

1) Describe one person in your life who has served as a mentor for you and the impact that person has had on your life:

██████████, one of the most modest individuals I've ever met, my boss and last but not least, owner of ██████████, has truly been a great mentor for me. I have been at ██████████ for just over 4 years now. During this time he has allowed me to better myself professionally, and personally during my time here at ██████████. This has included taking classes, attending seminars, and getting certifications. One of the cool things about ██████████ is the fact that he supports me in my decision-making processes, and whether my decisions end up being right or wrong, he supports me and coaches me through them. He has been in the industry for over 30 years, and has been a big influence on me by providing me a career path in the green and white industry at ██████████. ██████████ is always available for conversation and when challenges arise he always asks the question "What would you do?" or "How would you handle it?" I am confident that I would not be where I am today personally or professionally without his support and influence!! He continues to be a great mentor and leader for many others as well, and continually encourages managers to help employees succeed and be given a chance to be as successful in their roles.

2) How will the scholarship help you and/or your company? Why should SIMA award you the Alan Steiman Symposium Scholarship?

This scholarship will allow me to continue to learn about the snow industry, see new technology, ask questions, and network with my peers who share the same passion for this industry. I am often asked by personal friends if I am crazy because of how much I love this industry. My answer is "I'm not crazy, just passionate!" I love the challenges but also the problem solving that go along with managing a snow and ice operation. I have never been able to attend the Symposium primarily due to associated costs. I feel that with my passion and interest, I can bring back a wealth of information that I can share with my coworkers here at ██████████, which in turn will allow others to grow and learn in this industry. This season has been spectacular for our company. By this I mean, we have had opportunities to train employees who in the past haven't had a chance to play a significant role in this portion of the business. I love to learn, but most of all I love to teach and share my knowledge with others. Our company continues to grow, and this would be a great benefit to all involved in our snow operations.

3) What is your single favorite thing about managing snow and ice?

I have always enjoyed the pressure and uncertainty with snow and ice. The past few years I have really tried to further my education and knowledge with the industry. By doing this, it has allowed me to help others in my company be successful as well. We had our snow manager leave the company last Spring, and it was my personal and professional goal to make the transition a seamless one for our staff and our clients. We as a team have succeeded! My favorite part of managing snow and ice now is seeing my team prepare and develop a plan, and then see it in action. This to me is a success!! No longer is it a one or two-person operation. It is now an entire TEAM effort.

4) Please include a description of who you are in the snow and ice industry (# of clients, # of employees, how long you have been in the snow business, etc.):

My experience in the industry dates back approx. 22 years. I started off plowing driveways because i needed the "cash flow", slowly moved in to small commercial accounts, and then eventually into larger distribution facilities and shopping centers. I loved equipment and the challenge of dealing with unknowns. As I furthered my career in the industry, I continued to learn from other contractors locally and nationally. Always asking questions, going into forums, reading industry related articles, etc. [REDACTED], located in [REDACTED] has been in business for almost 30 years, providing clients with year-round landscape and snow removal services. During the Winter months, we service approx. 100 businesses, HOA's, and residences. A typical snow event takes approx. 75-100 employees, and 3-4 subcontractors to see the event through. My primary job here is an account manager, but often help as a "subject matter expert" in both the green and white industries. I just started the ASM course, with the support of my owner and GM [REDACTED]. My goal is to get this designation, and then move onto the CSP Certification, all while continuing to support my team be the best they can be. As mentioned before, my other goal is to maintain this seamless transition which we started, and continue to help promote the industry by teaching and coaching others "Best Practices" for our industry. Knowledge is power, and in this business, you have to have a great team. I can sit here and say that I truly am a part of a great team and very proud of it.