



## WHAT'S IT WORTH? THE EXPANDED VALUE OF VALUE



**Billionaire Warren Buffett knows a thing or two about the meaning of value.** He stated, "Price is what you pay...value is what you get." That statement alone should spark your own definition of what value means to you. Bryan Williams, executive from the Tennessee Valley Authority (TVA), challenged the attendees at the Annual Conference with his keynote presentation, "What's it Worth?" He shared his personal and professional experiences to look beyond monetary value to much, much more. *Page 4* ▶



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### Fallen Leaves and the Environment:

Every fall we look forward to those lovely autumnal leaves of gold, russet and red...and every fall we dread evicting them from our lawns. Do you rake them, blow them away or allow them to overwinter in place? Every option has its ecological advantages and disadvantages – but one is a serious noise and air polluter. As you're making your New Year's resolutions, consider a 'greener' option for next fall.

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## PRESIDENT'S MESSAGE

### 'TIS THE SEASON TO SERVE

Traditionally, this time of year brings on discussions about supporting charities and local organizations and extending a helping hand to those in need. These acts of kindness are vital, impactful, and critical to many people's success. I would like to propose a method of giving back a gift that will last and impact someone's life for a lifetime: Mentorship.

We all recognize the invaluable role mentorship plays in building stronger, resilient communities and people. It's not only about passing on expertise; it's about investing in the future. Mentorship enables us to develop new talent and inspires innovation by creating pathways for future leaders.

This holiday season, I encourage you to consider mentorship as a means of giving back. Your experiences as a seasoned professional can profoundly impact someone else's life. Take the opportunity to teach, coach, and mentor a new team member, offer guidance to a young professional, or support mentorship initiatives within your communities. There are several opportunities and programs where you can get involved in mentorship, whether you are the mentor or the mentee.

Embracing the spirit of giving our time, knowledge, and guidance will shape a brighter future for our communities and associations. Our number-one resource is people and our members. Together, through our mentorship, and association, we can make a difference that lasts far beyond the holiday season.

That spirit of mentorship is also reflected in the cover story, "What's it Worth?" that takes a deeper look at how we define value in our personal and professional lives. Bryan Williams, Senior Vice President Generation, Projects and Fleet Services with Tennessee Valley Authority, was a keynote speaker at the Annual Conference this past October. I was particularly inspired by his commitment to train and mentor his employees and how he measured value beyond dollars and cents. The feature article will hopefully inspire folks to rethink next season's bounty of fall leaves—and how to responsibly dispose of them.

Looking ahead, is a CMIR certification on your career horizon? There's never been a better time to get certified than this year—as IR becomes an integral part of corporate sustainability. Also on the horizon is a great lineup of ahead-of-the-curve education and some exciting news about the 2024 Annual Conference. Stay tuned!

—Dave Williams  
Georgia Transmission

# WHAT'S IT WORTH? THE EXPANDED VALUE OF VALUE



**What's it worth mean to an IR professional? You deal with the monetization and functional value of idle assets, day in and day out. But what about the social and altruistic values... and we'll add one more - leadership?**

Bryan Williams, Senior Vice President, Generation, Projects and Fleet Services with the Tennessee Valley Authority (TVA) shared his perspective on what value means to him personally and to his organization. During his keynote presentation entitled, "What's it Worth?" at the Annual Conference and Trade Show in Nashville, he described how value—in all its forms—is put to work every day. Most importantly, he gave examples of the benefits that go above and beyond money and usefulness.

Bryan began his TVA career as a college intern in chemical engineering in 2000 and by 2023, he was named Senior Vice President. Did he have senior

leadership in his long-term career goals? No.

Dressed in a blue jumpsuit covered in coal dust, Bryan thoroughly enjoyed his early years in a TVA plant. But when he was offered a managerial role his initial response was, "I don't want to manage people, that seems awful." Someone else took the job and became his boss—and that someone was not the ideal leader. Bryan had a change of perspective about what works and doesn't work when it comes to leadership. His introduction to leadership was completely accidental. He put that new leadership perspective to work when he took the lead on construction, air pollution and control projects. When it came time for someone to

run construction—those with prior field experience were moved over to the building projects side. That’s where he had the opportunity to lead engineering/ construction work on non-nuclear power operations within the transmission organization.

Bryan stated it was an interesting journey and through it all, he was inspired by the values that TVA offered. He explained TVA was founded on a mission of service to the people throughout the Tennessee Valley to make their lives better. They are the last remaining New Deal policy under FDR and are distinctly unique with no shareholders, working instead for the people by bringing them clean, reliable and affordable power. This also attracts companies to locate there, bringing in better paying jobs as well. So, the product they sell is power which has monetary value, but that power also provides socio-economic value as well.

### Bryan’s org chart

Within Bryan’s division, there are several sub-groups under his leadership with 10,000 workers.

**Major Projects:** Builds all the new generating power plants including many other large \$200-400M facilities projects.

**Project, Field & Partner Services:** Maintains and modifies existing assets from non-nuclear plants. For example, upgrading large hydroelectric dams where many haven’t been refurbished since the 1940s.

**Decommissioning:** The last phase in the lifetime of facilities, following their design, construction, operation and permanent shutdown.

**Air Pollution and Controls:** Involves major boiler work improvements in the plants.

**Coal Ash:** Manages all the TVA’s CCR (combustible

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**The more you can empower people with training and positive support— they, in turn will become more productive and impassioned in their work.**  
.....

coal residue) fly ash, bottom ash and gypsum by-products.

**Power Service Shop:** Refurbishes a tremendous amount of components staffed by highly skilled workers. They have the capacity to repair and store a large inventory of parts.

### Changing values— expanded values

Value is a dynamic quality. It’s always changing. What we valued years ago is no longer valuable

now. Or like today, TVA places more value in mentoring TVA’s staff internally while uplifting the lives of people who live in the valley. Values change for a variety of reasons, be it altruistic or market driven. For example, ten years ago transformers were affordable and easily available to buy brand new. Now they are costly and harder to source. That forced TVA to put more value into reconditioning existing transformers and any other reuseable assets salvaged out of old sites. The Power Service Shop has become central to TVA’s investment recovery commitment of refurbishment—not replacement. This in turn created a need for skilled workers to do the specialized refurbishments and much more.

When a plant closes, Bryan likes to look beyond the monetary value in the end-of-life components to more of the ‘for the greater good.’ It’s less about the salvaged assets, but what potential that building site can offer post demolition? What’s it worth to the community? By making this site available for redevelopment, this translates into more jobs returning. This is good for the community and bolsters the commitment and productivity of TVA’s staff as they know their working for the greater good.

And while we’re talking about what’s best for the community, what is it worth to a consumer to have a house that has drywall and a sidewalk? TVA’s CCR such as gypsum and fly ash are used for wallboard and cement respectively.



## The value of training for a skilled work force

TVA relies heavily on their labor partners to provide skilled craft workers to meet its labor needs and reflect the communities they serve. Learning on the actual equipment ensures a skilled work force in the future. IR's value can't be measured in dollars but in empowering the unions with well-trained workers. And in turn, the communities can enjoy fewer and shorter power outages because of a qualified team to do the job efficiently.

At the Power Service Shop in particular, Bryan established an advanced growth training program that went beyond the apprentice level to more highly skilled in-house technicians and electricians. This was a risk aversion strategy to overcome the poor quality of contractor work brought in from the outside. The result is that they have greatly improved their safety and quality record—faster and cheaper.

The Power Service Shop will grow tremendously as they look to in-source more and continue to do risk assessments associated with outsourcing. This group perfectly exemplifies the value of investing in its own people at TVA.

## CCR and R&D

Not too long ago, CCR from the coal plants was given away to manufacturers thus avoiding disposal costs. With coal plants closing, CCR has now become more scarce making it an in-demand commodity and a new revenue stream for TVA selling 100% of the stuff. And recently, TVA is gaining interest from R&D groups as a potential source for precious metals as they can be processed from CCR.

## IR fueled decommissioning

TVA has a systematic decommissioning of their coal plants. A scouting crew first identifies equipment to be used in another part of the business; then a second group removes any salvage scrap that can be sold before the wrecking begins. But the bottom-line value? The land itself—especially if they can rebuild on the same site with the existing power infrastructure intact.

## A reluctant leader learns the real value of leadership

With an engineering background, Bryan didn't think he had any leadership potential. At first, he thought it wasn't possible for him to simply 'flip a switch' from a technical role to a people leadership role. But it was reflecting on TVA's mission of service to the people—both inside and outside the organization that changed his mindset.

So, what does leadership look like at TVA... what works and doesn't work? Personally, Bryan openly admitted that he learned about successful leadership by making poor decisions in the past. But we all learn from our mistakes, and that's how we grow as people and especially as leaders.

Bryan's leadership is shaped by the sheer number of people reporting to him, approximately 10,000. His goal each year is to try to have a short conversation with as many as possible, starting

with the simple question, “What’s on your mind?” His goal is to actively listen to what’s important to them. He also depends on the many long-term relationships he has cultivated over the years at TVA—they are invaluable for telling him the truth that he might not have otherwise seen.

In a nutshell, here are a few major tips on successful leadership:

**Tell the truth** – be authentic

**Be vulnerable** – show that you are human who makes mistakes, take ownership and course correct

**Networks matter** – you can’t do all the work yourself so build relationships both inside and outside the organization

**Respond and then take action** – don’t just react.

**Check your motivation** – if it’s not to lead your

organization and make your people better, you won’t be successful. When Bryan first started out in a leadership role, his motivation was ‘self-preservation.’ That changed to service to his people by helping them reach their best self. The more you can empower people with training and positive support—they in turn will become more productive and impassioned in their work.

### What’s it worth...to you?

Maybe it’s time to re-evaluate value in your personal and professional life. As we look ahead to 2024, perhaps you should expand your perspective on value to go above and beyond money and functionality—to investing in people, the greater good and successful leadership. They all contribute to bottom-line results too. ■

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- **Expanded network:** As a CMIR candidate, you'll have collaborative opportunities to meet virtually and share ideas with fellow CMIR candidates and mentors.

## How do I apply and prepare?

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definitely make CMIR certification your immediate goal if you have/are:

- Employed currently as an IR manager, supervisor, or provide support within an IR department with three (3) or more years of experience.
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- Pledged in writing to adhere to the Investment Recovery Association Code of Ethics.
- Developed 35 points from your Personal Data Form (PDF).
- Prepared for the exam by studying the *Investment Recovery Handbook: Adding Value to the Supply Chain* is available to use as a review. This publication is [available on Amazon](#).



## I'm a CMIR. How do I recertify?

Each CMIR reaches the first recertification date on the first January 1st, following the date appearing on the certificate attesting to the certification. A \$50 (member) or \$100 (non-member) fee is due each five-year recertification filing to maintain the designation.



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Investment Recovery Association

# **ASSOCIATE MEMBER DIRECTORY**

# 2024





Investment Recovery Association

## **Associate Member Directory**

Welcome to the 2024 comprehensive list of our Associate Members\*—providing products and services specific to the investment recovery industry. As a member of the Investment Recovery Association, you also have access to the [online directory](#). Please check back often as new listings and updated contact information are added: [www.invrecovery.org](http://www.invrecovery.org), under Member Resources.

For easy reference, the directory is organized alphabetically, and then by these eight key categories:

- (1) Surplus Sales and Marketing**
- (2) Surplus Equipment**
- (3) Oil & Gas Equipment**
- (4) Environmental & Demolition Services**
- (5) Metals, Scrap Management, Wood**
- (6) Utility Company Surplus**
- (7) Computer, IT & Electronic eScrap**
- (8) IR Support Services**

*\*As of December 1, 2023. Visit [www.invrecovery.org](http://www.invrecovery.org) for the latest directory.*

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 = this company has at least one employee that has a CMIR certification.



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Categories: 4, 5, and 6

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Category: 5 and 6

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(828) 748-7620  
nick@palmettoautomation.com  
palmettoautomationinc.com  
Categories: 1 and 6

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larry.gworek@gmail.com  
Categories: 1, 2

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joe@perfectionglobal.com  
Categories: 1 and 2

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gepstein@perryvidex.com  
perryvidex.com  
Categories: 1 and 2

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pmi-auction.com  
Categories: 1, 2, 3, 4, 5 and 6

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mark@powerandcompression.com  
powerandcompression.com  
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missy@power-asset.com  
power-asset.com  
Category: 6

**R. Baker & Son**  
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art@rbaker.com  
rbaker.com  
Categories: 4 and 8

**RAAR Group USA, inc.**  
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rick.raargroup@gmail.com  
raargroupusa.com  
category: 2

**Racco Iron & Metal Ltd. (R.I.M.)**  
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sracco@raccoironandmetal.com  
raccoironandmetal.com  
Categories: 4 and 6

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mmartin@rdus.com  
rdus.com  
Category: 1 and 5


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bklimp@radwell.com  
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rbauaction.com  
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jrri@romanoffindustries.com  
romanoffindustries.com  
Category: 2

**Royal Bearing Inc.**  
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erik@royalbearing.com  
royalbearing.com  
Category: 2

 = this company has at least one employee that has a CMIR certification.



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dweiner@sarecycling.com  
sarecycling.com  
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danr@schneiderind.com  
schneiderind.com  
Categories: 1 and 2

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(812) 803-2561  
kroberts@sigmaequipment.com  
sigmaerecovery.com  
Categories: 1 and 8

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jcarroll@svdisposition.com  
svdisposition.com  
Category: 1

**Sonoco Reels**

(256) 751-5049  
cindy.eddy@sonoco.cm  
sonoco.com  
Category: 5

**Southern Surplus Services, LLC**

(225) 490-0007  
cerhart@sdsia.net  
southernplusservices.com  
Categories: 4 and 5

**SouthWest Pipe Services Inc.**

(281) 455-5578  
j.buckert@southwestpipeservices.com  
southwestpipeservices.com  
Category: 2 and 3

**Spartas Worldwide Demolition**

(314) 708-0800  
joel.spartas@spirtasworldwide.com  
spirtasworldwide.com  
Category: 4

**Star Recycling, LLC**

(323) 300-4735  
zack@starrecycling.com  
starrecycling.com  
Category: 5

**Steven Levy Enterprises**

(713) 910-4337  
slevy@slevysurplus.com  
slevysurplus.com  
Categories: 1 and 2

**Stryker DES**

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joe.eichler@strykerdes.com  
strykerdes.com  
Category: 4

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(804) 351-5409  
sales@stssrecycling.com  
gostss.com.com  
Category: 7

**Sunbelt Solomon Solutions**

(785) 577-9459  
jennifer.wood@sunbeltsolomon.com  
sunbeltsolomon.com  
Categories 2, 4 and 6

**Surplus Record, LLC**

(215) 794-9195  
jstephenson@surplusrecord.com  
surplusrecord.com  
Categories: 1 and 8

**SWEED Machinery**

(541) 842-5916  
Melissa Tally  
www.sweed.com  
Category: 5

**T & R Electric Supply Company Inc.**

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kellymac@t-r.com  
t-r.com  
Category: 6

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(205) 338-9997  
gjackson@tcialabama.com  
tcialabama.com  
Categories: 4 and 6

**Thalheimer Brothers LLC**

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eproud@thalbro.com  
thalbro.com  
Category: 5

**Total Wrecking & Environmental LLC**

(716) 692-2002  
sabodami@totalwrecking.com  
totalwrecking.com  
Category: 4

**Transamerican Equipment**

(704) 882-3979  
brian@trans-american.com  
trans-american.com  
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(812) 228-0772  
bflores@triaddemo.com  
triaddemo.com  
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dzumbahlen@unitedscrap.com  
unitedscrap.com  
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**URT**

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rzielke@URTSolutions.com  
urtsolutions.com  
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bernie@utilitypolesolutions.com  
utilitypolesolutions.com  
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(469) 455-1547  
sspicer@venturemet.com  
venturemetals.com  
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jdemeter@ushalobank.com  
ushalobank.com  
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Jay Romanoff  
(419) 691-2888  
jrri@romanoffindustries.com  
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**Royal Bearing Inc.**

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Erik Calhoun  
(503) 231-0992  
erik@royalbearing.com  
royalbearing.com

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Dan Rosenthal  
(314) 863-7711  
danr@schneiderind.com  
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John Buckert, CMIR  
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j.buckert@southwestpipeservices.com  
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tyler@cpipipe.com  
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jang@ippe.com  
ippe.com



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(847) 846-5964  
chris.register@liquidityservices.com  
liquidityservices.com



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alineeds.com

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Jon Lapczenki  
580-628-5371  
jonl@alineeds.com  
alinetds.com

**American Integrated Services, Inc.**

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John DiMiceli  
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jdemiceli@americanintegrated.com  
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Asset recovery and management solutions for surplus or obsolete electrical equipment.

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david@amsgroupinc.com  
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(989) 698-2266  
djdiblasi@bierlein.com  
bierlein.com

**Brandenburg Industrial Service Company**

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Demolition, environmental remediation.

John Pastewski  
(630) 956-7226  
pasjoh@brandenburg.com  
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epsonline.com

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Kim Lecuvire  
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klecuvire@fossdemolition.com  
fossdemolition.com

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Demolition.

Rob Zuchlewski  
(716) 447-7587  
rzuchlewski@fic-services.com  
fic-services.com

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Environmental remediation.

George Newmark  
(201) 998-9244  
george@gstechnologies.com  
gstechnologies.com

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Jason Paszkewicz  
(609) 752-0143  
jason@heritageindustrialservices.com  
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nick@idrdemo.com  
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karllebeouf@lcdc-invirex.com  
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jvanlandingham@midwest-steel.com  
midwest-steel.com

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Chris Erhart  
(225) 490-0007  
cerhart@sdsia.net  
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Joel Spirtas  
(314) 708-0800  
Joel.spirtas@spirtasworldwide.com  
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joe.eichler@strykerdes.com  
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 bflores@triaddemo.com  
 triaddemo.com

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 Scrap metal dealer

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 j.ajsmetals@gmail.com

**Alpert & Alpert**

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 IR management  
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 greg@alpertandalpert.com  
 ealpert.com

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Lincoln, RI  
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 Rick Gosselin  
 (401) 725-9100  
 rickgosselin@fortunegroup.net  
 fortunegroup.net

**Fortune Metal Midwest**

Naperville, IL  
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 chrism@fortunegroup.net  
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**GLE Scrap Metal**

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alineeds.com

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Jon Lapczenki  
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jared.mcdonald@emiofkc.com  
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Brad Joseph  
(304) 232-1590  
brjoseph@epsonline.com  
epsonline.com



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scott.seelman@epiqtech.com  
epiqtech.com

**G & S Technologies**

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Auctions

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fred.maier@nssccorp.com  
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Missy Battista  
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missy@power-asset.com  
power-asset.com

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*Goodwood, ONT*

Decommissioning, transformers.

Steven Racco  
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sunbeltsolomon.com

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# Fallen Leaves and the Environment: Who's Naughty or Nice?



As a kid growing up in Illinois, it was my job to rake the leaves into piles before putting them into a bigger pile for our annual bonfire. Yes, back in the day leaf burning was not only legal but what everyone did. This was followed by the annual family wiener roast and smores fest while we were warmed by the blazing inferno of dead leaves.

The environmental impact of improper leaf disposal was years away – so pass the mustard please. And today, many local ordinances no longer allow for burning yard waste.

Today, one of my favorite fall pastimes is walking down the street or path and hearing the satisfying crunch of drying leaves under my feet. Once they shed their vibrant fall colors of gold and burgundy, they take over yards, sidewalks and roads.

An event with high anticipation was now an unfun, yearly task, considering the many municipal regulations of 'green' leaf disposal.

For many, those environmental regulations can be confusing at best...or ignored at worst.

But for homeowners who take pride in their lawns, a tidy yard is a must. What's more, fallen leaves clog storm drains and gutters. Wet leaves become hazardous when left on sidewalks and pavements.

But what if there were more environmentally friendly and compliant ways to get rid of dead leaves?

The good news – there are. The 'ungood' news? The ones that offer convenience and efficiency can create other polluting problems.

## Jet engine in the cul-de-sac?

As I was writing the other article for this issue of ASSET 2.0, my quiet home office was besieged with what sounded like a jet taking off. ...in a cul-de-sac? It was our landscaper, wearing what looked like a "Ghost Buster" backpack. He was blasting fallen oak leaves into the forested area behind our house with a gas-powered, ear-shattering leaf blower.

That got me thinking about noise pollution these leaf blowers create. Our compact electric powered leaf blower that dutifully clears our deck was noisy, but nothing like these commercial grade models.

That's when my IR radar gave me a blip that led to some eye-opening research. I learned a lot about the good and bad ways of leaf disposal today - and what we can do about it. But leaf blowers were first on my 'naughty and nice' list.

## Leaf blowers and noise pollution

According to the CDC, using a gas-powered leaf blower for even short periods of time can cause more than pain...but hearing loss. They typically can emit anywhere from 80-100 decibels with some models clocked at 112 decibels. At this highest level from cheap or mid-range gas blowers, hearing loss is possible within 2-5 minutes. At the lower range of 80-100, hearing loss can occur over a two-hour period.



And for your neighbors? The lowered-frequency sound they produce fades slowly over long distances or through walls. The World Health Organization (WHO) has set the limit for conventional leaf blowers at 55 decibels. Electric leaf blowers, on the other hand, run quieter at 60-70 decibels, although still above the WHO limit. Data has shown that even a half mile away, conventional leaf blowers are still over the 55-decibel safe limit.

Higher noise levels can also cause both mental and physical health problems including tinnitus, hypertension, lack of sleep and creating overall stress.

There are an estimated 11 million or more leaf blowers in the U.S. today. Boston did a noise pollution survey and discovered that their residents, "Could not control noise or get away from it," blaming leaf blowers as the main problem. And worse, 79% stated, "No one cared that it bothered them." And leaf blowers are on the rise as homeowners and landscapers in tandem create a daily dose of harmful noise. (And sitting here with my windows closed, I can certainly testify to that – so do my cats!)

Some good news? More and more cities are mandating stricter regulations on noise pollution. Check out if your municipality has one in place – or plans to in the future.

## Air Pollution

If you've used a leaf-blower, you know that it can whip up a 200-mile-an-hour dust cloud. Did you cough or sneeze? It can contain pollen, mold, animal feces, heavy metals and chemicals from herbicides and pesticides, according to the Department of Environmental Conservation.

And the exhaust from a gas fueled leaf blower?

The California Air Resources Board recently reported a gobsmacking fact: Even with California's stringent vehicle regulations, small off-road engines (think gas-powered leaf blowers) are a larger source of smog than the state's 14.4 million passenger cars. As one researcher stated, "Two-stroke engines are that dirty. Cars have become that clean."

But it was The New York State Department of Environmental Conservation who analyzed the exhaust

from gas powered leaf blowers. What did they find? Predictively, smog components of hydrocarbons and nitrous oxides were identified. The latter, in particular, is a powerful heat-trapping gas that is advancing climate change. Additionally, carbon monoxide and fine particulate matter (PM 2.5) were also in the mix. People either using the blower or in the immediate area with even short-term exposure can develop health problems like asthma, heart Attack, cardiovascular disease, COPD and even death.



## Paper or plastic

Driving around my neighborhood, the streets are lined with bagged leaves – in either paper or all kinds of plastic bags. That piqued my curiosity. Our town's website has a lengthy and confusing do's and don'ts about curbside leaf bags. Paper bags are okay but plastic ones? Read the fine print. Plastic bags are acceptable if left open, but they will be left behind once emptied.

But what about the plastic 'eco-friendly' leaf bags? More piqued curiosity. Not all plastic leaf bags marked 'biodegradable/compostable' are made equal. Neighboring Charlotte, NC has a strict "No plastic bags allowed" stating, "Only compostable paper yard waste bags will be accepted. Compostable plastic bags are not accepted by the yard waste disposal site because they compromise the integrity of the compost product." Some biodegradable/compostable plastic bags also contain non-plastic materials that become contaminants in the recycling stream.

## Landfill overflow

If a municipality allows 'naughty' polyethylene plastic bags, they are transported to already over-capacity landfills. All organic matter undergoes anaerobic decomposition in landfills producing methane gas - a potent greenhouse gas. However, paper yard waste bags quickly break down and decay at composting sites. Compost can improve a community's ability to adapt to adverse climate impacts. It helps the soil absorb and retain water during droughts and prevents pollutant runoff during floods.

What's more, fallen leaves left to 'overwinter' on your lawn contain valuable nutrients that could be beneficial for soil health, while providing a habitat for wildlife. But too much leaf cover? Read on.

## Do you leave leaves...or what?

Lawn grasses can withstand a light layer of leaves, but a thicker layer would be detrimental as it blocks out both sun and moisture. In snow-covered areas, moisture is trapped between lawn and leaves. This would promote mold, mildew and fungal infections.

Besides paper bagging for pickup or taking your leaf waste to a local composting center, here are some more eco-friendly tips:

- Choose electric or battery powered leaf blowers: Be respectful of noise restrictions in your area. And don't use them in windy conditions.
- Learn how to 'backyard compost:' Fallen leaves are an excellent ingredient for turning compost into nutrient-rich mulch.
- Make your own mulch in place: Going over dry leaves with a blower with a vacuum shredder or lawn mower with a mulch setting can do the trick. By mowing over them, they will decompose much more quickly and provide free, organic fertilizer for your lawn. With this process, you have a tidy lawn that feeds your grass.

## Fall 2024: A new New Year's Resolution

By now, your 2023 leaf riddance days are in the rearview mirror. Whether you rake, sweep, vacuum or blow, there are greener ways to dispose of that autumnal bounty of fallen leaves. Make a healthier lawn, community and environment with a New Year's resolution to get on the 'Nice' list. ■

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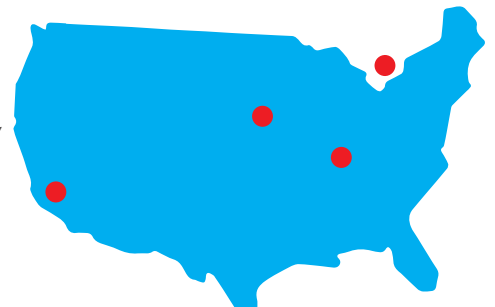
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# WHAT'S HAPPENIN'

News of the Investment Recovery Association



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**When:** SEPTEMBER 22-25, 2024

**Where:** Marriott Phoenix Resort Tempe at The Buttes

**What:** The only event of its kind dedicated to those who buy, sell and manage surplus assets.

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**To register and book your room at the special group rate visit: [www.invrecovery.org/2024-show](http://www.invrecovery.org/2024-show)**

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Be a part of taking the pulse of the investment recovery industry via the bi-annual survey. The association will be evaluating the survey questions and data collections to ensure we are capturing the metrics that are valuable to our membership.

#### **CONFERENCE & TRADE SHOW:**

The Investment Recovery Seminar & Trade Show is the major educational and networking event of the year. This committee determines session topics and keynote speakers working closely with the Association staff to ensure year-after-year success.

#### **EDUCATION:**

Education is the cornerstone of the Association providing perhaps the greatest value of membership. The committee oversees the development of the CMIR webinars, Learning Center, conference sessions, and certification exams.

#### **MEMBERSHIP:**

Become a proactive advocate to advance and expand the association's membership. Work with fellow members to develop and communicate with a list of prospective members in a variety of industries.

#### **BOARD MEMBERSHIP:**

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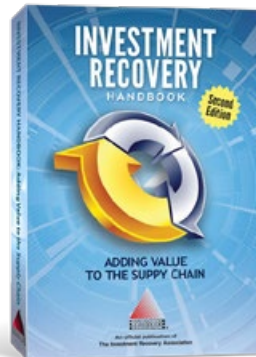


## GET YOUR CMIR CERTIFICATION AT THE 2024 IR CONFERENCE & TRADE SHOW

**It starts with you!** Admit it – you’ve been thinking about getting your CMIR (Certified Manager of Investment Recovery) certification. But thinking and doing are two different things. If your 2024 New Year’s resolutions include getting certified—NOW is the perfect time to get ready for the CMIR exam at the Annual IR Conference in September. And you’ll have plenty of time to prepare with confidence—along with resources to help you every step of the way. This time next year you could proudly be displaying your CMIR credential and your proven expertise as an IR professional. It starts with you today! **Download the CMIR application.** [www.invrecovery.org/cmire](http://www.invrecovery.org/cmire)

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Happy reading!**



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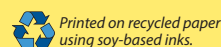
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