

ASSOCIATION OF ENVIRONMENTAL & ENGINEERING GEOLOGISTS Southern California Section

"Connecting Professionals, Practice, and the Public."

NEWSLETTER – January 2007

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Meeting Date: *** Tuesday, January 16th ***

Location: Time:

Cost:

Steven's Steak House, 5332 Stevens Place, Commerce, California 6:00 p.m.-Social Hour; 7:00 p.m.-Dinner; 7:45 p.m.-Presentation \$30 per person with reservations, \$35 at the door, \$15 for students

with a valid Student ID

Reservations:

Please call (805) 644-7976 or email pthams@wcenviro.com

Speakers:

Charles Nestle, Past Chair AEG Southern California Section Roz Munro, Current Chair AEG Southern California Section

Topic:

New Orleans, Louisiana and Southwestern Coast, Mississippi: An Informal Pictorial Tour of Recent Conditions in the Aftermath of Hurricane Katrina

Abstract:

Charles and Roz have recently been in New Orleans, Louisiana and the southwestern Mississippi coast. Charles was there for the Mid-Year National AEG Board of Directors meeting held in June, 2006. National President (now Past President) Darrel Schmitz from Mississippi State University led the tour of New Orleans and southern Mississippi for the Board during the meeting. He guided the group through the state of the clean-up efforts since Katrina and compared it to the conditions immediately after the hurricane and flooding he described in his presentation at our July, 2006 meeting. Roz spent a few days in New Orleans over Christmas. She toured parts of New Orleans and southwestern Mississippi during the trip and also observed the changes compared to the conditions presented to us by Darrel Schmitz in his presentation at our July, 2006 meeting.

Please join us for an informal photo tour of our trips, observations, and input of the status of these areas so devastatingly impacted by Katrina and by the failure of the levees.

Speakers:

Charles Nestle is the immediate past Chair of the Southern California Section of AEG and is a member of the Legislative Committee. He is currently Chair of CCGO. Charles is an Engineering Geologist at the County of Los Angeles Department of Public Works Geotechnical and Materials Engineering Division.

Roz Munro is the current Chair of the Southern California Section of AEG. She is a Senior Engineering Geologist in the Geotechnical Division of MACTEC's Los Angeles office.

Report on the December 8 and 22, 2006 Meetings of the Board for Geologists and Geophysicists, and the December 1, 2006 Meeting of the Technical Advisory Committee

Charles Nestle

December 8 BGG Meeting

Cindi Christenson, EO of BPELS and Acting EO of the BGG, did not participate in what would have been her first BGG meeting as EO on December 8. An unsubstantiated rumor suggests that someone high up – possibly from the State and Consumer Services Agency – made the decision. Did this person feel that a potential conflict of interest might impact enforcement cases against engineers practicing geology?

Jeffrey Sears of the Department of Consumer Affairs – Human Resources attended the meeting to discuss search criteria and qualifications for the new Executive Officer. He stated that the DCA had received four applications, and that one more was on the way. He is working on a proposal to increase the Executive Officer's salary. An annual salary of \$76,608 (at top step) represents a significant drop in pay for most qualified applicants. At that salary, the EO earns less than some subordinates. Jeffrey Sears stated that salaries are set by a separate agency, but it may be possible to persuade them to increase to approximately 10% above that of subordinates.

I suggested that, although not legally required for the position, having a licensee as EO would go a long way toward restoring credibility and confidence in the Board. Two Board members, Shirley Husar and James Ashby, agreed vociferously. The remaining, more reserved, Board members in attendance appeared to agree as well, but more tentatively. Jeffrey Sears (DCA) adamantly disagreed. The Governor's staff and the DCA prefer an administrator in that position: possibly to avoid the appearance of the Board being "an old boys club" or possibly so that the Governor's staff may have more direct control over the EO.

The Board scheduled another meeting on December 22 to select an Interim Executive Officer from the small pool of applications it will have received then.

The Board then went into closed session to discuss proposed revisions to Title 16, Section 3065 Code of Professional Standards. Back in open session there was a long discussion during which the Board agreed that many additional substantive revisions were necessary. Once revisions are completed the Board will re-notice this issue for a future meeting.

During the October 27, 2006 Board meeting the Board voted to institute a moratorium on section 7847 applications until specific review criteria could be established. They also agreed to review the current set of applications received prior to the moratorium, and assigned Jim Ashby and Rick Blake that task. The preliminary assessment was that none of the applicants met the requirements for licensure; however, additional information was still being received the evening prior to the Board meeting, so Jim requested additional time for review. One applicant flew in from Virginia to testify on his own behalf. He did appear to be qualified, and the Board apologized profusely for not being able to render a decision that day.

The discussion turned to how to revise the application of section 7847. This code was written before that adoption of the ASBOG exam at a time when the Board prepared its own examinations. It does not work with a national exam and clearly should have been rewritten at the time ASBOG was instituted in California. Revising the text requires legislation; revising the way it is implemented via policy could be interpreted as an underground regulation. The Board chose revising the text through legislation and assigned the Technical Advisory Committee the task of re-writing the code. If you have suggestions for specific code language please send them any of the So Cal Section legislative committee members: Joe Cota, Hugh Robertson, Buzz Spellman, or myself.

Speaking of ASBOG, the fee ASBOG charges each state for each exam is being increased \$50.00 effective October 2008. This situation is "amusing" for two reasons: 1) the decision to raise the fee was determined during an ASBOG meeting that the BGG's previous Executive Officer did not attend (despite knowing this issue was on the agenda). I've heard that a lower-level staff member was to be sent in his place, but that no representative of the Board ever actually attended to vote and/or raise an objection (California is the largest client of ASBOG by a large margin). 2) Section 7887 of the Business and Professions Code specifies the cap at which the Board may charge applicants for the exam at \$300, which is what the Board currently charges. Therefore, the Board cannot pass on this fee increase to the applicants and must eat the difference (and guess who's license fees are spent to cover that cost?).

It may be possible for legislation to be written to increase the examination fee cap (normally about a 1½ yr process) before the first exam following ASBOG's fee increase. A legislative sponsor must be found, and bill language has to be written, then the bill must go through the various committees, be approved by the legislature, and signed by the Governor during the 2008 legislative session in order to become effective January 2009.

Other issues tackled by the Board included establishing a Sunset Review Committee to address the up-coming sunset review process. Shirley Husar and Jim Ashby are on that committee. The Board also re-structured the Legislative Committee to include only Board members.

Due to colleges and universities restructuring and/or eliminating geology programs and/or curricula, determining if applicants comply with the education requirements for the licensing exam is becoming increasingly difficult. B&P Code section 7841(b) requires a "graduation with a major in geological sciences" from a college or university, but does not specify coursework. Many geology programs have been eliminated, downsized, or the courses transferred to engineering, or earth science departments. The Board will address specific course work required for licensure and have than written into statute.

The tentative schedule for 2007 Board meetings is: February 16, May 18, August 3, and November 16.

Lastly, the minutes of the May 16 and August 11 meetings had never been approved by the Board because of complaints about their accuracy, level of detail, and biased perspective. These minutes were completely rewritten under Cindi Christenson's oversight, and appear clear, concise, accurate, thorough, and objective. They were approved by the Board and should be on the Board's website by the time you read this.

December 22 BGG Meeting

The December 22 Board meeting was also held in Sacramento, and had a satellite teleconference site in the Palos Verdes Peninsula Library in Rolling Hills where I attended along with Cecilia (CC) Yu and Shirley Husar.

I once again discussed that, while not required by regulation or policy, appointing a licensed geologist as the Board's EO would go a long way toward restoring the Board's damaged credibility and help to instill confidence in their operations. I mentioned several qualifications that the Board should consider of the applicants, and recommended Rick Rempel for the position, having just a few days earlier heard that he'd applied.

Rick has been attending Board meetings for several years on his own time as a member of the public. Having participated with him since I began in November 2004 at BGG meetings and various legislative committee hearings during the sunset review process, I've observed him to be highly qualified, motivated, articulate, and decisive. He is personable, yet firm and persuasive when required. His dedication to the Board is exemplified by the depth and sincerity of his testimony during those meetings.

The Board voted to appoint Rick Rempel, a licensed Professional Geologist, as interim Executive Officer. Some of you may know of Rick for his Internet blog presenting discussions of the activities of the past Executive Officer. Frankly, because the DCA and the Governor's staff did not want a licensee as EO, and proposed an applicant of their own, I was VERY surprised that Rick was appointed. It is to the Board's credit that they did not bow to political pressure. We look forward to working with him and seeing what can now be accomplished.

December 1 TAC Meeting

On the agenda for the December 1, 2006 Technical Advisory Committee meeting was discussion of a draft Geomorphology Information Guide Sheet, and of Continuing Education requirements for Professional Geologists and Geophysicists.

The TAC has been working for quite some time on a series of Information Guide Sheets covering various aspects of the practice of licensed geologists and geophysicists in California. These Guide Sheets provide information about various practices, but have no statutory of policy requirements behind them. The draft Geomorphology Guide Sheet defines geomorphology, describes the broad application of the practice, and the numerous professions that utilize this practice. Also identified are situations and activities where practicing geomorphology may require licensure as a Professional Geologist (public safety).

The TAC has been tasked with developing a draft continuing education program for California Professional Geologists and Geophysicists. At least ten states that license geologists have CE requirements for their licensees. The object of the program is to ensure that geologists don't "go into a coma" following licensure, but remain engaged in the profession. Acquiring CEU (and/or PDH) credit will be as painless and inexpensive as possible and will include things you are already doing, such as being a member of a professional association or society (AEG, GSA, AIPG, etc.); actively participating in a professional association or society; attending meetings, field trips, classes, or lectures; subscribing to professional journals; publishing papers or books; teaching a class or short course; presenting a talk at a professional meeting; attending an in-house program at a corporation or organization; etc. Nearly any form of participation will count, and because some geologists are located in remote areas that may not offer some of these opportunities, a web-based option is also being looked into.

The TAC meeting schedule for 2007 is tentatively set as: January 26, April 27, July 13, and October 26.

Report from the Annual Meeting of the Board of Directors: AEG National Meeting, Boston, November 4-5, 2006

Roz Munro and Charles Nestle

During the awards banquet of the National AEG meeting in Boston Terry West, past President-Elect assumed the role of President of the Association, replacing Darrell Schmitz who completed his one-year term to become the latest "has-been." Terry presented his seven-step plan for his term of office:

- 1) Initiate new student chapters by directly contacting colleges and universities.
- 2) Attempt to visit as many Sections and Chapters as possible.
- 3) Reach out to affiliate societies (e.g. Engineering Geology Division of GSA).
- 4) Terry would like AEG to host a Shlemon Conference each year. But there will not be one in 2007 because AEG is hosting the Landslide Conference in Vail, CO.
- 5) Increase involvement with IAEG, and form/improve other international alliances.
- 6) Ensure AEG's activities follow and support the strategic plan.
- 7) Revitalize Technical Committees.

Full details will be discussed in the March 2007 issue of AEGNEWS.

Southern California Section member Buzz Spellman received the Floyd T. Johnston Service Award. The award is presented to a Member for outstanding active and faithful service to AEG over a minimum period of 9 years to coincide with Floyd T. Johnston's tenure as Executive Director. The text of the citation is as follows:

HOWARD A. "BUZZ" SPELLMAN

Howard A. 'Buzz' Spellman, Jr., has been an active member of AEG since 1961. His service to the Association has been continuous over this 45-year period. He was an active participant in the efforts beginning in 1963 to create state licensing for the practice of engineering geology. He did not give up when that effort failed, and worked in 1967 and 1968 to overcome the obstacles, leading to successful passage of the geologist registration act in California with a specialty certification for the practice of engineering geology.

He was a member of the Planning Committee for the 9th Annual Meeting held in Anaheim in 1966. He was the chairman of the Membership Committee from 1974-1976. He became AEG's Secretary in 1976, Vice President in 1977, President in 1978, and Past President in 1979. Floyd T. Johnston was AEG's Executive Director during the time Buzz was on the Executive Council. Among the many contributions that Buzz made to AEG during his term as President was the establishment of AEG's Student Chapters, which have grown into a vital part of the AEG's functions and its future.

Buzz remained active after his service on the Executive Council, mainly following and reporting on legislative affairs and action. He has represented AEG many times in Sacramento at meetings of the California State Geology Board. His most recent report to the Southern California Section was in June 2006. Buzz currently is serving on the Planning Committee for the 50th Annual Meeting as the Chair of the Outstanding Environmental and Engineering Geologic Project Award.

Buzz's service to AEG is an inspiration to the members of the Southern California Section and AEG as a whole.

We congratulate Buzz for receiving this honor!

Strategic Plan Update

The Strategic Planning Committee provided an update on the status of AEG's 2004 Strategic Plan. The updated 2006 SP has been simplified and shortened (compared with the 2004 SP) and can be found on AEG's web site (www.aegweb.org) under "Professionals/AEG Documents/Member Documents" (you have to log in to get to these). The updates to the 2004 SP focused primarily on Goals I, II, III, V, & VI, but some progress has been made on the others as well. Some of the changes described below are a bit cumbersome, so I encourage all to read the 2006 SP on the web site.

Goal III – To enhance the AEG Web Site as a vital source of information and communication – has been completed. The still-new web site will soon have a new editor. Chuck Snell will be taking over those duties and plans to work with AEG's Technical Committees to provide additional technical information, institute a Geohazards page containing white papers, etc., improve Section Pages (those on National's web site), the online store, and program information.

Since this Goal has been completed there is a new Goal III to replace it: To strengthen students and young professionals' awareness of the field of environmental and engineering geology and increase their participation in AEG.

Goals II & V – To actively assist and support Sections and Chapters and their programs, and To strengthen membership involvement, recruitment, and retention – are ongoing goals and will likely remain so indefinitely. The strategies for Goal V have largely merged into Goal II, and a new Goal V has been developed: To make the AGE Annual Meeting a more valuable resource to the membership and public.

Strategies for Goals I and VI continue to be developed and progress is continuing. Goal I – To develop guidelines, training opportunities, and programs to help our members succeed professionally – has largely been merged into Goal II in the 2006 version of the Strategic Plan. Goal VI – To advocate the value of the practice of environmental and engineering geology – has become Goal I in the 2006 SP, and has absorbed

Goal IV – To strengthen quality of journal and expand distribution – has been partially completed. Current and recent past issues both AEG NEWS and EG&G are now on AEG's web site. AEG NEWS is available as a PDF in a single file, and EG & G articles are available as individual PDF files. For the 2006 SP, the title has changed to: "To create a communication plan both within the association and for public outreach."

The strategies for Goals VII and VIII in the 2004 SP have been completed and are not included in the 2006 revision.

Environmental & Engineering Geology

Submission of articles to AEG/GSA's Environmental and Engineering Geology bulletin is so low that the editors are having difficulty filling its pages! All types of articles are welcome: case histories, consulting projects, anything. It's easy to rework one of your reports into a publishable article, so if your client has no objections (or you can disguise it well enough), please submit articles for publication. Instructions for submitting articles are found inside the back cover of each issue of E&EG, and at: http://eeg.allentrack.net/cgi-bin/main.plex.

Bylaw Revisions

The Bylaws Committee expects to have their draft-revised bylaws ready for review during the mid-year board meeting in April. The draft will be made available to the membership for comment, and the Committee requests that all comments be sent to the Section Chairs to be forwarded as a package, so that they don't receive 100's of separate reviews.

AEG Foundation

The AEG Foundation Fund balances as of September 30, 2006 are shown on the adjacent table. Information about each fund can be found at the AEGF web site: www.aegfoundation.org. As I hope you are by now aware, the Southern California Section is partial to the Stout Fund, which was established by the Section in 1994 in honor of Professor Martin L. Stout of CSULA. A fund balance of \$50,000 is needed to generate enough interest to fully cover two scholarships. Currently, a generous donor is providing pass-

FUND	BALANCE	
Jahns	\$ 29,670	
Legget	11,940	
Marliave	50,929	
Shlemon	46,256	
Stout	31,502	
Tilford	59,684	

through funds until the Stout Fund reaches that balance. AEG has a goal of achieving that balance before the National meeting in October 2007 at Universal City. Our Section should lead the way in this effort. Tax-deductible donations may be made at the Foundation's web site.

Save the Date: The 2nd Annual AEG Southern California Section Golf Tournament is tentatively scheduled for Monday, May 21st. More details to follow...

Chapter Meetings

Inland Empire:

January Meeting: No Meeting Scheduled.

For the latest information, and information on the February Meeting, visit http://www.aegsc.org/chapters/inlandempire/

Central Coast:

Monthly meetings will take place on the last Wednesday of every month at Rusty's Pizza in Goleta. Social hour begins at 6 pm, the meeting begins at 7pm.

For more information or to be added to the CA Central Coast Chapter email list, please contact Robert Urban via email at robert_urban@urscorp.com.

San Diego:

January Meeting: No Meeting Scheduled.

For the latest information visit http://www.aegsc.org/chapters/extremesocal/

National Business Donation

- Platinum \$1,000
- Gold \$500
- Silver \$250

Company name, address and contact information are presented in AEG News and section receives 10% of donation. A national donation does not yield a line in our local section newsletter.

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	<u>Month</u>	<u>Year</u>		
Business Card	\$10	\$100		
■ 1/4 Page	\$20	\$200		
■ 1/₃ Page	\$30	\$300		
■ ½ Page	\$35	\$350		
■ Full Page	\$50	\$500		
SoCal website posting only				
\$20/month				

^{*} The deadline for submitting an advertisement for next month's newsletter is Monday, February 5th.

YEAR 2007 CONTRIBUTORS NEEDED

Contributions from corporations and individual members are greatly appreciated. Contributors will be listed in our newsletter throughout the year and can post their logo or business card in the newsletter if so desired. Please mail contributions made out to **AEG** to our section treasurer, Peter Thams.

2007 MEMBERSHIP RENEWAL

For those of you who have not yet renewed (the deadline was November 1), are unsure about your membership status, or did not receive your membership dues statement, please contact AEG Headquarters at www.aegweb.org. You can renew your membership online. Please update your membership if you wish to continue to receive future issues of the newsletter.

EMPLOYMENT OPPORTUNITIES & ADVERTISING



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University of Arizona

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CONSUMER AFFAIRS, BOARD OF REGISTRATION FOR GEOL & GEOPH

There are 2 Open Exam Bulletin(s) listed for this department.

Title: Executive Officer, Board of Geologists & Geophysicists Salary: \$5,884.00 - \$6,384.00

Posted: 11/15/06

Job Description:

Position is exempt from Civil Service and serves at the pleasure of the 7-member Board. Candidates must be able to apply the management, administrative and organizational skills necessary to carry out the policies of the Board. Administrative background and supervisory or management experience with government boards, including legislative affairs, budgeting and demonstrated effectiveness working with diverse populations. Excellent communication skills a must. Knowledge of current issues, laws and trends and regulations in the Geology and Geophysicists field and licensure as a Geologist or Geophysicist is desirable.

HOW TO APPLY: Send a letter of interest, a current resume, a standard State Application Form STD 678 (with original signature), and three letters of recommendation to the contact information contained in this announcement. Review of applications will begin immediately. Only the most qualified candidates will be interviewed.

Additional Information:

Working Title	Position Number
Executive Officer	648 - 110 - 8968 - 001
Location	County
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Timebase	Tenure
Full Time	Permanent month(s)
Final Filing Date:	Department Link:
Until Filled	http://www.dca.ca.gov
Contact Unit/Address	Contact Name/Phone
Dept. of Consumer Affairs - Human Resources 1625 N. Market Blvd, N321 Sacramento, 95834	Jeffrey Sears (916) 574-8307 jeffrey b. sears@dca.ca.gov

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The successful candidates should have a BS or MS degree for staff-level positions and five years or more of experience for project to senior-level positions. The candidates should be detailed oriented and have excellent verbal and written communication skills. Professional Engineer (PE) and/or Professional Geologist (PG) registrations preferred.

Ninyo & Moore offers a competitive salary, excellent benefits and an opportunity for professional growth. Please visit our website for complete and detailed job descriptions and to submit your resume in confidence at www.ninyoandmoore.com/careers or mail to our corporate office at 5710 Ruffin Road, San Diego, CA 92123, Attention: Human Resources. EOE

Applied Earth Sciences is a leading geotechnical, environmental and geologic engineering firm in southern California, with a perennially large volume of projects. We are seeking qualified professionals to join our dynamic team of engineers and scientists for our Los Angeles and Fresno offices.

CERTIFIED ENGINEERING GEOLOGIST: Position requires CEG registration and 7-10 years professional experience in residential, commercial, and public works projects. Strong candidate will have demonstrable track record in hillside geology, slope failures/landslides, private disposal system design, environmental, and fault studies. Excellent report writing skills necessary. Supervision of project geologists.

PROJECT GEOLOGIST: BS & 2-5 years experience in commercial/industrial, public/civil works, and residential projects required. Tasks include research, field exploration, analysis & calculations, proposals and client interface, generating reports. Multifaceted work alongside principals. Work towards RG & CEG certification recommended.

GEOTECHNICAL ENGINEER: Position requires Civil Registration and work towards GE Reg. Candidate will have BS/MS and 5-7 years experience in foundation design, slope stability, shoring design, calculations, report writing, and project management.

ENVIRONMENTAL ENGINEER: Candidate will have BS and 3-5 years experience in site assessments, contamination investigation, and remediation consulting. Strong candidate will have exceptional teamwork and project management skills and report writing ability. CAD ability recommended.

AES offers excellent pay, benefits, and bonuses commensurate with experience and opportunity for growth. Apply by emailing resume to shart@aessoil.com or fax to 818-337-7215.



COURSE FORMAT

The courses have been designed to illustrate the principles of cone penetration testing through the evaluation of case histories and worked examples. Our new format will allow for frequent opportunities for audience participation and open discussions of technical methodologies as they apply to project scenarios.

COURSE PURPOSE

Site characterization is the basic first step for any geotechnical or geo-environmental study. This short course will provide engineers and geologists with the knowledge and background to plan and supervise site investigations and to interpret CPT data.

COURSE ATTENDEES

The courses are intended for Geotechnical Engineers and Engineering Geologists working with foundation design, liquefaction, and geotechnical site investigation and Geologists, Engineers, and Environmental Professionals working with environmental site assessment and remedial design. Each attendee will earn eight (8) Professional Development Hours (PDH's) for participation in the short course.

A SHORT COURSE ON Environmental and Geotechnical CONE PENETRATION TESTING

Gregg In Situ, Inc. is pleased to announce the scheduling of our 2007 short courses on cone penetration testing (CPT) in environmental and geotechnical site investigations.

COURSE CONTENT

Environmental Site Investigation

- · Soil Stratigraphy
- · Piezometric Pressure
- · Evaluation of Contamination Using:
 - UVIF
 - . MIP
 - Soil Sampling
 - Groundwater Sampling
 - Vapor Sampling
- · Field Demonstration

Geotechnical Site Investigation

- · Shallow Foundation Design
- · Liquefaction Evaluation
- Pile Design
- Other In Situ Tests
- Field Demonstration

Primary

COURSE INSTRUCTOR: Peter Robertson, Ph.D.

Monday - April 9, 2007

HYATT REGENCY - HUNTINGTON BEACH

21500 Pacific Coast Highway Huntington Beach, California 92648

8:30 a.m. to 5:00 p.m.

Registration/continental breakfast at 8:00 a.m.

Both Environmental & Geotechnical courses will be conducted simultaneously. Register for one course only.

Presented by:

Gregg In Situ, Inc. Phone: (562) 427-6899 Fax: (562) 427-3314



www.greggdrilling.com

ADDITIONAL COURSE LOCATIONS/DATES -- CONCORD: APRIL 2, 2007 and SACRAMENTO: APRIL 4, 2007 Visit our web site at www.greggdrilling.com/seminars.htm for further details and alternate registration forms.

2007 SHORT COURSE R	REGISTRATION FOR	KM — HUNTINGTON	BEACH	
Payment must be received by MARCH 13, 2007 to qualify for early registration. \$195.00 - early registration fee OR \$270.00 - late registration fee COURSE DATE: APRIL 9, 2007 (Indicate course attending by checking the corresponding box. Register for one course only.) Environmental Site Investigation		Mail/Fax your completed registration form to: (Make checks payable to: Gregg In Situ, Inc.; If faxing please include a copy of check) GREGG IN SITU, INC. ATTN: Maryann Keating 2726 Walnut Ave. E-MAIL: mkeating@greggdrilling.com		
Attendee Name:		Signal Hill, CA 90755 Company/Agency:		
Address:	City, State, Zip:			
Phone:	E-Mail Address:			
Payment information must be completed for pr	ocessing: (Check one) My che	eck # in the amount of \$	is enclosed.	
☐ Charge my credit card in the amount of \$	AMEX VISA O	Card number:	Exp. Date:	
Card Holder Name:	Billing Addre	ess:		
Registration fee includes seminar, reference materials, con			nited; early registration is	
advised. On-site registration will be on a space available ba				

will be issued. If registrant is unable to attend, a charge of \$75.00 for any cancellation within 10 business days of the seminar will be assessed. No refund for cancellation within three business days of the seminar will be offered. Notice of cancellation or substitution must be submitted in writing, listing attendee name and seminar date.

Stephen Varnell
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