As the ISRI Convention and Exhibition approaches, RIOS™ staff are busy preparing to ensure that RIOS™ has its biggest presence to date. In addition to a wide range of RIOS™-focused sessions, and some exciting announcements, you will see RIOS™ throughout the entire event.

If you will be on site at Mandalay Bay between April 3 and April 7, these are the sessions and events that RIOS™ will be hosting and providing to attendees.

**RIOS™ Board of Directors Meeting (Open to all RIOS™ Members)**
April 3, 2016 - 3:00-4:30 p.m

**The Art of Maximizing Profit: The Real-Life Stories of Certified Facilities**
April 5, 2016 - 1:30-2:45 p.m.

Does saving more than $100,000 a year in workers compensation insurance seem appealing? This is the very quantifiable reality of one company's experience. This session is full of facts, figures, and details of how companies across several commodity groups have managed to keep more of their money as a result of their implementation of RIOS™. It's always good to do the right thing for your employees and the environment, but in this session we will talk about the real money benefits of getting certified. With three very different perspectives and experiences, this session will arm you with the information that can help improve your company in these tough market conditions. Ask yourself, are you going walk away from 32 percent insurance reductions?

April 6, 2016 - 11:30 a.m.-12:45 p.m. RIOS™ Certification and Paper Recycling

**RIOS™ Certification and Paper Recycling**
April 6, 2016 - 11:30 a.m.-12:45 p.m.

RIOS™ is like diet and exercise. The more you put into it, the more you get out of it and requires hard work and a major lifestyle change to see lasting results. Any company that embraces RIOS™ would get its ISRI membership cost back dozens of times over, but, like those exercises, it's a massive commitment to lifestyle change. It's an all or nothing deal; you can't just try it out and see how it works. You have to go all in and the decision has to come from the top. This workshop will demonstrate to paper recyclers how RIOS™ can save thousands of dollars in reduced rejections, higher quality, and bigger and more robust profit margins.

**Tools & Resources**
- New Membership Forms
- Forms for Certification
- Bodies and Auditors
- Marketing Materials
- International Marketing Materials
- Links to Industry Resources
- Videos
- RIOS™ Register Archives

**Upcoming RIOS™ Events**
Over the coming months RIOS staff will be at a several great events:

**RIOS™ Webinar: Auditor Tales**
April 14, 2016, 2:00 p.m. ET

**RIOS™ Webinar: Communications and Operations Controls**
May 12, 2016, 2:00 p.m. ET

**RIOS™ Webinar: Environmental Expert Hour Q&A**
June 2, 2016, 2:00 p.m. ET

**RIOS™ Webinar: Goal Setting and Improvement Planning**
July 7, 2016, 2:00 p.m. ET
It's Gameshow Time! A More Exciting Way to Understand Certification
April 7, 2016 - 10:15 - 11:30 a.m.

Presented in a witty, fun, answer-and-question game-show format, this primer on certification will not only entertain you, but it will also present the basics of QEHS certification. The session will cover the process that your facility would go through, the financial benefits it will earn, and the EHS improvement you will experience. Guaranteed to be the most engaging, and exciting session at ISRI2016, it will also prove to be the start to a game-changing decision for your company.

Please also keep an eye out for big announcements from RIOS™ on the @RIOSRecycling twitter account.

Changing of the Guard on the RIOS™ Board of Directors

By: Darrell Kendall

I try to avoid writing newsletters in the first person, but this is one of those moments that will be the exception to that rule. When I began at RIOS™ nearly three years ago, one of the first calls that I took was from RIOS™Chairman Rike Sandlin. After a few minutes of introductions and formalities, we jumped right into business. It was clear to me from that point on that I was working with a passionate group of people that believed in the mission of RIOS™. Since that day, Rike and I have spoken regularly over the phone, met at industry events all over the country, and sought ways to improve RIOS™ for each and every facility that has made the investment in the program.

Nearly six years after first taking the reins of the organization, Rike has now come to the end of his eligibility as a board member. While he is looking forward to having several hours of his week back, I firmly believe that his passion for this program has not waned even a bit. After all, Rike has led this program from its infancy to where it is today. Now with two full-time employees, an international membership, and growing interest from outside the recycling community, the program is financially independent and has long-term sustainability. While we as staff carry out the day-to-day operations of RIOS™, it was Rike's leadership that has set the program up for the growth and success it is currently experiencing—despite tough market conditions.

Though Rike's official responsibilities are done, I have no doubt that he
will be a source of expertise and leadership for the board and staff well into the future. In the meantime, we will have a very exciting announcement regarding the next chairman of the RIOS™ Board of Directors at the convention. RIOS™ will seek under its new chairman, along with the guidance of its amazingly talented board, to continue the growth that Rike helped foster for the past six years.

Once again, thank you, Rike, for your very dedicated service to RIOS™.