

NOV. MEETING AGENDA

DATE:

TUESDAY, NOVEMBER 14, 2017

“RELIEVING THE PRESSURE OF VALVE SELECTION”

WHERE:

Plumbing Industry Training Center
(map on back page)

4:30 PM - 5:30 PM - DESIGN CLASS

Siphonic Roof Drainage Systems

Guide: Jay Stenklyft | MIFAB

5:30 - 6:00 PM - DINNER

Dinner, News & Announcements, Table Top Vendor Product Presentations and Displays

6:00 - 8:00 PM - TECHNICAL SESSION

Relieving the Pressure of Valve Selection

Presenter: Bill Werthman | Legend Valve

REGISTRATION REQUIRED

<https://www.eventbrite.com/e/aspe-emc-november-2017-technical-program-tickets-37148930451>

SEE INSIDE COVER FOR TABLE OF CONTENTS

Cost: ASPE, ASSE, MBPA Mbrs: NC
Non-members: \$20.00 FOR CLASS

From Brianne N. Hall, P.E., CPD, LEED AP BD+C, GGP, President of ASPE EMC



Hello!

The ASPE Technical Symposium was held in Montreal in October. The days were filled with educational events and networking, with a little sightseeing and fun. Thursday, the first day consisted of a full day AYP leadership forum which a couple of our members attended. A product show was held on Thursday evening and Friday morning, with many vendors attending to display their product line.

Classes began on Friday afternoon, continued all day Saturday and Sunday morning. There was a wide variety of topics at varying technical levels available for attendees to choose from. Dann Holmes was one of the speakers this year, providing a session on Prevention of Disease and Injury Associated with Building Water Systems.

Evenings provided us an opportunity to explore Montreal while visiting with friends from other chapters around the country. There were many beautiful sights to see in Montreal such as the Notre Dame Basilica, Old Town and The Grevin Wax Museum which was the site of closing party for the symposium.

Mark your calendars for the ASPE Convention next year in Atlanta, Sept. 28-Oct 3, 2018!

We hope you enjoyed the tours we attended in our September and October meetings. If there are other facilities or system installations you are interested in seeing next year, please remember to complete the program evaluation form or speak with one of the board members for our June planning session.

As I have mentioned that past couple months, the ASSE Michigan Chapter will be holding their annual banquet on January 27, 2018. The John E. Matthews Scholarship Fund is now accepting applications from eligible college students.

The eligibility requirements are:

- Applicant must desire a career in the Mechanical /Plumbing Engineering field.
- Applicant must be admitted to an accredited Engineering School, College, and / or University.

Continued on page 2

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**REACH OUT TO OUR NEW MEMBERS
 AND SPONSORS!**

CPD EXAM REGISTRATION

December 1, 2017- closes March 21, 2018

ASSE ANNUAL MEETING & AWARDS BANQUET

Saturday, January 27, 2018 - Save the Date!

GET YOUR REUs, CEHs, AND CEUs!

Don't forget that the design classes held monthly from 4:30 - 5:30 PM, can be counted towards your professionally required REUs, CEHs, and CEUs. these one-hour design classes will run from September - May.

**ASPE IS ACCEPTING APPLICATIONS FOR THE
 ALFRED STEELE SCHOLARSHIP**

The Alfred Steele Scholarship has \$3,000 in available monies for qualified applicants. It is limited to ASPE members and their immediate families who have a GPA of 3.0 or higher, who are enrolled in or plan to enroll in an engineering program at a college, university, or technical school on a full-time basis. Contact Stacey Kidd for more information at (847) 296-0002, or email skidd@aspe.org

President's Report (cont. from page 1)
 Brianne Hall, P.E., CPD, LEED AP BD+C, GGP

- Applicant must be able to maintain a grade point average of 3.0 to be eligible for scholarship money.
- Applicant must be able to maintain a grade point average of 3.0 in the mandatory classes he or she must have in the field of mechanical engineering to graduate in order to be eligible for scholarship money.

Please share this information with any students who may be eligible and contact me for the application.

I am looking forward to seeing everyone at our November meeting. Please contact me at bnhall@ftch.com or (248) 324-4780 with comments or questions!

SAVE
 THE
 DATE

01.27.2018

ASSE
 AWARDS
 BANQUET

NOVEMBER DESIGN CLASS

TOPIC: Siphonic Roof Drainage Systems



Presenter: Jay Stenklyft
MIFAB

This design class session will go over the benefits of Siphonic Roof Drainage, comparison of siphonics to gravity systems, IPC 2015 code advancements for storm drainage systems.

Jay is a member of the ASPE committee that created Revision 2 of ASPE/ANSI 45: 2013, Siphonic Roof Drainage. He has been active in the education of siphonic roof drainage technology for the past 14 years.

Jay earned a BBA at The University of Louisiana - Monroe. 25 years in General Manager and sales within the Specification Drainage and Cast Iron Soil Pipe industry. His early career began working in the foundry at Tyler Pipe Company. Mr. Stenklyft pioneered and developed the OEM Products Division for Tyler Pipe.

He has been a board member of PDI, Plumbing Drainage Institute, for 15 years.

***** TAKE NOTICE *****

All Professional Engineers and Certified Plumbing Designers

The above design class held monthly from 4:30 - 5:30 PM, can be counted towards your professionally required REUs, CEHs, and CEUs.

**These one-hour design classes
will run from September - May.**

NOVEMBER TECHNICAL PROGRAM

TOPIC: Relieving the Pressure of Valve Selection



Presenter: Bill Werthman
Legend Valve

Mr. Werthman will be taking us on a magical journey through the world of valves. Together we'll learn about the types of valves used in plumbing systems, what their different characteristics are, what systems they are used for and how they are selected.

If you've ever wondered what all those symbols mean on the plumbing plans and diagrams, this is your opportunity to learn all about them!

Mr. Werthman has been with Legend since 2007, becoming a critical member of the Legend technical department.

Alongside degreed engineers and other technical staff, Bill is involved in product development and testing, inbound and outbound quality assessing, applications study, and training. Training includes assisting the development of the programs and presentations to employees, representatives, customers and contractors.

Bill has been active with then PHCCC conducting national and local training sessions, both with Legend and in his previous positions. At Legend, Bill has conducted on-site training in addition to job-site installations, inspections and consulting. He is also active daily designing hydronic systems for installers. Overall, Bill has amassed a breadth of plumbing and hydronic expertise that has contributed significantly to the continuing success of Legend.

UPCOMING DECEMBER PROGRAM

4:30 PM

Design Class - *Scuppers, Gutters and Downspouts*
Guide: Scott Young | Zurn

6:00 PM

Technical Program - *Fire Protection*
Speaker: Jack Carbone | Victaulic



IN THE KNOW

NEW CODE BOOK ORDER FORM

Please use the most current book order form from the Code Study & Development Group on page 12. Contact Mr. Dann Holmes with questions at dholmes@nsf.org or (734) 214-6222

TABLE TOP SPONSORSHIP PRICING

ASPE Members

- \$150.00 for the 1st table per meeting/per vendor
- \$100.00 for each additional table per meeting/per vendor

Non-Members

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



ATTENTION ASPE YOUNG PROFESSIONALS!

Your peers have been busy organizing the ASPE Young Professionals (AYP) special-interest group, and we want you to get involved. Send an email to prosenberg@aspe.org if you want to be kept up-to-date on exciting special offerings just for young engineers, including:

- Educational offerings for young engineers and designers
- Partnering with other associations
- Forming a liaison to the national board of directors
- Ways to engage local members on the chapter level
- Developing new marketing materials
- Social functions for young engineers only



VP Technical Report

Theresa Allen, PE, CPD, LEED AP BD+C, GPD



Hello from your VP Tech!

I hope you all enjoyed the first two meetings, the tours and the presentations! Thank you to our host for the October meeting: **VE SALES** and **HIGHLAND TANK!**

We started the October meeting with a tour of the rainwater harvesting system at the Wayne County Community

College mechanical room. This system has been in successful operation for years and although we did see some code violations in the mechanical room (we can't help ourselves, can we? Always geek out when we get access to mechanical areas), the installation was great to see a live, successful system.

The evening presentation by Michael Gauthier, from Highland Tank, was a great overview of how we can utilize rain and/or storm water in our designs. Rainwater and stormwater reuse will only become a hotter topic as many cities' infrastructure has not kept up with growth and demand. In some states, like Connecticut, they have zero-impact laws that make sure that projects do not impact the surrounding territory with their construction and operation. There are many different ways you can reuse water: irrigation, ground water recharge, process water, toilet flushing, fire protection, laundry, commercial cooling (cooling tower make-up), etc. There are some codes and standards to be aware of when designing your water reuse system: IAPMO/ICC Green Construction Codes, ARCSA/ASPE/ANSI 63-2013 and your local codes.

Typically reused water has to be identified with signs and also using purple colored pipe. Some jurisdictions even require the skid any water reuse equipment on to be purple! The main components of a water reuse system are the first flush (95% of contaminants in rainwater runoff are within the first 15 minutes of the rain event), storage, pumps, filter, disinfection, day tank, dye tank (optional), and a booster pac. First flush filters/diverters do work with siphonic drain systems and are much more efficient with constant flowrates. As far as types of filters there are cartridge/bag type filters, self-cleaning filters and media filters. Different disinfection methods are also available: chlorination, UV and ozone. You should always choose the right products for your application and think of where is the system going (location) and who inherits the system after it is installed. If the system requires too much maintenance, the system will be bypassed and rendered useless.

As a reminder, please remember to SIGN IN and SIGN OUT in order to receive your CEU certificate. Also, please fill out the program evaluation forms for each session, as this will help us better our programs!

I will be at Autodesk University in November, but I hope to see you all again in December! Have a great Thanksgiving!

Theresa Allen, PE, CPD, and your VPT

Theresa.allen@ibigroup.com



**Registrations opens 12/1/17 and
closes on 3/22/18.**

The exam dates are 4/5/17 and 4/6/17

Affiliate Liaison Report

Dann Holmes, ASPE Region 2



What a blast! Montréal is truly a beautiful city. In all of North America, it is the city where one can experience what a European city is like without traveling overseas. For those of us who did travel, let it be known this was the second highest attended ASPE Technical Symposium on record.

Thursday as most attendees were arriving, AYP members were busy with committee meetings, a networking breakfast and their leadership academy. Registration and companies frantically preparing for the product show followed. Check out the ASPE Facebook page to see some of the event photos.

The weather could not have cooperated better, well above temperatures I was forecasting in last month's article. In the evening, people were out in droves. It was great to meet so many ASPE members along my way. Strolling the city was a refreshing experience.

The Friday morning ASPE Welcome Breakfast & Awards Ceremony was not well attended. At best, the room was less than half-full. It appeared to some of us that did attend that maybe our ASPE members did not realize this was more than just a breakfast. It was a time to reward our chapters for their accomplishments. Many missed their own accolades.

To make matters worse, the Friday am product show was not well attended either. Looking back, it seems most members used their Friday morning to visit local attractions before starting their technical sessions. Planners of future symposiums might consider adding time to the event schedule for attendees wishing to enjoy the sights and sounds of their chosen host city.

On the other hand, the technical sessions were very well attended. The courses I attended were informative, good questions were asked from the audience, and at times were contentious. It is always good to challenge a speaker with facts, not emotions, and the speaker needs to respond in kind, with facts, not their product's capability. This is how we all learn.

Because of overlapping time frames, I could not attend all the early morning committee meetings. I did sit in on the Long Range Planning and Research meetings though. There were some really good discussions with great ideas, especially when one considers these started at 7:15am Saturday and Sunday. You'll read or hear about these in other newsletter articles or by attending your next chapter meeting.

The ASPE Saturday Night Party at the Grévin Wax Museum was very interesting. Some of the people on display were truly lifelike, others not so much. I'd like to close by saying that one of the best takeaways for me was Terry Fox and our own AYP winner, Kari Lynn Rosteck. Kari grew up in Toronto

where Terry Fox is idolized, and rightly so. Terry fought cancer in the late '70's and early 80's. He brought attention to this disease by attempting to run across Canada. Although he passed on before he could complete his goal, he lives on in every young Canadian. They all participate in the "Terry Fox Run" in school growing up. Here is a picture of a proud Kari, duplicating the pose of the wax figure of Terry.



Dann Holmes – ASPE Region 2 Affiliate Liaison
NSF International – Building Water Health
Business Development Manager
r2al@aspe.org or (734) 214-6222

VP Education Report

Mark Lamberson, CPD



My son had a different kind of homework last week. It was a small box filled with energy saving tips and devices that was provided by one of our local utilities. Most of the parts in the box were plumbing related and were geared towards having the students work with their parents during the installation and to monitor some of the effects.

The items in the box were simple, had a low cost, and could be easily installed. There were several low flow aerators, a new low flow shower head, a contraption that would restrict the water flow from a shower head once hot water was sensed, a suction cup-mounted shower timer, and even some Teflon tape to put it all together.

We carried the box around the house and located the best places to install the complement of energy efficient items. We ended up swapping out three aerators, a shower head, and placing the shower timer in my daughter's shower (because her current timer is when the hot water gets cold). Everything went together without an issue.

I have reason to believe that my plumbing was already pretty efficient when you take the users out of the equation. However, there was a check list included in the box that asked the student to fill out what the water usage was before and after the upgrade. We saw about a half-gallon per minute change per installed device, or about a two gallon per minute improvement overall. This is not going to save the planet on its own, but if every student got a parent off of the couch that night and saved two gallons per minute, times approximately sixty-five kids in a class, now we are getting somewhere. I imagine the pumps in our little community well may be working a little less already.

There were a couple of issues to go along with the gizmos, though, that the normal homeowner may not be as alert to as someone familiar with plumbing systems. First, one of the aerators, labeled for use with the kitchen sink, was a really long contraption with a wire bale on it to modulate the flow of water. It wouldn't fit onto my kitchen faucet, so I took it down to the laundry tub and installed it there. After we stepped back and admired our handiwork, I had to take a double take and make

sure the aerator wasn't below the flood level rim of the tub. It was about an inch above the spill rim, so I am safe, but I wondered how many other people may do the same thing with a different set of fixtures and end up with a potential for back-siphonage. Another issue with the parts in the box came in the form of the same aerator and the gizmo that shut the water off to the shower head when it got hot. Not that there is a high potential for health risk, but depending on the individual's plumbing system, there could be a cross-connection from hot to cold or cold to hot when these valves are used.

Finally, there was a tip sheet that suggested that thermostats should be turned down in the winter and up in the summer and that the water heater temperature should be dialed down five degrees. Now, we all know what this can lead to, and it brought me back to a time when I heard another tip like this one but with far more serious consequences. A while back, I was driving to work and heard a local celebrity tell the entire listening audience to go to the basement and turn up the water heater to one hundred and forty degrees to allow the dishwasher to work properly. I almost had to pull over. I sent an email to the radio station immediately when I got home. In the message, I told whoever would listen to recant that statement or there would be children getting scalded all over southeast Michigan. I probably was a little more dramatic than I needed to be, but I got a response. And a few days later, on the air, there was an announcement made about the statement.

The bottom line is, I really applaud the utility for sending this box of items to all of the households that they can reach. There are a number of families in my town that couldn't afford to buy half of the things in that box, so I think it is a great way to make a change. I also love how it got my kids thinking about ways to save water even in a house with updated and efficient fixtures. My daughter has even started using the shower timer, although I did tell her that the shower would shut off automatically when the timer sounded! But, if you hear of a friend or neighbor that installed a kit like this in their house, maybe take a minute and make sure that the parts in the box don't create an issue for them in the long run.





American Society of Sanitary Engineering
Michigan Chapter Presents

The Annual Meeting & Awards Banquet

Saturday, January 27, 2018 - 6:00 p.m.

Italian American Banquet Center

39200 West Five Mile Rd Livonia, MI 48154

Open Bar ~ Dinner ~ Entertainment



Keynote Speaker ~ Joseph Madziar

Joseph Madziar is Chief of the Plumbing Division of the State of Michigan Bureau of Construction Codes, Department of Labor and Economic Growth. He was appointed Plumbing Division Chief, Bureau of Construction Codes, Michigan Department of Licensing and Regulatory Affairs on June 10, 2013. Prior to becoming Plumbing Division Chief, he served as the Michigan state senior plumbing inspector for six years. He has been a licensed master plumber for 33 years and owned a plumbing and heating business for 17 years.

Prizes:

- (1) 55" UHD LED 4K Super Smart TV Dolby Sound Pkg
- (1) Roku 4K Streaming Media Player
- (1) XBOX 500 GB

Tickets are on sale now and will be sold at the Banquet.
Less Than 500 Raffle Tickets printed.
Need not be present to win!

Drawing on Saturday, January 27, 2018
\$10 per ticket / 3 tickets for \$25 / 7 tickets for \$50

John E. Matthews Scholarship Raffle



John E. Matthews
(1925 – 2004)

If you would like to make a VALUED donation to the John E. Matthews Scholarship Fund please refer to the ASSE Annual Meeting & Banquet registration form for instructions.

ASSE THANKS YOU for taking the steps to continue this great tradition of helping young people succeed within this important industry.

Contact any ASSE Board Member for raffle tickets.



ASSE Michigan Chapter

Annual Meeting & Awards Banquet

Saturday, January 27, 2018 - 6:00 PM

Italian American Banquet Center

39200 West Five Mile Road - Livonia, MI 48154

Registration/Donation Form – Submit by January 8, 2018

Name _____
 Company _____
 Address _____
 City _____ State _____ Zip _____
 E-mail _____

QUESTIONS?

Contact
 Brianne Hall
 (248) 324-4780

TICKET ORDER FORM

Single Admission Ticket: \$ 60 x _____ = \$ _____
 Couples Admission Tickets: \$ 100 x _____ = \$ _____
 Tables (8 seats per table): \$ 350 x _____ = \$ _____
 TOTAL ENCLOSED \$ _____

MEAL SELECTION

Beef: N.Y. Strip w/mushroom; Chicken: Chicken Piccata; Fish: Roasted Salmon; Veg: Vegetable Lasagna
 All meals served with green beans & garlic mashed potatoes. Appetizers & Desserts included.

Please PRINT names of attendees and circle their entree choice.

1. _____	Beef	Chicken	Fish	Veg
2. _____	Beef	Chicken	Fish	Veg
3. _____	Beef	Chicken	Fish	Veg
4. _____	Beef	Chicken	Fish	Veg
5. _____	Beef	Chicken	Fish	Veg
6. _____	Beef	Chicken	Fish	Veg
7. _____	Beef	Chicken	Fish	Veg
8. _____	Beef	Chicken	Fish	Veg

Open Bar & Entertainment

For the banquet, send this completed form with a check made payable to:
ASSE Michigan Chapter

For donations to the John E. Matthews Scholarship, complete the section below. Send the completed form with a check made payable to:
John E. Matthews Scholarship Fund

Name _____ Amount _____

Banquet and Donation forms and check are required by January 8, 2018:

ASSE Annual Meeting c/o Brianne Hall PE, CPD - FTCH
 39500 MacKenzie Drive Suite 100 Novi, MI 48377

A WOA's Young Professional Perspective on ASPE's 2017 Technical Symposium



By Kari Rosteck

November 1st 2017

What a success! I never thought I could get so excited about plumbing. Attending ASPE's 2017 Technical Symposium was an amazing experience all thanks to the passionate attendees, unique technical sessions, fun evening activities and

informative tours.

The four-day event started with a crash course on business development. Fellow young professionals and myself were taught the secret ingredients of growing mindshare, retaining client relationships, and when to go after a lead.

The symposium progressed to the Product Show where I was able to ask all my questions to an array of technical and sales staff on the latest and greatest plumbing products. Then came all the technical sessions. Their topics ranged from the fundamentals of plumbing design to innovations in medical gas design.

One of the most valuable opportunities from the symposium, in my opinion, was the Waste Water Treatment Plant tour. Montreal houses the third largest Waste Water Treatment Plant in the world and yes, it even comes with some funny smells! We learnt about and toured every stage of the treatment process from the pumping station to the sludge incinerators.

I would like to share some of the important takeaways and lessons learned from my experience at ASPE's 2017 Technical Symposium:

- Get to know the **National Board Members** – they have a wealth of knowledge!
- Attend and participate in the **Committee Meetings** – understand their direction and find ways to get involved!
- Get ready to feel motivated to update your **specifications** when you get back to the office – the technical sessions always mention new items to consider!
- **Introduce yourself** to everyone - you can truly learn things from anyone who attends with all the unique backgrounds and experience levels

All in all, I want to thank WOA for the opportunity to attend my first trip to ASPE's 2017 Technical Symposium with the WOA Technical Symposium Scholarship. I want to give special thanks to the Montreal ASPE Chapter for hosting such an amazing event and all of my fellow ASPE members for creating such an inclusive and encouraging atmosphere. Bravo!

Thank you, **Kari Rosteck**

Mechanical Designer, EIT
Stantec

Phone: (248) 336-4864

Kari.rosteck@stantec.com

**ASPE Announces
The Women of ASPE** The mission of the new Women of ASPE (WOA) special-interest group is to **engage, retain, and advance** women in the plumbing design industry through education, leadership development, and networking opportunities. It is open to women who have an active membership with the American Society of Plumbing Engineers. Some of the activities include:

- Mentoring programs
- Membership growth outreach efforts
- Fostering partnerships with industry-related associations
- Various educational offerings

To join the Women of ASPE special-interest group, email skidd@aspe.org
For more information, visit www.aspe.org/woa



6th Biennial

EWTS

Emerging Water Technology Symposium

Spring 2018, Southern California – Los Angeles Area

CALL FOR ABSTRACTS

New Name, Same Top-Notch Content!

Building on the success of the past five symposiums, we have re-named the popular IETS to focus on the all-important, common thread that runs through our industry...Water! Don't miss this unique opportunity to be part of EWTS as we continue to deliver top notch presentations on the latest issues and innovations.

Learn, Share, Collaborate

The need to be increasingly efficient with our precious water supplies is not optional. However, keeping our water systems safe and efficient requires a keen understanding of the emerging threats from both the unintended consequences of water efficiency and the growth of opportunistic pathogens. It also requires staying up to date on the new technologies for water distribution systems and premise plumbing and mechanical applications.

The EWTS provides an opportunity to meet well-known experts. Participants are able to discover ideas and approaches about emerging technologies coming to market; learn about innovative green plumbing and mechanical concepts; view presentations; and engaged in timely discussions on how the water utility, manufacturing, engineering and trade industries have found solutions through emerging technologies for the water efficiency, plumbing and mechanical industries.

The Emerging Water Technology Symposium Conveners are seeking presentations from experts on the following topical issues:

Water-Energy Nexus

Pipe Sizing, Hot Water Design, Smart Metering Technologies

Educational and Behavioral Issues

Waste Water / "Flushables," Showering and Bathing Safety Issues, Ramifications of Pricing

Water Efficiency in Buildings

Share New Studies and Emerging Technologies

Water Quality Issues

Solutions to the Unintended Consequences of Water Efficiency, Health Implications, Legionella Mitigation Strategies, Disinfection, Anti-Stagnation Strategies, Pharmaceuticals in Water

Alternate Water Sources

Share Your Expertise on Rainwater Catchment Systems, Gray Water Systems and the delivery of Reclaimed / Recycled Water

3-D Modeling for Plumbing and Mechanical Applications

Software Updates, BIM, 3D Designs for Sustainability

Other Topics Addressing Improved Levels of Sustainability and Safety in Water Distribution and Premise Plumbing

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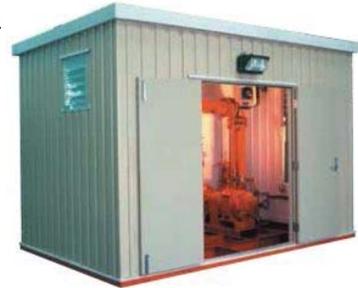
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OCT. MEETING STATS

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Cindy Zatto

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Alfred Culbreath
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Robert Frey P.E.
Dan Gallagher
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Brienne Hall P.E.

Dann Holmes
Leigh Janssen
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If you are interested in table top sponsorship,
please contact Brienne Hall at: bnhall@ftch.com or (248) 324-4780.

PHOTOS FROM OCTOBER MEETINGS



Presenter Michael Gauthier Highland Tank & Manufacturing Co. (on R) receives certificate of appreciation from ASPE EMC President Brianne Hall.



ASPE EMC Board Members in Montreal at the 2017 Technical Symposium (L to R) Mark Lamberson, Dann Holmes, Bill Grayzar, Brianne Hall, Pam Hartsell and Amanda Belcher

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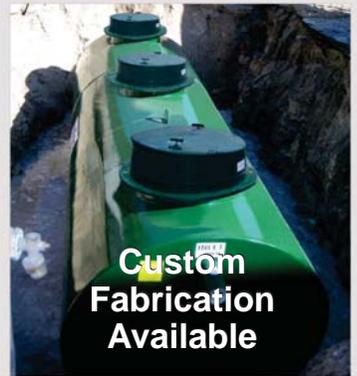
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ASPE Mentoring Program

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

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