

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:

The one person that has served as a mentor would be my father. He was a technician for GM for 35 years. He taught me at a young age the importance of a good work ethic. I learned from him how to repair pretty much anything with moving parts. He also taught me basic fabrication skills which I have took to a whole new level. I have also learned from him that you can learn something new everyday and that you can never learn everything in a life time. With that said he has also taught me that you have to continue education so that you can move up in the world and experience new positions in your career.

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 me in educating myself in doing a better job for my company. Education is important so you have the tools to serve the community in a better way. Over the years I have changed my tactics in dealing with decisions and people through schooling and/or other employees. Like I said before, you learn something new everyday. My way may not always be the right way so it is important to listen to other suggestions so you can shape yourself into the best person you can be.

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

My favorite thing about managing snow and ice is being out in the field dealing with new situations every storm. While your equipment and employees usually don't change often two storms are never the same. For myself, I like the challenge of making decisions for tackling these storms to serve the customers in the best of my ability. With that also comes dealing with the customers and showing them that they made the correct decision in choosing us to take care of their needs.

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.):

Started @ [REDACTED] 12 years ago. He started as the part time mechanic. Over the years he moved to operator, and crew lead. Along with many other things, he currently maintains our fleet on his own which this winter included 12 fully outfitted trucks, 9 Loaders, 2 Skidsteers, 1 backhoe, 2 steiners, 2 4 wheelers, 16 snowblowers, 15 mowers, 6 trailers, hydroseeder, and a wide variety of power hand tools. During the recent change over for the company, he stepped up and applied for the Production Supervisor position. He is currently training for that position. He was a large part of the companies ability to grow by 48% this year. With that, he helped [REDACTED]s break its 25 year snow record, and finally we hit \$1 million dollars in snow revenue for the first time. He is a key player in managing 38-42 Snow personnel, and 25 lawn maintenance personnel. He personally trains the employees on each piece of equipment. Even taking his own time to show them how, so they also can move up to a different level within our organization. He is the speaker, and facilitator of all equipment safety meetings, which are held monthly during the winter. It is the Director of Operations that pushed him to apply for this. She is adamant that the SIMA education and networking opportunities offered at the symposium, will be the final piece that he will need to complete his current training. The managers hope that SIMA will recognize the drive, and ambition [REDACTED] has shown very prominently especially over a tough season of 2 blizzards, senior management change, and a large company growth. With are confident that the membership will also find [REDACTED]s knowledge, can do attitude, and infectious positive nature to be beneficial.