



NORTHWEST ENVIRONMENTAL BUSINESS COUNCIL E-News

FROM THE EXECUTIVE DIRECTOR

Thank You

2009 was a challenging year for NEBC, but also an exciting year. While the environmental and energy industries fared better than most sectors of the economy, that doesn't mean that there hasn't been belt-tightening and staff "realignments" among our members. And while some companies are now benefiting from the flow of federal stimulus dollars, concern remains over whether the economy will regain its footing before the stimulus push runs out.

That said, NEBC as an organization is going strong. In the past year, we staged a record five specialty conferences plus the NWEBC trade show. That is in addition to the 23 Chapter events held in Seattle, Portland, and Boise. The brownfields and energy forums were quite active, and other members came together during the year to address ad-hoc concerns. In addition, NEBC made its voice heard on a number of regulatory and legislative issues, and represented the industry through its ongoing relationships with other organizations and the media. And through it all, the staff supported members on a one-on-one basis, fielding phone calls for information and advice, and connecting members to resources and each other.

Of course, the economy has not made things easy. Event sponsorship dollars became increasingly hard to come by as the year progressed, and we saw a fair amount of member attrition. In fact, in 2009, we lost 38 members (out of 240) – two-thirds of whom claimed it was due to the economy and budget cutting...or worse. The good news is that more than a third of those dropping out said that they want to return once the economy improves. The more significant news is that, during this same period, we gained 46 new members – for a resulting net gain of eight. The new members come from all of our industry sectors and represent companies of all sizes and are attracted by the work we are doing. Gratifyingly, we had a number of former members re-joining as they once again saw NEBC as "the place to be."

We also lost several Sponsoring Members in 2009. These companies make a leadership commitment to NEBC through their additional financial contributions, which comprise an important part of our budget. But they are not immune from the economy. That is why we are especially appreciative that URS Corp. recently stepped up to the Sponsoring Member level.

Financially, NEBC ended the year in modestly positive territory. This is a tribute to the committed hard work of the staff, but more importantly, to the dedication and contributions of our members who, through involvement on the board, the various committees, and as engaged participants, are the driving force behind all of our activities.

We are not without concern as we plan for 2010 and the uncertainty as to whether it will be even harder economically, or grace us with a mid-year turn-around. But at this point, I am gratified that we could end 2009 on a positive and thankful note, and look to the future with optimism – and true excitement.

And a goodbye. Loren Stolzman worked for NEBC for the past two years focusing on member services and supporting the brownfields sector in Washington. Lauren has now moved on to a new opportunity, and we thank her for her many contributions and the positive energy she shared with the organization.

Wishing you a prosperous year.

Robert Grott

Special Thanks to all our Sponsoring Members!

Ater Wynne LLP
BELFOR Environmental
Environmental Science Corporation
K & L Gates LLP
Kennedy/Jenks Consultants
Landau Associates, Inc.
Lane Powell PC
Pace Analytical Services
Pacific Northwest National Laboratory
PBS Engineering + Environmental
PSC
URS Corporation
Waste Management

Contact your NEBC staff at 503.227.6361 to learn more about becoming an NEBC Sponsoring Member!

New Forum Launched. January marks the formal launch of the **NEBC "Climate & Greenhouse Gas Forum"** - a special interest group for professionals working in the climate change and carbon management arena. It is hosted by NEBC but open to all participants and observers. The intent is to provide a venue to discuss industry topics and issues, and disperse industry information in a timely manner. Forum members are connected by an email listserv. To subscribe send your full contact information to: karl@nebc.org **The first teleconference meeting will be on January 21.** Check the www.nebc.org events Calendar for details

GLOBE 2010 Trade Fair - Oregon Pavilion. Oregon Business Development Department, Portland Development Commission, and Northwest Environmental Business Council are working together to host a pavilion at the GLOBE 2010 Trade Fair - giving exhibitors a substantial cost reduction and an enhanced presence.

Held **March 24-26 in Vancouver, BC.**, GLOBE is one of the world's largest and most prestigious events dedicated to the business of energy and the environment. Every two years since 1990, over 10,000 professionals from around the world have come together at GLOBE for three days of educational sessions, world-renowned sustainability thought leaders, leading-edge environmental innovations, global networking, and outstanding business development opportunities. The 2008 trade fair included almost 500 exhibitors from around the world. Exhibiting at GLOBE will provide Oregon companies with a cost-effective way to explore international export markets and create international business partnerships. It is also a way for local service firms to make connections with companies wishing to do business in the Northwest. See www.globe2010.com. The rate for a display table within the pavilion is \$2,500 (compared with the standard booth rate of \$3,650). If interested, contact Sunun Setboonsarng at OBDD: 503-229-6057 or sunun.setboonsarng@state.or.us

NEBC CONFERENCES, MEETINGS & TRADE SHOWS

Renewing Members in December

Aspect Consulting, LLC
Ater Wynne, LLP
 Atez, Inc.
 BakerCorp
 Blaine Tech Services, Inc.
 Bureau Veritas North America Inc.
 CCS (A Division of PNE Corp)
 Ecos
 Endeavour EHS
 enterpriseSeattle
 Glacier Environmental Services, Inc.
 Kell, Alterman, & Runstein, LLP
 Oregon Best
 PPV, Inc.
 Terra Hydr, Inc.
 TRS Group, Inc.
 Tyree Oil

New Members in December

Bravo Environmental NW, Inc.
 Enthalpy Analytical, Inc.
 Inland Empire Oilseeds, LLC
 Integral Consulting, Inc.
 Shannon & Wilson, Inc.
 Specialty Analytical
 The Watershed Company

*NEBC Sponsoring Members are in Bold.
 Contact your NEBC staff at to learn more about
 becoming an NEBC Sponsoring Member!*

March 4, Seattle, WA. [Managing Stormwater in Washington.](#)

Presented by NEBC, this one day specialty conference will address current issues in construction and industrial stormwater management. Year three of this event takes place in the midst of a continually changing landscape marked by tightening regulatory requirements and the threat of citizen lawsuits. The implications of these trends will be addressed, along with innovations and best practice solutions for stormwater management. To register and for more information go to www.nebc.org. For sponsorship and exhibit opportunities, contact Sue Moir at 503-227-6361 or sue@nebc.org

April 6-7, Salem, OR. [Oregon Brownfields Conference & Awards Luncheon.](#)

Presented by Oregon Business Development Dept., Oregon Dept. of Environmental Quality, NEBC, and the Center for Creative Land Recycling, this conference will provide an exceptional learning and networking opportunity for those working to make contaminated properties economically viable for reuse. The Oregon Brownfields Conference is designed to target the educational needs of brownfields practitioners – from long-time brownfields professionals to those just entering into the process of transforming old contaminated sites into productive properties. The theme "Sleeves Rolled Up" reflects the hands-on, practical nature of this year's event. To register and for more information go to www.nebc.org . [\[Download Oregon Brownfields Award Nomination Form\]](#). For **sponsorship opportunities**, contact Karen Homolac, 503-986-0191 or karen.homolac@state.or.us For **exhibit opportunities**, contact Sue Moir at 503-227-6361 or sue@nebc.org

April 21-22 Portland, OR**[Future Energy Conference: The Business of Renewable Energy & Efficiency in the Northwest.](#)**

Now in its fourth year, NEBC's energy conference - presented in conjunction with the Northwest Energy Efficiency Council, and the Portland Business Journal - is *the* Northwest event addressing the business side of energy. For 2010, the conference is being extended to two days with an expanded trade show. Topics go beyond developing electricity and bioenergy projects to include energy efficiency in industry and buildings, and developing the regional supply chain. This business-to-business conference brings together project developers, service and equipment providers, energy end users, utilities, government, and others involved in building the new energy economy – creating an unmatched forum for learning, networking, and business development. For more information, go to www.futureenergyconference.com. Registration opens soon. For sponsorship and exhibit opportunities, contact Harry Aldrich at 503-719-4035 or harry@futureenergyconference.com

INDUSTRY NEWS & EVENTS

- NEWS -

TestAmerica Adds David B. Spurlock as Vice President Field Sales, Expands National Account Program.

David B. Spurlock has joined TestAmerica in the role of Vice President, Field Sales. Mr. Spurlock is a senior executive with 25 years experience in sales, operations and business development leadership roles in the clinical laboratory industry. In his Senior Management role with TestAmerica, Mr. Spurlock will direct the company's field sales efforts. He will work with TestAmerica's management team to drive the company's strategic growth plan nationwide. CEO Rachel Brydon Jannetta stated, "I am extremely pleased to bring Dave Spurlock aboard to join our team. His broad experience will help us to drive forward our key initiatives and continue to add value to our client's experience with TestAmerica." Mr. Spurlock's extensive executive experience includes roles at SmithKline Beecham, Quest Diagnostics, and LabCorp Inc. He holds a B.S. in Business Administration from Robert Morris University.

Green Fire: 40 Years at Huxley College of the Environment. A book commemorating and chronicling forty years of environmental leadership, education, inspiration and change at Western Washington University. Western Washington University is planning to celebrate the 40th anniversary of Huxley College in the fall of 2010 and, as part of these commemorative efforts, one of the Huxley College faculty members, Pulitzer Prize winning journalist and author, William "Bill" Dietrich is working on a project to chronicle the history of the College as the oldest environmental college in the nation. The story of Huxley College will be revealed, in part, through the profiles of 40 of its alumni. A well-known publisher in Seattle, Marquand Press, has agreed to help produce a professionally printed, high quality hard bound "coffee table" style book. Through narrative text, interviews and full color photos, the book will explore the role of the College in the environmental movement and its connection to a wide array of leaders, activists and innovators. To find out more about this project and how you can help produce the book, please contact: Manca Valum, Director of Development, Huxley College of the Environment, Western Washington University, 360-650-6542, manca.valum@wwu.edu.

National Engineers Month 2010 (February). Science, technology, engineering and math (STEM) skills are essential to our future workforce. The Business Education Compact addresses this need through its annual National Engineers Month initiative. Sponsored by their employers, hundreds of engineers visit classrooms in Oregon and Washington during the month of February, getting kids enthused about STEM. Last February, 27,000 K-12 students engaged with visiting engineers as part of National Engineers Month. They not only learned about careers and jobs; they developed an understanding of the linkages between their classroom learning and the needs and expectations of employers. Visiting engineers expose students to the engineering design process and to the importance of problem solving and infuses student learning with relevance by providing them with real world examples. By doing so, they stimulate students interest in and excitement for STEM, raise awareness of the opportunities and rewards of being an engineer; and inspire students to pursue a technical career. To participate or to obtain more information contact: Mark Read, Business Education Compact, 503-646-0242 Ext. 37, mread@becpdx.org.

TestAmerica's TotalAccess Version 3.8 Offers Intuitive and Faster Analyte Trends Feature

TotalAccess Version 3.8 employs the newest features in a series of product improvements introduced by TestAmerica for its industry leading, online project management tool. The latest release streamlines TotalAccess Version 3.7 by adding a faster and easier analyte trends tool and new design, providing users the capability to apply and chart regulatory limits. Constructing a trend chart is simplified in a four step wizard. The core attributes of TotalAccess include newer and easier navigation, auto-fill search functionality, security features, and introduced in TotalAccess Version 3.6, a dynamic regulatory comparison tool allowing customers to compare their analytical data against any number of regulatory compound lists and associated limits. This feature now encompasses almost 300 individual State and Federal regulatory lists covering over 58,000 individual analyte comparison options. The user benefits of the TotalAccess online product are offered free of charge to all TestAmerica clients, providing them with secure full-time access to their data and project related information. Interested clients may view the TotalAccess demonstration site or request a live demonstration by going to www.testamericainc.com and clicking on the TotalAccess link located on the TestAmerica home page.

- EVENTS -

January 26, 2010. Portland, OR. The [Green Professionals Conference](http://www.green-professional.com) provides job-seekers, green professionals and industry experts with vital networking, educational resources and employment opportunities. The conference includes keynote addresses by Jon Wellingshoff, Chairman of the Federal Energy Regulatory Commission and Bill Bradbury, former Oregon Secretary of State, as well as a full day of educational sessions led by industry experts. The Green Professionals Conference goes beyond outreach and networking by creating a forum for companies and educational organizations to connect with the next generation of Green Professionals. For more information and registration, go to www.green-professional.com.

January 28, 2010. ResourceFull Use Workshop. Portland International Airport Business Center, Rm St. Helens B., 9:30-11:30 a.m. A presentation on an innovative facilitated waste exchange program being developed in the Portland Metro region – designed to help companies reduce waste, save money, increase resource efficiencies, and decrease emissions and pollution. Meet other manufacturers whose outputs may become your inputs. Sponsored by Zero Waste Alliance, Columbia Corridor Association, Oregon DEQ, and Boeing Foundation. RSVP to mking@columbiacorridor.org or 503-287-8686

March 3-5, San Diego, CA. [Environmental Industry Summit VIII](http://www.ebiresearch.com/Environmental_Industry_Summit_2010) is a national three-day learning event bringing together professionals from the environmental industry. With an ideal setting, ample networking opportunities and presentations and panel discussions from environmental industry executives and analysts, the Environmental Industry Summit offers a unique opportunity to gain valuable perspective on today's environmental industry. **NEBC members receive a special rate of \$795 (a \$200 savings).** To register at the discounted rate, call Jill Piotrowski at 619-295-7685 ext.12. For more information and for standard registration, go to www.ebiresearch.com/Environmental_Industry_Summit_2010

March 24-26, Vancouver, BC. [GLOBE](http://www.globe2010.com) is one of the world's largest and most prestigious events dedicated to the business of energy and the environment. Every two years since 1990, over 10,000 professionals from around the world have come together at GLOBE for three days of educational sessions, world-renowned sustainability thought leaders, leading-edge environmental innovations, global networking, and outstanding business development opportunities. The trade fair includes over 400 exhibitors from around the world. Special conference and trade show pricing is available through NEBC. For more information, go to www.globe2010.com

April 21. Seattle, WA. [GoGreen '10](http://seattle.gogreenconference.net) is a one day sustainability conference for business, built to motivate, inspire, and educate business owners to "go green" and become more sustainable. As an action-oriented, non-typical conference, **GoGreen '10** teaches tactical steps on how to "green" your business and provides actionable next steps to sustainability for business owners and decision makers. Attendees will learn from live success stories and participate in panel discussions geared to provide solid takeaways to make any size of business the most sustainable that it can be. The GoGreen Conference will feature over 45 business leader speakers and 12 different sessions on how to build sustainability into your business. **NEBC Members save \$25 when registering using Discount Code: NEBC.** For more information and to register, go to <http://seattle.gogreenconference.net>

May 23-26, 2010. Team Oregon Booth at Windpower 2010, Dallas, TX. Oregon wind companies and manufacturers seeking to supply the wind industry are invited to join Team Oregon and the Portland Development Commission in a regional booth at AWEA's Windpower 2010 – showcasing Oregon's expertise and capabilities in the wind energy sector. Cost to participate is \$2,700. Contact Kevin Johnson, 503-823-1176 or johnsonk@pdc.us.

Through a partnership with Northwest Environmental Education Council, reduced tuition is available for NEBC members.

Northwest Environmental Training Center and NEBC have partnered together to offer NEBC member companies an exceptional opportunity to provide continuing education to its employees at a 20% discount off the published rate on all of NWETC's technical training workshops, conferences, and seminars. Following are many of the current classes/seminars. Full listing can be found at www.nwetc.org.

EPA's Numeric Limits to Construction Site Stormwater Discharge and the BMPs Available to Achieve Them.

Anchorage, AK. January 21-22, 2010. As new Effluent Limitation Guidelines (ELG) regulations for construction sites are being finalized by the EPA for a December 2009 release date, it is important to fully understand the regulations, their implications and the technologies that the EPA describes as being able to achieve the prescribed regulations, namely Advanced Treatment Systems (ATS). This is one of the most significant changes in stormwater regulations since the NPDES permits were issued. www.nwetc.org

Contaminant Vapor Migration and Intrusion. Seattle, WA. January 27-28, 2010. http://nwetc.org/vaqm-401_01-10_seattle.htm This course provides an overview of the vapor intrusion exposure pathway including its scientific foundation, regulatory framework, and the technical aspects of investigating and remediating contaminated vapor sites. The class will cover topics such as: screening sites for potential vapor intrusion concerns, conducting field investigations, sampling techniques, data analyses, exposure point calculations, the Johnson and Ettinger predictive model, vapor intrusion risk assessment, vapor intrusion mitigation, and remediation. Participants will work through practical problems and typical site scenarios based on case studies of established vapor intrusion sites. This course provides a comprehensive introduction for those new to the field, and will also provide insights, data analysis techniques, and the latest research for more advanced participants.

NEPA: Writing the perfect EA/FONSI or EIS. Seattle, WA. February 3-4, 2010. http://nwetc.org/pol-302_02-10_seattle.htm This training course will present to the National Environmental Policy Act (NEPA) practitioner a set of practical skills for preparing either an Environmental Assessment (EA) / Finding of No Significant Impact (FONSI) or Environmental Impact Statement (EIS) that includes all the required content, as well as skills for safely leaving out content that is not necessary. The descriptor "perfect" refers to both content that is necessary as well as to content that is not necessary. NEPA lessons learned will also come from various project examples.

Information is provided by a substantial handout that includes graphical models, case lists that support the models, and sample documents. The presentation includes a PowerPoint-type of graphical illustration of the models. Each attendee will take home a copy of the extensive handout, which serves as a reference in the workplace. Major themes include: How to make the findings required by law; Timing the NEPA process to the decision making process; All eight good legal reasons not to prepare an EIS; Scoping a reasonable range of alternatives; Writing the "perfect" cumulative effects analysis; and the Administrative Record.

Facilitation Skills for Scientists and Resource Managers. Seattle, WA. February 9-11, 2010. http://nwetc.org/fac-301_02-10_seattle.htm. Facilitation skills are used by scientists and resources managers to form productive teams, plan programs and projects, and to implement controversial projects and programs. Facilitators help groups to communicate productively, honoring diverse points of view and respectfully creating options that provide the richest suite of benefits for all. The success or failure of programs and projects often depends on the support of a variety of interested parties--staff, management, agencies, environmental groups, the general public, and other stakeholders—with diverse perspectives. Productive communication among project stakeholders is essential for successful implementation. In some cases, worthy projects have been blocked by disenchanted stakeholders who felt they had no voice or had been treated badly by public officials. Perhaps as bad is a missed opportunity because of the loss of meaningful participation that could have improved a project's design and implementation. This course is intended to be a practical approach to improving group meetings. It is oriented specifically to the needs of scientists and resource managers. After core facilitation skills are practiced, the class will be tailored to the students' development needs. Participants will be asked to complete a pre-workshop skills profile. Students are presented with a wide array of tools and opportunities to practice new facilitation skills.

EMPLOYMENT OPPORTUNITIES

Job opening for energy efficiency technical expert at Oregon BCD

Oregon State Building Codes Division has an opening for an operations and policy analyst 4. Focus of the position will be to provide technical expertise in energy efficiency to the division and stakeholders.

http://www.cbs.state.or.us/external/jobs/docconv_649/X0873_LECB9052_0904003.pdf

The job is a limited duration position scheduled to last through June 30, 2011.

Deadline to apply is January 22, 2010.

Student Internship Matching Service. The Business Education Compact (BEC) provides companies with access to student interns from high school to doctoral candidate levels. The year-round program makes internship easy, with a turnkey service that includes screening and recruiting strong candidates that fit your job requirements, interview scheduling, orientation, payroll, as well as management support throughout the internship. BEC is a nonprofit serving Oregon and SW Washington, connecting the classroom and workplace for the past 24 years. Contact Mark Read at the BEC: mread@becpdx.org; 503.646.0242 x37.

Internship Program – Oregon State University. Students from the Oregon State University School of Chemical, Biological, and Environmental Engineering are looking for internships. Students majoring in chemical engineering, bioengineering or environmental engineering are looking for internships. As part of our mission to graduate 'work ready' engineers we encourage our students to pursue summer industrial or government internships. Students work on projects which require applications of their engineering skills. The internships are paid internships; pay scales are typically from \$11.00/hr to \$18.00/hr, but the compensation is between the intern and the employer. For more information about the program or to list your opening on our website please contact Tracy Rothwell at Tracy.Rothwell@oregonstate.edu. More information about the School of Chemical, Biological, and Environmental Engineering can be found at <http://cbee.oregonstate.edu/>.

MEMBER DISCOUNTS

Employer Pages. Do you get overwhelmed managing applications for job openings? NEBC has partnered with Performance Resources to provide a simple-to-use, web-based hiring system to manage and track job openings and employment applications, while increasing your applicant pool. Features include a company branded landing page, job-specific screening questions, an application tracking system, access to a suite of optional assessment tools, and full customization options. The system also publishes jobs to a variety of free job boards, and is optimized for search engine discovery. Employer Pages can be a stand-alone tool or a portal to your in-house applicant tracking system. The basic service is **free for NEBC members**. To explore or start, go to www.nebcjobs.org and click on the Employers tab to get a login.

Washington NEBC Members Have New Benefits Available. It has been a long time coming, but after several years of work we have secured a great plan for NEBC members in Washington. Medical coverage is provided through United Health Care. A wide range of plans are available to companies with 2-400 employees. On average companies are saving \$100 -\$150 per employee, per month. Dental, Life & Disability are also available. Additionally, some products include COBRA administration and Cafeteria plan administration at no cost to you. Click here to learn [http://www.cooleremail.net/users/tcversoza/FirstMailingList_Howtoget\\$a\\$quote.html](http://www.cooleremail.net/users/tcversoza/FirstMailingList_Howtogetaquote.html).

Financial Planning Services with Waddell & Reed. NEBC members receive a 20% discount on financial planning services provided by Waddell & Reed, a national financial planning firm founded in 1937. Planning services include retirement planning, wealth management, tax-efficient investing, education funding, estate protection, and succession planning for closely-held businesses. Other business services include retirement plans and financial education workshops. Contact Karen Einberger, Financial Advisor, Waddell & Reed, 206.283.6661 or keinberger@wradvisors.com.

Northwest Environmental Training Center. NEBC has partnered with NWETC to offer our member companies an exceptional opportunity to provide continuing education to its employees at a 20% discount off the published rate on all of NWETC's technical training workshops, conferences, and seminars. For more information, visit their website <http://www.nwetc.org/> or contact Erick McWayne at 206-762-1976.

Oregon Insider. NEBC members may take advantage of a \$150 introductory rate for the first year (24 issues), a savings of \$95 off their regular base rate. In addition, NEBC members will enjoy an ongoing subscription rate of \$195 per year, which represents an ongoing savings of \$50 per year. To redeem your discount please contact Oregon Insider by calling David Light at 541.343.8504 or by email at epi@rio.com.

Sustainable Industries (SI). The premier magazine for sustainable business news on the West Coast. The NEBC member discount for the Sustainable Industries is better than imagined – it's still a \$10 discount, but the new annual subscription rate is only \$39 that means that NEBC members can receive this new publication for only \$29/year! For more information look to: <http://www.sustainableindustries.com/>

NEBC EVENTS CALENDAR

2010			
January			
20	Cascade Chapter: Legislative Update	5:00pm – 8:00pm	BridgePort Brewery, Portland, OR
February			
3	Olympic Chapter Luncheon: The New Industrial Stormwater Permit	11:30am – 1:00pm	McCormick & Schmick's Harborside, Seattle, WA
11	Cascade Chapter Luncheon: Green Remediation at Camp Withycombe	11:30am – 1:00pm	Governor Hotel, Portland, OR
March			
3	Olympic Chapter Luncheon: The Waste-to-Energy Opportunity in Washington	11:30am – 1:00pm	McCormick & Schmick's Harborside, Seattle, WA
4	Managing Stormwater in Washington	All Day	Hilton Seatac Hotel & Convention Center, Seattle, WA
9	Spring Soirée	5:00pm – 7:00pm	Hilton Hotel, Portland, OR
April			
8	Cascade Chapter Luncheon	11:30am – 1:00pm	TBD, Portland, OR
15	Olympic Pub Mixer	5:00pm-7:30pm	TBD
21 & 22	Future Energy Conference	All Day	Oregon Convention Center, Portland, OR
May			
5	Olympic Chapter Luncheon		
13	Cascade Chapter Luncheon		
July			
	Cascade Golf Tournament		
TBD	Olympic Rooftop Mixer		
December			
6 & 7	Northwest Environmental Conference & Tradwshow		Red Lion on the River, Janzten Beach, Portland, OR

Northwest Environmental Business Council

Portland Office
620 SW 5th Ave., Suite 1008
Portland, OR 97204
Phone: 503-227-6361
Fax: 503-227-1007

www.nebc.org
800-985-6322

Seattle Office
1301 5th Ave. Suite 2500
Seattle, WA 98101
Phone: 206-389-8660
Fax: 206 389-8651

Robert Grott
robert@nebc.org

Sue Moir
Sue@nebc.org

Linda Sheeley
Linda@nebc.org

Karl Unterschuetz
Karl@nebc.org