

**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 influencing people in my live even though I never met him was Theodore Brickman. His vision of a landscaping/snow business is what attracted me to landscaping. His vision was based on a uniform, customer first, and nothing but the best of quality approach. As I grew up in the business (I started when I was 18, now 37) I adopted these values and passed them onto my internal and external clients. Unfortunately, after time the business got bigger and stepped further and further from those values for many different reasons. I then chose after 18 years with the company to move onto another company that shared the same values as him and now me. Even though I never met him I try to think I am carrying on his legacy throughout the landscape and snow business and hopefully can pass it on for years to come.

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

The scholarship will help my company in many different ways. We will be able to send 3 employees based in production instead of 2. We then can diversify us with new ideas and concepts that SIMA can provide to use those ideas for a better result for our clients internally and externally. We are a company that thinks out of the box to try new ideas consistently to provide a better product for our clients. I believe that if we all can go to the Symposium we can maximize our attempt to gather information and bring it home to implement.

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

My favorite thing about managing snow is solving the puzzle. You are challenged with many different pieces, from employees, truck, machines, and subcontractors. Once put together perfectly you can accomplish the goal. The challenge is to prepare yourself and all of the other pieces to make sure that once called upon they all can accomplish this goal within the time constraints. Even if you prepare everyone as best as you can there is also the challenge of constraints you can't predict. Breakdowns, no shows, incorrect weather forecasts can throw off even the best laid out plans so further adjustment is needed. But there isn't a better feeling after an event and the puzzle is complete and everyone accomplishes their goals.

**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 company [REDACTED] is based out of [REDACTED]. We have 50 clients serviced by 50 of our own employees and equipment as well as 15 subcontractors. I have been in the snow industry for 18 years. I started as a laborer at 18 and worked my way up from there. My goal as it has been for the last 18 years is to continue learning. I have found out through experience there always is a better way and I am passionate on finding it.