

ISRI INDUSTRY LEADERSHIP TRAINING PROGRAM



NOVEMBER 4 - 5 | WASHINGTON, DC

Managing a scrap recycling business brings on unique challenges and situations that aren't taught in the typical business school environment. These challenges can be even more daunting if a manager has limited knowledge of the recycling industry.

To help fill the gap and provide any manager with a basic understanding of the elements in running a scrapyard, ISRI has developed the Industry Leadership Training Program. This program will address management situations typically experienced in the scrapyard – both in the front office and out in the yard. The coursework for the program was developed by industry experts who have decades of experience. Throughout this program learn valuable insights from experienced industry veterans and walk away with a deeper understanding of what it takes to run a scrapyard.



INDUSTRY LEADERSHIP COURSE DESCRIPTIONS

Buying & Selling Scrap: Understanding Your Inventory

Buying and selling scrap is more than just completing a transaction. It involves knowledge of the markets, understanding your client's needs and the best strategy to satisfy it. What these strategies may be can at times seem confusing due to the volatile nature of commodities markets. Many scrap recyclers hope that holding on to their scrap for a "rainy day" is the right way to go. But what about employing a hedging strategy? Maybe employing a broker might be useful. All of these strategies have their place, and this course is all about answering those questions. Students will learn about the factors that make a successful transaction and how to turn those transactions into a successful buying and selling strategy. Taught by two experienced industry veterans, students will come away with a deeper understanding about one of the most important aspects of running a scrap business.

Accounting & Finance

Understanding the difference between a financial statement and a balance sheet is key to being successful in the scrap business. Unfortunately, many recyclers see them as one and the same and treat them interchangeably. This course will show why this can be disastrous for a recycling business by stepping through the difference and also touching on concepts such as the importance of cash flow, lines of credit, and the cost of money. Once the foundation is set, these concepts will be expanded upon in the second half of the course. Although designed as an intense primer on the fundamentals of accounting & finance, it will step the students through it in a simple, easy-to-understand manner.

Employee Relations and Workplace Compliance

The vast array of workplace compliance regulations that managers must be aware of can be overwhelming. Keeping your company in compliance and understanding the role these regulations play in the operation of a scrapyards is of paramount importance if you are to keep your company on the right side of the law. Equally important is learning how to develop procedures and methods to resolve conflicts and ensure the company is protected from potential liability. In this two-hour session, students will gain the basics of workplace compliance from attorneys and speakers who have decades of experience in training managers and employees on workplace compliance and conflict resolution matters.

Advocacy Training

More than many other industries, scrap recycling is especially sensitive to the moves that local, state, and federal officials make when they draft new laws and regulations. Oftentimes these laws and regulations can have a major impact on the way scrap can be recycled, yet are drafted without input from the scrap recycling industry. Being an advocate by learning the basics on how you can become your company's "lobbyist" is a skill that can ensure the industry, and your company for that matter, aren't unfairly targeted for regulation. This course will be taught by two of the most experienced lobbyists in Washington, DC: Mark Reiter, ISRI's VP of Government Relations, and Billy Johnson, ISRI's Chief Lobbyist. By the end of this course, students will understand how advocacy can play a major role in ensuring the health and profitability of their company.

Environmental Law

Regardless of its size, a scrap processing facility is a place that must comply with dozens of environmental statutes and regulations. For a manager just entering the industry this can be an intimidating prospect. Issues such as CERCLA, RCRA, the CAA, the CWA, the Superfund Recycling Equity Act, permitting and zoning issues, as well as many others will be covered in this session. Although designed as an intense primer on the fundamentals of environmental law, it will step the students through it in a simple, easy-to-understand manner (including what all the above acronyms are used for). The session will be taught by recycling industry stalwarts who have a deep understanding of the issues that can impact a scrapyards.

The Importance of Running a Safe Scrapyard

ISRI's motto of "safely, or not at all" is one that should resonate with every employee working at a recycling facility. For managers, their top priority should be to ensure safe working conditions that minimize hazards and maximize efficiency. To do this, managers need to understand what safety is and how to instill a culture of safety throughout the company. Spotting hazards and learning how to counsel and correct improper behavior when they spot it is one of the most important skills a manager can develop. This course will give managers the tools to spot hazards, learn how to counsel employees in a professional, productive manner, and teach them the importance of providing a safe working environment. The course will be taught by Terry Cirone, ISRI's VP of Safety, along with invited experts who will demonstrate why safety should be more than words, and translated into tangible actions across the company.

INDUSTRY LEADERSHIP SCHEDULE

Saturday, November 4

- 7 – 8 a.m. **Breakfast & Introduction: Understanding ISRI, Learning How to Get Involved with Your Chapter**
Speakers: Steven Glover, ISRI; Brian Henesey, Rocky Mountain Recycling
- 8 – 9:45 a.m. **Buying & Selling Scrap: Understanding Your Inventory**
Speakers: Jim Wiseman, Smart Recycling Management; Jim Lawrence, AMM
- 9:45 – 10 a.m. Break
- 10 a.m. – Noon **Accounting & Finance**
Speaker: Kevin Lamar, Dynamic Metal Services
- Noon – 1 p.m. Lunch
- 1 – 2:15 p.m. **Accounting & Finance**
Speaker: Kevin Lamar, Dynamic Metal Services
- 2:15 – 4:15 p.m. **Employee Relations and Workplace Compliance**
Speakers: Victor Cardwell, Woods Rogers; Thomas M. Winn III, Woods Rogers
- 4:15 – 4:30 p.m. Break
- 4:30 – 5:30 p.m. **Advocacy Training**
Speakers: Billy Johnson, ISRI; Mark Reiter, ISRI
- 5:30 – 6:30 p.m. **Networking Reception**

Sunday, November 5

- 7 – 8 a.m. Breakfast
- 8 – 10:15 a.m. **Environmental Law**
Speakers: Scott Horne, President & CEO, The Ryan Group; Scott Miller, Sims Metal Management
- 10:15 – 10:30 a.m. Break
- 10:30 a.m. – Noon **Environmental Law**
Speakers: Scott Horne, President & CEO, The Ryan Group; Scott Miller, Sims Metal Management
- Noon – 1 p.m. Lunch
- 1 – 3 p.m. **The Importance of Running a Safe Scrapyard**
Speaker: Terry Cirone, ISRI
- 4 p.m. **Certificate Presentation** – A certificate of completion will be handed out by
Mark Lewon, Chair of ISRI.

Some changes may be made within the program schedule, but beginning and ending times will not change.

INDUSTRY LEADERSHIP INFORMATION

Registration

Online registration is available for ISRI members at the website: **ISRI.org/IndustryTraining**. Otherwise, please complete the attached form and return it to ISRI with full payment by **Friday, October 27**.

Registration thru September 12

\$595 Member

\$895 Nonmember

Registration after September 12

\$795 Member

\$1,095 Nonmember

Payment in full is required to process your registration. Include a copy of each participant's registration form with payment.

Cancellations

Cancellations must be submitted in writing. Persons who cancel on or before **Wednesday, October 18** are subject to incur a \$50 administrative fee. ISRI will provide a refund equal to 50 percent of the registration for cancellations made after **Wednesday, October 18**. Send refund requests to: ISRI Meetings, 1250 H Street, NW, Suite 400, Washington, DC 20005; by fax at (202) 624-9257.

ISRI reserves the right to cancel programs.

*For additional information, go to **ISRI.org/IndustryTraining** or call Jonathan Levy at (202) 662-8530.*

Hotel Information

Loews Madison Hotel

1177 15th Street, NW
Washington, DC 20005
Phone: (202) 862-1600

Room Rate: \$299 single/double, plus tax, per night

Reservations can be made online at **ISRI.org/IndustryTraining** or call **(202) 862-1600** and identify yourself as attending the ISRI Leadership Training Program to qualify for this special rate.

*Hotel registration deadline is **Friday, September 22***

Please note that you are not required to use the host hotel for this meeting. There are many other options available to you in the area at a range of price points. Located less than one block from Metro Center, ISRI's offices are easily accessible by taxi and subway.

Transportation

Ronald Reagan Washington National Airport – DCA

Hotel distance: 5 miles

Estimated taxi fare: \$12 USD

Taxi quotations are average costs, excluding gratuity.

Washington Dulles International Airport – IAD

Hotel distance: 27 miles

Estimated taxi fare: \$78 USD

Taxi quotations are average costs, excluding gratuity.

Baltimore/Washington International Airport – BWI

Hotel Distance: 32 miles

Estimated taxi fare: \$90 USD

Taxi quotations are average costs, excluding gratuity.

INDUSTRY LEADERSHIP REGISTRATION

Registration

Registration thru September 12

\$595 Member \$895 Nonmember

Registration after September 12

\$795 Member \$1,095 Nonmember

To Register Online: Go to ISRI.org/IndustryTraining

To Register By Mail: Mail your registration form with payment (check payable to ISRI or credit card information) to: Attn: Leadership Training Program, Institute of Scrap Recycling Industries, Inc., 1250 H Street, NW, Suite 400, Washington, DC 20005

To Register By Fax: Fax your registration form with your credit card number, expiration date, and signature to: (202) 624-9257.

Payment in full is required to process your registration. Include a copy of each participant's registration form with payment. All registrations are due no later the Friday, October 27.

Participant Information

NAME _____ TITLE _____

FIRST NAME FOR BADGE _____ COMPANY _____

ADDRESS _____

CITY _____ STATE _____ ZIP _____

PHONE _____ FAX _____ EMAIL _____

Payment Method

American Express MasterCard Visa Check Enclosed

CARD # _____ EXP. DATE _____ CVV _____ AMOUNT _____

NAME ON CARD _____

BILLING ADDRESS _____ CITY _____ STATE _____ ZIP CODE _____

SIGNATURE _____

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PLEASE LIST ANY SPECIAL NEEDS TO PARTICIPATE FULLY: _____