING**

Virtual Online Meeting **Tuesday**, **5/3/2022** @ 4:30 PM

### May Program

HYBRID Meeting Tuesday, 5/24/2022, 5:00 - 7:30 PM

# ASPE IS ACCEPTING APPLICATIONS FOR THE ALFRED STEELE SCHOLARSHIP

Contact ASPE National for more information at (847) 296-0002, or email <a href="mailto:info@aspe.org">info@aspe.org</a>

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

Pam Hartsell, CPD

This will be another hybrid meeting, with a slightly different schedule. We'll be meeting later than usual this month, on May 24th, so that Christoph and his son can visit family here in MI. It should be a great meeting!

A friendly reminder that our personal hygiene products drive wraps up this month at the May meeting, and you can find a complete list of accepted items in the flyer here in the newsletter. Thank You, again, to everyone who has already donated!

Registration for the 2022 Convention is open 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.

It's been an amazing two years, Eastern Michigan! Thanks for giving me the opportunity to serve!

Your Chapter President, Pam Hartsell president.aspe.ec@gmail.com







### **MAY DESIGN SESSIONS**

5:00-6:00PM & 6:30-7:30PM

### **TOPIC:** Trends in Water Design - Part 1 & 2

This presentation will help engineers of all experiences and background understand what plumbing resiliency is, and how it applies to domestic water design. We will address how pipe sizing impacts water quality and why updating the Hunter's Curve is one of the most important action items for the industry. Christoph will challenge us to consider possible new design approaches to build in more resiliency into domestic water system design and review some of the latest trends coming to market and discuss potential applications.



Christoph Lohr

Presenter: **Christoph Lohr,** IAPMO, Vice President of Strategic Initiatives

Christoph is IAPMO's Vice President of Strategic Initiatives. As part of his duties he provides industry leadership through participation in strategic industry initiatives, and provide technical support to all IAPMO's business units as needed. He has over a decade of experience in designing plumbing systems for healthcare, labora-

tory, hospitality, sports, and university projects.

### **Lohr's Bio Continued:**

He is a licensed professional engineer (PE) in six states, has his Certified-in-Plumbing-Design (CPD) certification from ASPE, is a LEED AP BD+C, and has his ASSE 12080 Legionella Mitigation Specialist designation. He has spoken at the ASPE 2018 Convention, Legionella 2018 and 2019 conferences, HITS Consortium, NIBS, and the ACEEE Hot Water Forum and has written over 50 articles and blog posts on the topics of water, legionella, medical gas, and leadership. Christoph's professional activities in the industry extend into multiple committees including ASPE Phoenix Chapter, ASPE Society, ASPE Legionella Working Group, ASHRAE Committees, PIPE Trust of Arizona, AWWA Plumbing Premise Committee, among others. He consistently looks to find long-term, holistic solutions that positively impact public health and safety, particularly in the world of water and plumbing. He is a distinguished graduate from the Virginia Military Institute, with a Bachelor of Science in Mechanical Engineering. Christoph grew up in Rochester, Michigan.

### 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.



YOUNG PROFESSIONALS

### 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

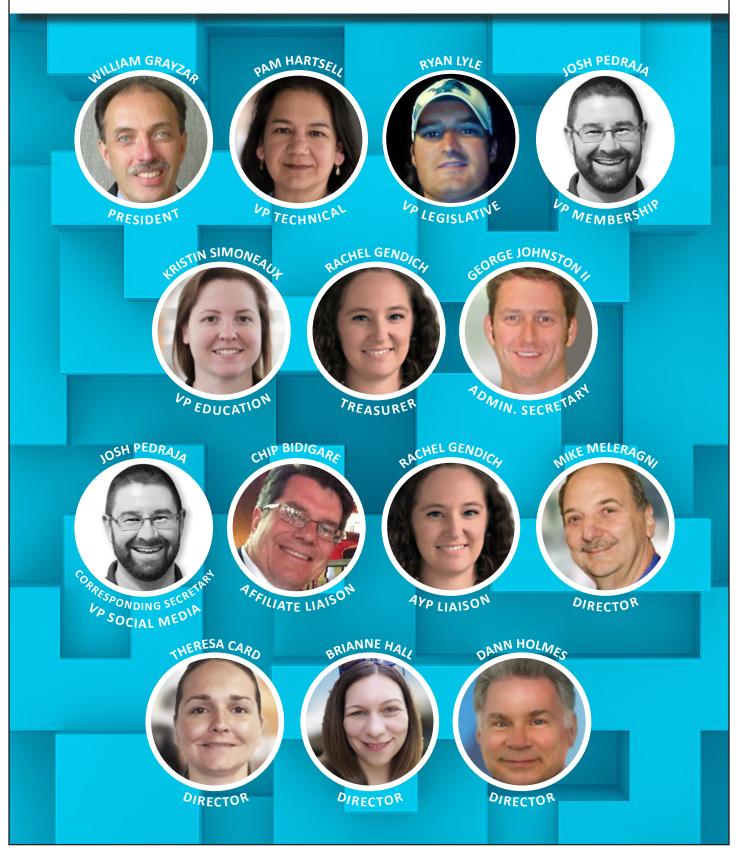
If a vendor purchases table tops for 3 meetings during the year, a 4th meeting table top will be provided for free.







# 2022-2023 ASPE EMC BOARD



### **VP Technical Report**

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



Hello from your VP Tech!

We had an OUTSTANDING meeting in April with 59 attendees! Christoph Lohr, our speaker, was lively and engaging and we had good questions and discussions – all on hot water return design! I always love when we can get together and nerd out on one, seemingly small plumbing topic – realizing how complicated a good plumbing system

can actually be.

I would like to send a big THANK YOU <u>Balfrey & Johnston</u>, <u>Diversified Sales</u>, <u>JW Sales and RL Deppmann</u> for being sponsors at our April meeting. *Remember to support those who support the Chapter!* 

### 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

• <a href="https://youtu.be/mXxpKw7UCrs">https://youtu.be/mXxpKw7UCrs</a>

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

• <a href="https://youtu.be/Xr1jWJ3qnfw">https://youtu.be/Xr1jWJ3qnfw</a>

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

https://youtu.be/IoceE-uIUfg

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

• https://youtu.be/dAWGGrNzGi0

March 2022 Rainwater Harvesting and Interceptors

https://youtu.be/Hq8iwwAeshk

**April 2022: Rainwater Harvesting and Interceptors** 

• https://youtu.be/jw-B2rCncBo

### **May Meeting info:**

Well, it is that time of the year for the last meeting of our 2021-2022 Program Year. It goes by so quickly. We are bringing Christoph Lohr from IAPMO back again for May to talk about overall Trends in Water Design. This will cover all the current trends we are seeing in domestic water systems now. For an industry that is known for now changing much since the Roman Era – we are sure seeing some actual, real changes in how we design plumbing systems and seeing the benefit those changes can make on the owner's budget, the environment and overall effectiveness of the system. We hope you can join us for another great meeting in May, whether in person or virtually. See links below to register!

### Virtual attendance registration:

https://education.aspe.org/products/ eastern-michigan-chapter-meeting-trends-in-waterdesign-may-2022

### In person registration:

https://www.eventbrite.com/e/aspe-emc-may-2022-technical-programtickets-248181326027

Please remember to register early if you plan to attend in person. We are limited in seating capacity and we have to give our caterer the final attendance numbers the week before the event. Thank you for your help!

To get the full bio on Christoph – visit the ASPE EMC yearly program: <a href="https://www.aspe.org/eastern-michigan/program.html">https://www.aspe.org/eastern-michigan/program.html</a>

Finally, we will be holding our Annual Programming Meeting in June again this year where we plan out the 2022-2023 ASPE Eastern Michigan Program year. If you have any topic you would like use to consider for a design or technical presentation next year – please let any board member know.

Hope to see you in May, but if I don't then have a great summer!

Cheers!

Sincerely, Theresa Card 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

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						

<sup>\*\*</sup>Lightly used products must be at least % 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

### **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 cover 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 gray water Gandalf of your very own to help guide you through your plumbing career, please check out our Mentoring Program (<a href="https://connect.aspe.org/aspe-mentor-match/mentoring">https://connect.aspe.org/aspe-mentor-match/mentoring</a>). 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 Simoneaux, P.E., CPD, LEED AP Associate / Senior Mechanical Engineer

Direct: (248)336-4760 ksimoneaux@stantec.com

### Some fun Bookstore items!:



### Swimwear & Safety

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

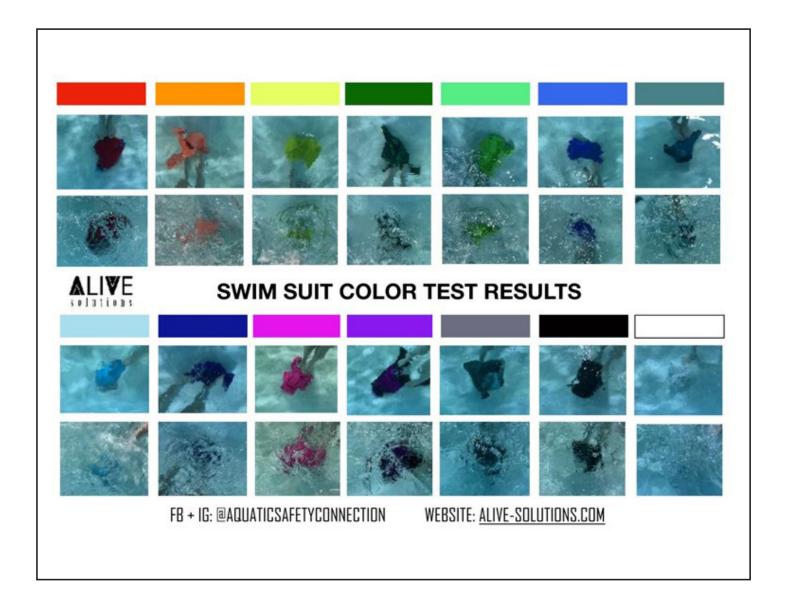
Hi Everyone! Quick safety moment for you: As the weather is getting warmer and dreams of going up north to the cabin or other exotic locations to go swimming, paddle boarding, and jet skiing are closer to being a reality, please be aware while purchasing the swim suit that color matters. The color of your suit may help or hurt you being seen in the event of something going wrong. Below pictures indicate some testing of swim suit colors and visibility done by Alive Solutions. Although dark colors work well in a swimming pool environment as they pop out against the usually skyblue bottom of most pools, they blend in with the debris/vegetation on the bottom of lakes.

If lake swimming, the study showed neon colors work best. The neon colors orange, pink, and yellow stand out the most against the dark bottom of a lake. If you would like to see more information, please check out their website:

https://alive-solutions.com/water-safety or Facebook page: @aquaticsafetyconnection.

A variety of swim suit colors were tested in a pool environment 18" below the water surface with the top picture being still water and bottom picture being with the water surface disrupted.

For more information on the pool test please go to <a href="https://alive-solutions.com/blog/f/buying-swimwearthink-safety">https://alive-solutions.com/blog/f/buying-swimwearthink-safety</a>.



Continued on page 10

### Stayin' Alive (continued)

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

The swim suit colors were also tested with a cloudy day, lake environment 18" below the water surface with the top picture being still water and bottom picture being with the water surface disrupted. As you can see, some of the colors almost disappear completely.



For more information on the lake test please go to <a href="https://alive-solutions.com/water-safety/f/">https://alive-solutions.com/water-safety/f/</a>
buying-bathing-suits-for-lakes-open-water.

Please keep these in mind when selecting the next swim suit/gear for your family or yourself. It could make the difference between being seen and unseen by a life guard or other help.

As always, be safe while swimming and have some fun this spring/summer season!

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











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California Lead Free Plumbing Law
CSA B 125.3 (NSF/ANSI 61 Section 8)







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Phone: 973-575-4004

Fax: 973-575-4052

heat-timer.com

# Back to Basics



It is a fact that most of the time we are designing plumbing systems without really knowing how all the components were approved for a particular application or how a system got together.

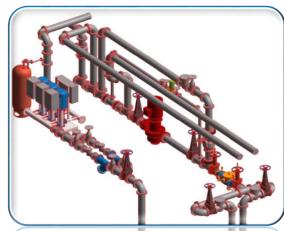
Our goal is to clarify as much as we can regarding some of those grey areas without a particular order. We often do things because we know that they work, and because we know that they are approved to be used. These assumptions become a routine, and unfortunately due the rush schedule that most of the industry is going through, the design routines get copied from one job to the next one. Moreover, it escalates to the point where some senior designers had already forgotten how a system is sized, or how it works due to the dependency on popular and reliable sizing tables & calculation programs.

# Pipes and Tubes

Everything that we do is related to a Pipe, or a Tube. [There is the open channel; but not on today's topic]. Let's define when a pipe is better suited to be used instead of a tube, or the other way around.







Definitions: (Merriam-Webster)

Pipe = A long tube or hollow body for conducting a: liquid, gas, or finely divided solid or for structural purposes.

ID = Inside Diameter
IPS = Iron Pipe Size
NPS = Nominal Pipe Size
OD = Outside diameter

Pipes are typically specified by the Nominal Pipe Size (NPS) approximate interior diameter. Example: A 1-inch diameter pipe has an approximate 1-inch interior diameter, and the exterior diameter will depend on the pipe material, and the applied system working pressure. The wall thickness is also called <u>Schedule</u>.

Note: Plumbing systems are tested for integrity at a higher pressure than the intended system working pressure. The selected schedule number can be the same for multiple pipe sizes; however, the actual wall thickness will be different.

NPS 1" IPS = 1.049" ID @ Schedule 40 = 0.133" Wall thickness = 1.315 OD NPS 1" IPS = 0.957" ID @ Schedule 80 = 0.179" Wall thickness = 1.315 OD

The schedule number increases the wall size, and that the wall thickness changes based on the nominal pipe size. Pipes are always cylindrical. The circular shape of the pipe {or a tube} makes the pressure force evenly distributed. Pipes accommodate larger applications with sizes that range from a 1/2 inch to several feet.

Back to the Basics - Pipes and Tubes

# Back to Basics











Tubes are specified based on the outside diameter and wall thickness.

The strength of a tube depends on the wall thickness.

The thickness of a tube is defined by a gauge number.

Smaller gauge numbers indicate larger outside diameters.

The inside diameter (ID) is theoretical.

Tubes have in different shapes: square, rectangular, and cylindrical, they are commonly used in Lavatories and sinks from the stop valve to the faucet, as well as for the drainage. The other most used application is for medical gases. The circular shape of the pipe or a tube makes the pressure force evenly distributed.

Pipes accommodate larger applications with sizes that range from a 1/2 inch to several feet.

Tubing is generally used in applications where smaller diameters are required. Normally from 1/16" to 2".

Pipes will be defined by their internal diameter while the Tubes will be defined by their external diameter.

Due to the present lack of building materials, some projects are changing pipe materials (from Cast Iron to PVC, or from Copper to PEX). In addition to that some pipes are changing schedule thickness (From 80 to 40, or from 40 to 10). Therefore, always check that the system pressure loss allowance won't be compromised if the pipe material and/or scheduled is changed. And always verify with the AHJ to see if the change is in compliance with the local codes.

### References:

ASPE Design Handbooks.

IPC (International Plumbing Code)

UPC (Uniform Plumbing Code)

**J. Francisco DeHoyos, CPD, FASPE.** Senior Lead Plumbing Designer.



ASPE Central Texas Chapter, VPL.
ASPE Houston Chapter, Education Chairman.
ASPE Society Legislative Committee, Co-Chairman.
ASPE Society Education Committee, Member.
ASPE Society Long Range Committee, Member.





jfdehoyos@gmail.com

Back to the Basics - Pipes and Tubes

2

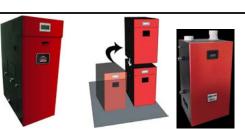
### TOPGOLF AUBURN HILLS: QuantumFlo Booster, Beeco RPZ, & Beeco Automatic Control Valve





GM Flint Assembly Plant: Hubbell Model EMV120-85-1.5SLA-A-XX Electric Tepid Water Heater





Velocity Boiler, Previously Crown Boiler

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# APRIL MEETING THANK YOU TO OUR ATTENDES!

Juliana Azzi David Bailey Benjamin Baker Sarah Balz Boyce Barger Jamie Caporosso Theresa Card Mario Carranza Fidel Castro Carmen Cejudo Lyle Collins Andrew Corzine Larry D'Ascenzo Troy Dawes Alan Deal Vivian Enriquez Rachel Gendich William Grayzar Brianne Hall Pamela Hartsell

Emma Hartwig Nicklaus Heppner Dann Holmes Thomas Huck John Johnson George II Johnston Sophia Jones Mike Kennedy Hank Koppelo Markus Lott Doug Maddox Jeremy Martin Adrian McIlveen Sean McIntosh Kris Merritt Salvador Morales Rachel Nagy Andy Pak Brenda Pesmark Gerry Potapa

Paul Prentice Adam Rebecca Ron Ross Pierce Sadlier Dalia Saleem Bill Sample Rick Sawyer Emily Schwarzkopf Marc Sessine Kristin Simoneaux Shane Straub Ryan Suh David Sullivan Ali Tarazkar **Bob Taylor Bob Thomas** Paul Xiong Artur Zych Denizard



Christoph Lohr of IAPMO gave a great presentation on Right-Sizing Hot Water Return



We had a nice turn out for the April Meeting







Vendor Sponsor - R.L. Deppmann Co.



Vendor Sponsor - Diversified Spec. Sales, Inc.



Vendor Sponsor - J.W. Sales, Inc.



Vendor Sponsor - Balfrey & Johnston, Inc.



Chapter President Pam Hartsell and April Speaker Christoph Lohr



Our AYP Happy Hour event with students from LTU was a lot of fun!



### **EAST MICHIGAN**

1715 Traditional Dr. Commerce Township, MI 48390 **P** (248) 960-1147 **F** (248) 960-1149

### **WEST MICHIGAN**

550 36th St. SE Grand Rapids, MI 49548 **P** (616) 600-9660



**Expansion Tanks** www.amtrol.com



Washroom Solutions www.bradleycorp.com



Hydronic Accessories www.caleffi.com/usa/en-us



Plumbing Fittings www.copperpress.com www.isotubi-usa.com



**Bath Furniture** www.fairmontdesigns.com



Sewer Cleaning Machines www.drainbrain.com



**PVC Products** www.genovaproducts.com



**Better Boilers** www.ibcboiler.com



Stainless Steel Sinks www.justmfg.com



Valves and Fittings www.matco-norca.com

### **MYERS**°

Water and Waste Pumps www.femyers.com



Fiberglass & Acrylic Tub & Showers www.oasisbath.com



Oasis Water Coolers www.oasiscoolers.com

















Bath Fans

https://na.panasonic.com/us/ home-living-solutions/ventilation-indoor-air-quality/



Pipe Installation Tools https://pexgun.com/



**PEX Plumbing Products** www.rehau.com/us-en



Water Heaters www.rheem.com www.ruud.com

### **STRASSER**

**Bathroom Vanities & Cabinets** www.strasserwood.com



**Brazing & Soldering** https://www.esabna.com/us/en/ products/gas-equipment/ brazing-and-soldering/index.cfm

### StanleyBlack&Decker



www.irwin.com



www.lenoxtools.com





www.americanstandard-us.com



www.dxv.com



www.fiatproducts.com



www.grohe.us/en\_us

www.newcenturysales.com

# Replacing Your Water Heater Every Few Years is Not Our Business Plan



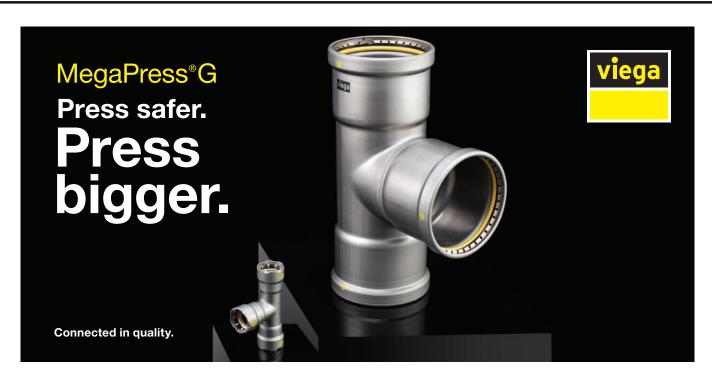
CONQUEST® condensing, gas-fired water heaters are constructed from AquaPLEX® duplex stainless steel so they're corrosion-resistant in potable water at any temperature. Available in 199-1000 MBH, Conquest provides even more BTUs in small spaces and fits through a standard 36-inch doorway. With a thermal efficiency of up to 96%, long product life and a 15-year tank and heat exchanger warranty, you can't afford not to have one.

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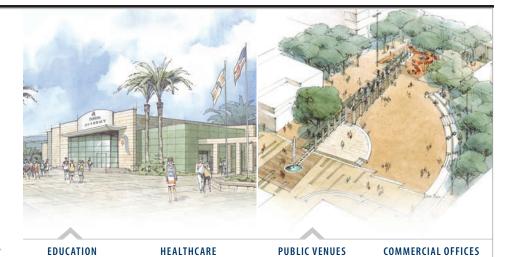
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3300S18	2018 IMC without Commentary	\$	86.00		
3310S18	2018 IMC with Commentary	\$	112.00		
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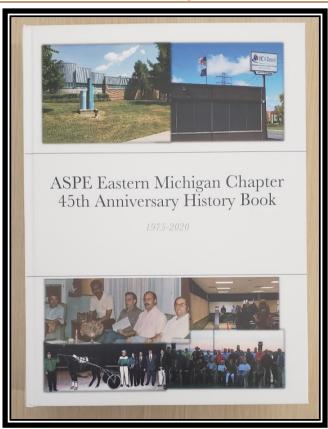
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# ASPE Mentoring The Women of ASPE are excited to introduce ASPE's new Mentoring Program! This program, which is

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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