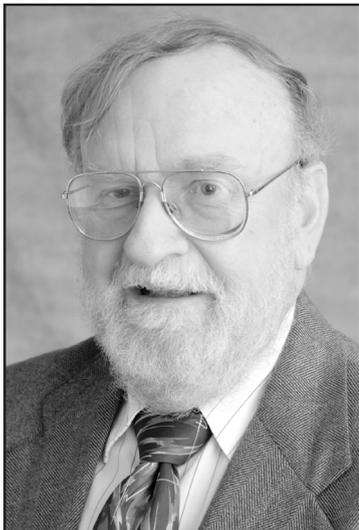




Chapter 3 meeting Friday June 10th at: ERNESTO'S
 Board Meeting: 10:30am 8544 SW Apple Way
 Meeting: 12:00pm Portland, Oregon 97225
 Speaker: 12:15pm **LUNCH COST \$13**

40th Anniversary of the Uniform Act

Why the good old days were not that good
 A retrospect of life before the Uniform Act



Glenn W. Bridger

Come and join us Friday, to hear Glenn Bridger who will speak of his experiences in right of way both before and after passage of the uniform act in 1970.

Glenn started his career in 1965 with the Bureau of Public Roads, now known as the Federal Highway Administration. In his 38 years with Federal Highway Administration, Glenn worked nationwide, with major assignments in New Jersey, Washington DC, Wisconsin and the Pacific Northwest.

Following retirement, Glenn joined HDR Engineering where he continues to assist in acquisition of real estate in the Northwest. Glenn is an IRWA Course Facilitator, and Past President of our local Chapter 3.



ASSOCIATION NEWS
 CURRENT. CREDENTIALLED. CONNECTED.

IMPORTANT UPDATE

Effective July 1, 2011, all MAP (Member Appreciation Program) coupons will be discontinued. If you have any remaining MAP coupons you can redeem them on IRWA courses and registration for the Atlanta Conference June 12 – 15, 2011.

A new member appreciation program is currently being developed. Once the program has been approved, we will be notifying the IRWA membership via email and in the association magazine.

Please redeem your MAP coupons before June 30, 2011.

Thank you very much.
 IRWA

IRWA Chapter 3

Please make meal RSVP's as soon as possible to Shannon Fish at shannon@rowainc.com

May 13th Prize Drawing Results

John Gibson was not present to win the \$ 275 jackpot drawing.

Jerry Swan won the free Lunch Congratulations!

Sandra Billings won the new membership drawing.

June Lunch Jackpot is \$300 Good Luck!

IRWA REMINDERS

2011 IRWA Conference

"Education on My Mind"

June 12 - 15, 2011
 Atlanta, GA

Inside

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You've probably heard this before, but communication controls the world. We do this primarily via words, but there are other major forms of communication, such as the way a person's body moves, facial expressions, and so on. Our technology has made it so that we be extremely careful in communicating just in words via email, text messaging and other forms where one cannot view other forms of non-verbal communication. I think that we would not have gotten to where we are in our lives and professions without some sort of realization of this concept, so it amazes me when we send out emails or texts' without looking to the "tonality" of the message we are trying to convey. Did you really mean to come across as a harsh, uncaring individual when you meant something entirely different.



Here's one for the books, what about sending an email to recipients that were not intended to receive the email? With an auto-fill on, watch out, did I really mean for an outside party to see some sort of internal communication? I know I've done this recently and fortunately, it was not proprietary information.

Conversely, are you aware of your non-verbal communication? I've been asked why I'm angry when I've got my "stern" face on. This could be because I'm pre-occupied with something bothering me, thinking about those darn work problems or the workload, or nothing at all and am just unaware I've upset the waitress at a local pub thinking she has done something wrong. It is important for us to be aware of our "communications" to the outside world, both verbal and non-verbal. The waitress actually asked another waitress to attend my table as I had upset the first one, all unknowingly on my part. (Or maybe it was something I said a little sternly when I had to wait a half hour to be noticed for service?)

We can also count on the power of the cell phone photo to undermine us at the most inconvenient moments. I recently saw a video clip of some utility workers, in their work rig, stopping and buying beer and apparently drinking it out of paper bags while in the work rig.

This was conveniently caught on camera. It was an embarrassment for the company as well as the workers who could have lost their jobs over this. Another one to watch for is when you get off work, finished with a public meeting, or are just out and about on a weekend. You are sitting at a table with a friend, co-worker, or start up a conversation with a stranger and it is centered on your "true" feelings about the project, your company, your job, or whatever. This can cause a very difficult position for your firm if you are spouting a view that differs from the official position of the firm and it is right after that public meeting. No, I have not done this one, but I have heard of these things.

The point of all this; be mindful about our communication styles, thoughts, facial expressions, little and big ears listening, or the taking of photos. It can mean a huge difference for you personally, your company, your project, your career.

"Be careful of the words you say,

Keep them short and sweet.

You never know, from day to day,

Which ones you'll have to eat."

- Anonymous

Dawneen

“Member Spotlight”

Jacilyn Margeson

IRWA Member since 1996,
Chapter 3 Advisory Committee Chair, and former Chapter 3 President

When it comes to dispensing legal advice to Bonneville Power Administration realty specialists, Jaci Margeson's expertise runs from A to Z – literally.

As the 30-year Bonneville veteran puts it, in her position, she is, “ultimately responsible for a wide range of work, ranging from accounting to zoology.”

That position is Assistant General Counsel for Corporate and Fish & Wildlife. The able Ms. Margeson has a staff of 25, consisting of 21 attorneys and 4 support staff.

In addition to providing advice and assistance on all things legal to BPA realty people, she often provides training to BPA employees working on land issues. “Just recently, I conducted a full days’ training on distinguishing between easements, licenses and covenants and on interpreting deeds.”

Jaci has held her current position for more than five years. Previously, she was a senior staff attorney, where one of her responsibilities was providing legal advice and assistance to BPA's realty specialists handling a wide variety of issues. Among those matters, she lists: reviewing documents, issuing title opinions, participating in difficult negotiations and drafting documents when our templates were not working.

“In addition, I litigated a number of encroachment cases before the U.S. Eastern District Court in Washington where the agency prevailed and the encroachments were removed,” she said. “I have litigated a tree interference case in the U.S. Western District Court in Washington. And finally I handled all the condemnations for the agency, approximately 15 cases in a three year period.”

Jaci has been a member of the IRWA for over 15 years, serving as the chair of the legal and title committee, and rotating through the Vice-President, President-Elect and President positions. She currently chairs the Advisory Committee. Those are the official titles she has held, but we all know how instrumental Jaci has been as an active member and an ever-ready to help board member.

“I have developed a couple of seminars for the IRWA,” she said. “They include ‘Environmental Encounters of the Right-of-Way Kind’ and the upcoming ‘Negotiating through Tribal Land.’” While President of the Chapter, Jaci encouraged mini-seminars for members as a way to bring education that was timely and applicable to what our Chapter needed.

Jaci attended Lewis and Clark College of Law and received her J.D. in 1991, and has practiced law for 20 years.

“I am not going to tell you what I do in my spare time,” she said, “because I don’t have any.” She might be kidding Beaver Tales, but given her efforts in behalf of both BPA and IRWA, she might not be.



Jacilyn Margeson



2011 IRWA ANNUAL CONFERENCE

It is that time again - IRWA Conference time. Annually for the past 56 years, members, chapter officers, region representatives, region officers, committee reps and officers and anyone who has an interest, come together for an education experience that is always outstanding. Coming up this month is Number 57, in Atlanta, Georgia. The conference is a great time to network, make new friends (life-long in many instances) and learn from session presenters and each other the.

IRWA's conference has traveled to many locations throughout its history, making more than one stop in some places. Previous venues have been in Vancouver, BC; San Diego, Sacramento, Denver, Austin, Charleston, Orlando, Calgary, Pittsburgh, and even Portland. Next year's conference site is Seattle, so start planning to attend now!

Part of the conference is education and part of it is business, the Association's business. It is the time of year for the general membership meeting to decide how we are going to proceed in the year or years to come. It is also a time for election of new officers for the coming year and the installation of those officers.

Some of the business involves our Chapter. Chapter 3 sends two Directors to the annual Board of Directors meeting which will be held on Wednesday afternoon. Our Directors have been appointed and have been given copies of the issues to be decided at the annual meeting and will have an opportunity to cast their vote as the chapter membership has directed them. Our Directors for the 2011 Conference are Jim Lingeman and Matt Gossett. Other members from our Chapter may attend the meeting, but have no voting privileges.

There are two resolutions before the Board of Directors this year. The first is a bylaws amendment for a dues increase to be effective with the 2012 dues billing cycle which starts in November 2011. The proposal is that the dues will be increased to \$205 for Members and \$220 for Senior Members.

The second bylaws amendment is in regard to the scheduling of the annual meeting. Currently, different chapters compete for the location each year at the annual conference. There are often two or three chapters that pursue selection for the next location of the Conference. The proposed amendment will change that and have a schedule by Regions. The Region selection will rotate each year according to the schedule and the Region will determine the actual location of the conference in their geographical area. If the Region fails to determine the location, the Board of Directors will select the site.

In addition, to changes in the bylaws, there will be an election of officers. A slate of officers is presented in March, though other candidates can run from the floor if nominated at the Board of Directors Meeting.

The conference has changed in many ways over the years, from locations to number of days, to schedule of events and even the name. The one key that remains constant is the people – it is a great opportunity. If you are not going this year, plan for next. It is in our backyard and a great event.

UPDATED**Education Courses for 2011**

July 12-13

C-501

Residential Relocation AssistanceFacilitator: *Lee Satterfield Hamre, SR/WA, R/W-RAC*

Site: Radisson, PDX

July 26-27

C-502

Business RelocationFacilitator: *Tamara Benson, SR/WA, R/W-RAC*

Site: Phoenix Inn - North, Salem

September 21

C-901

Engineering Plan Dev & AppFacilitator: *Joe Pestinger, SR/WA*

Site: Radisson, PDX

September 22

C-104

Standards of Practice for R/W ProfessionalsFacilitator: *Joe Pestinger, SR/WA*

Site: Radisson, PDX

October 5-6

C-207

Practical Negotiation for US Federal Funded Land Acq'sFacilitator: *TBA*

Site: Radisson, PDX

October 20 (**Rescheduled from April 14**)Ch 3: **Tribal Relations & Negotiations Seminar**Facilitators: *Expert Panel of Speakers*

Site: Radisson, PDX

November 2-3

C-700

Intro to Property ManagementFacilitator: *Joe Pestinger, SR/WA*

Site: Radisson, PDX

NEW REGISTRATION PROCESS

Sandra our Education chair has been working with International to help streamline our chapters course registration process. So, currently, if you go to www.irwachapter3.com/course.cfm, click on the registration link to the right, you should then be directed to an IRWA webpage that will give you the opportunity to register for that class. I know Sandra and our chapters leadership appreciate your patience as we navigate this process. We will keep you updated as we progress through the changes.

Make sure to check periodically www.irwachapter3.com for any course updates, or changes to the course schedule.

Important Education Update!

Chapter 3 is happy to announce that the Oregon Real Estate Agency is now accepting IRWA Classes for credit for real estate license renewals in Oregon. We are now approved as a provider!! *Courses that have been approved are the classroom courses.*

C-501 Residential Relocation Assistance *July 12-13*

Course Level: Intermediate

Course Length: 2 days, 8 AM to 5 PM Daily

IRWA Credits: 16.00 QEU / CEU

Required Materials: Hand-held calculator

Recommended Materials: Read 49 CFR Part 24 before attending class

Prerequisites: N/A

Tuition: Member: \$450 (includes \$35 facility fee)

Non-Member: \$555 (includes \$35 facility fee)

Late Registration Fee of \$25 after: 6/14/2011

Sign Up Today

Course Description:

Residential Relocation Assistance is a comprehensive overview of the processes and procedures involved in providing relocation assistance to residential occupants.

Materials presented are based on the lead agency's (Federal Highway Administration) regulations in implementing the Uniform Relocation Assistance and Real Property Acquisition Policies Act of 1970 as amended.

Topics

- Replacement housing payments for residential owners and tenants
- Mobile homes
- Last resort housing
- Advisory assistance
- Moving payments
- Filing claims and appeals

Course Tuition includes:

- Participant's Manual
- Federal Register

Who should take this course:

This course is designed to provide the fundamentals of residential relocation to right of way professionals.

FACILITATOR: LEE SATTERFIELD HAMRE: Ms. Hamre, SR/WA, R/W-RAC is President of H. C. Peck & Associates, Inc. She has worked in the right-of-way acquisition and relocation field for 17 years. As a dedicated IRWA member, she is Region 9 Representative to the International Relocation Assistance Committee, Chair of IRWA Region 9 and is a certified IRWA Facilitator for relocation courses Throughout her career, she has provided management, research, federal oversight, acquisition and comprehensive relocation assistance services in compliance with the Uniform Relocation Assistance and Real Property Acquisition Policies Act of 1970 for highway, transit and urban renewal projects nationwide. Ms. Hamre is the Recipient of IRWA's 2005 Region 9 Professional of the Year Award, was a Finalist for the IRWA's 2005 Balfour Award, and has served as one of four judges for FHWA's Bi-Annual National Excellence in Right of Awards in both 2003 and 2005. In June of 2007, she was selected as the 2006 recipient of the Frank C. Balfour Professional of the Year Award at IRWA's 53rd Annual International Education Conference held in Sacramento, CA. This prestigious award is the Association's highest honor bestowed upon an IRWA member.

COURSE COORDINATOR:

Barry Bliss
Universal Field Services
P.O. Box 2534
Salem, OR 97306-2354
Phone: (503) 269-6731
Email: ufsbarry@comcast.net

CLASS LOCATION:

Radisson Hotel Portland Airport
6233 NE 78th Court
Portland, OR 97218
Phone: (503) 251-2000

ACCOMMODATIONS:

Radisson Hotel Portland Airport
6233 NE 78th Court
Portland, OR 97218
Phone: (503) 251-2000

C-502 Business Relocation July 25-26**Course Level:** Intermediate**Course Length:** 2 days, 8 AM to 5 PM Daily**IRWA Credits:** 16 QEU / CEU**Required Materials:** Hand-held Calculator**Recommended Materials:** Read 49 CFR Part 24 before attending class**Prerequisites:** N/A**Tuition:** Member: \$450 (includes \$35 facility fee)

Non-Member: \$555 (includes \$35 facility fee)

Late Registration Fee of \$25 after: 6/29/2011**Course Description:**

"Business Relocation" presents the step-by-step processes necessary to relocate a business, from the initial interview stage to final claim work.

Learn how to apply provisions of the Uniform Relocation Assistance and Real Property Acquisition Policies Act of 1970 as amended toward the successful relocation of non-residential entities.

Topics

- General eligibility requirements
- Relocation planning
- Identification of personal property
- Advisory assistance
- Payments for property not moved
- Re-establishment vs. move
- Fixed payments for businesses, nonprofit organizations and farms
- Appeals process

Course Tuition includes:

Participant's Manual

Federal Register

Who should take this course:

This course is designed to provide the fundamentals of non-residential relocation to right of way professionals.

FACILITATOR: TAMARA G. BENSON, SR/WA, R/W-RAC is Director of Training and Development for Universal Field Services, Inc., and is responsible for the development and implementation of in-house and project specific training programs for staff and clients. For the past 12 years she has been responsible for Project Management on government projects in Oklahoma as well as corporate project oversight in Virginia, South Carolina, and Pennsylvania where she also performed overall project management/quality assurance reviews and client relations/business development activities. Tamara has been involved in the Right of Way Industry since joining Universal Field Services, Inc., in 1990. She has served in several capacities including Records/Database Manager, Litigation/Title Coordinator, Acquisition/Relocation Agent, Relocation Supervisor, Quality Assurance Supervisor and Project Manager. Tamara holds the SR/WA designation and the R/W-RAC certification from the International Right of Way Association (IRWA). She is a current member of the IRWA Leadership Institute Team and is past Chairperson of the International Relocation Assistance Committee. She has served in all positions of IRWA Chapter 33 and was named the Chapter Professional of the Year in 2004 and 2010. She was selected as IRWA Region 2 Professional of the Year in 2010.

Sign Up Now**COURSE COORDINATOR:**

Lori Hathaway
Universal Field Services
P.O. Box 2534
Salem, OR 97306-2354
Phone: (503) 399-8002
Email: ufslori@comcast.net

CLASS LOCATION:

Phoenix Inn
1590 Weston Court, NE
Salem, OR 97301
Phone: (503) 581-7004

ACCOMMODATIONS:

Phoenix Inn
1590 Weston Court, NE
Salem, OR 97301
Phone: (503) 581-7004



Get Involved. Be Compensated.

IRWA is seeking right of way professionals interested in developing new courses and revamping existing courses.

What is the compensation?

Compensation is based on several factors, including whether you are developing a new course or revising a current course, as well as your level of experience.

Which industry categories are needed?

Currently, subject matter experts are needed in all right of way disciplines, including communications, negotiations, management, appraisal, relocation assistance, environment, asset/property management, real estate law and engineering.

What are the qualifications?

Substantial real-world experience is a must. Ideal candidates will have knowledge of industry standards/practices and current applicable laws and regulations, as well as a proven ability to write course material and case studies.

Will I need to sign a contract?

Contracts are negotiated one-on-one once your eligibility is verified and you are selected for a specific IRWA course development project.

These contract positions come with enormous prestige and personal growth potential.

For further details, please contact Ron Ellis, Director of Course Curriculum at 310-538-0233, ext. 142 or ellis@irwaonline.org.



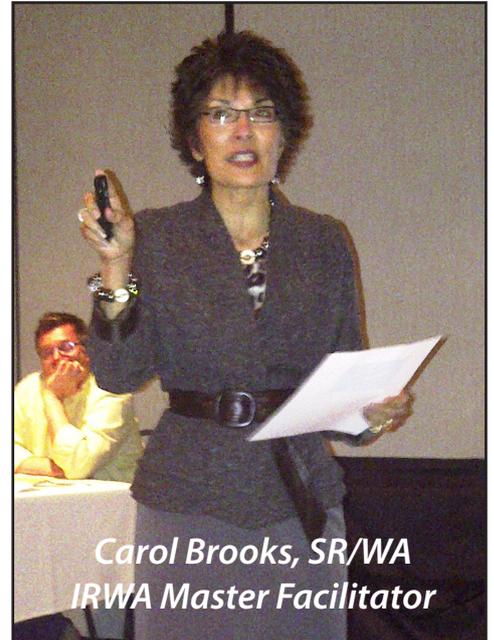
We would like to thank Carol Brooks for taking the time to speak at our May luncheon.

Carol L. Brooks

Cornerstone Management Skills Speaker, Trainer, Author, Owner

Ms. Brooks is an internationally-recognized author and lecturer on conflict management, interpersonal skills and success strategies. Her audience consists of private and public sectors, the hospitality industry, and outreach to college business students. With over 35 years experience in management and as an entrepreneur, Carol discovered important tips of creating and maintaining successful environments.

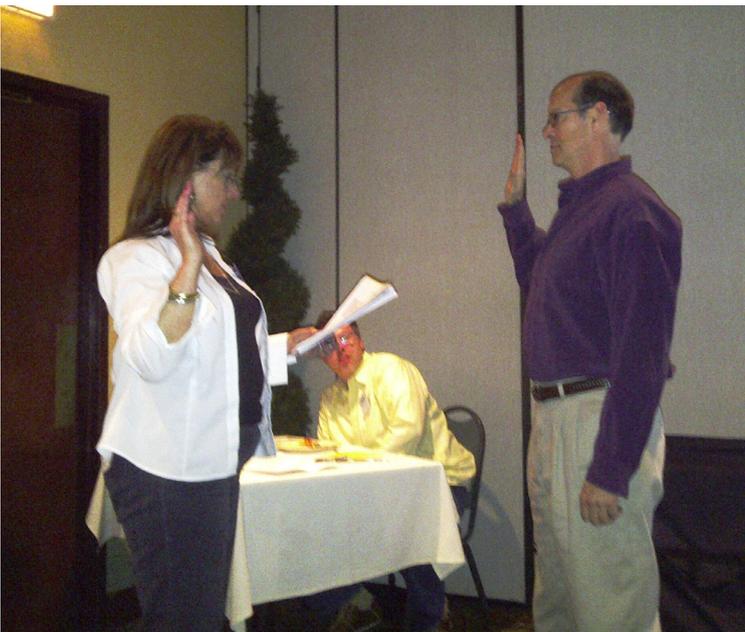
Ms. Brooks is a training consultant for the International Right-of-Way Association (IRWA) and serves as their Master Facilitator, teaching ethics, r/w principles, communication, conflict management, negotiations, alternate dispute resolution, the Facilitator's Clinic and the SR/WA Study Session and Review. With over 20-yrs experience in the r/w profession, her expertise includes easement and land acquisition, negotiation, easement valuation, permitting, easement law, project management, and eminent domain support. She authors a standing column entitled, "Back to Basics" in the IRWA's magazine, Right of Way, offering tips on negotiation, and communication. Carol currently serves on the Ad Hoc Communication Committee, responsible for reviewing and rewriting the IRWA's 200-series courses. Since 2004, she has served on the Editorial Board for Right of Way magazine.



Carol Brooks, SR/WA
IRWA Master Facilitator

New Members

Welcome Rick May, from
May and Associates, Inc.



Dawneen Dostert, Chapter 3 President
and new member Rick May.



Chapter 3 Pictures

The Chapter Historian is looking for photos of IRWA Chapter 3 related functions!! If you have any that you would like to contribute, please contact Leslie Finnigan at lfinnigan@ufsrw.com, or 503-709-1916. We have some photos, but believe there are others out there that would be fun to add to our records.

Offbeat News - News of the Weird

by Chuck Shepherd

Police Report

Robert Norton Kennedy, 51, was arrested in Horry County, S.C., in May and charged with assault and battery, despite the humble tattoo on his forehead referencing a Bible verse and reading, "Please forgive me if I say or do anything stupid." [The Smoking Gun, 5-9-2011]

Cavalcade of Rednecks

Sharon Newling, 58, was arrested in Salisbury, N.C., in April and charged with shooting at her stepson with a .22-caliber rifle. She denied shooting "at" him, but said she was just shooting toward him "to make him stop working on his truck." [Salisbury Post, 4-19-2011]

In April in Greensboro, N.C., Stephanie Preston and Bobby Duncan were married in front of family and friends at the local Jiffy Lube. [WGHP-TV (Greensboro), 4-18-2011]

SUDUKO

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Word Scramble

Basic Acquisition Terms

Can you unscramble the words to create the acquisition term or phrase?

- 1. eisntirametAdlentstmeivt**
- 2. papiarlsA**
- 3. scmeanasfjhonnotutfbetEdressnoiaflmtpo**
- 4. aomnieUnctecmnnor**
- 5. vldnomencianenosrte**

Answers to Puzzles at bottom of page 12

**Beaver State Chapter 3, IRWA Board Briefs
Condensed Meeting Minutes for May 13, 2011
Ernesto's Restaurant – 8544 SW Apple Way, Portland, OR**

Call to Order: President Dawneen Dostert called the meeting to order at 10:45 a.m.

Determination of Quorum: Secretary Matt Gossett, determined that a quorum was present with proxies.

Approval of April 8, 2011 Minutes: A motion was made and seconded that the minutes be approved as written. Unanimous approval.

President's Report: President Dostert takes a moment to thank all who participate in this volunteer organization. Nothing could be done without their efforts.

President-Elect: No report given.

Vice President's Report: Matt Gossett shares his thanks with Regina Thompson for continuing to do a great job lining up speakers.

Secretary's Report: The changes that were suggested to April's minutes were made.

Treasurer's Report: Jim Lingeman presents his report to the Board. A motion was made and seconded that the report be approved. Unanimous approval.

Membership Report: Dan Benson presented a potential new member who has already paid their dues. A motion was made and seconded to accept Mr. Rick May as a new member. Unanimous approval.

Education Report: No report given.

Upcoming Courses (also found on the Chapter website):

- | | |
|--|--------------------|
| • (C-606) The Environmental Process | May 19, 2011 |
| • (C-501) Residential Relocation Assistance | July 12-13, 2011 |
| • (C-901) Engineering Plan Development and Application | September 21, 2011 |
| • (C-104) Standards of Practice for the ROW Professional | September 22, 2011 |
| • (C-207) Practical Negotiation for US Federally Funded | October 5-6, 2011 |

Land Acquisitions

- | | |
|---|--------------------|
| • Negotiating Through Tribal Lands | October 20, 2011 |
| • (C-700) Introduction to Property Management | November 2-3, 2011 |

PDC Report: No report given.

OLD BUSINESS:

Budget: Jim Lingeman asked that the Board accept this budget as written with amendments to follow. A short discussion was heard regarding the Chapter's reserve budget. A motion was made and seconded to approve the budget as amended. Unanimous approval.

By Laws: The Board has turned the Chapter By Laws into Headquarters for review but, have not completed the discussion with them. A more thorough discussion will be had at the June meeting.

Website; Coordination with Headquarters; Education and other updates: There is still a small bit of transition issues with the registration of courses on the Chapter website. This process is smoothing out however and more focus is being placed to address this.

Board Briefs Continued:

Taxes for 2010: Filing is complete.

Proxies in writing: Only written proxies are valid so please continue this process.

Call Membership: More help is needed to contact the entire membership list.

I.T. Committee: Dawneen has a person in mind to help with hardware and software issues for the Chapter. Any thoughts on tech-savvy people from the membership are welcome.

Chapter 3 meetings at other locations: Continued discussion on change of venue, dates, times, etc. To be discussed further.

NEW BUSINESS:

Audit: A recent audit was canceled and another audit needs to be rescheduled. The new audit date has been set for Saturday, June 25, 2011 at Carl Toland's clubhouse. Jaci Margeson will contact Toland for the clubhouse.

National Conference Attendees: Board members are requested to look at the information provided by Dostert regarding voting on issues at the Education Conference in Atlanta.

COMMITTEE REPORTS:

Professional Development: Linda Birth provides her report.

Awards: Evar Knudtson speaks to the conference attendees asking if International is requiring electronic transfer of the newsletter. This is in regards to the newsletter of the year award.

Transportation: Rod Bliss says that National Public Works Week is May 15-21, 2011.

Utilities: Monica Stafford has stepped down and a new person is being sought for this position.

ADJOURNMENT: President Dostert adjourned the Board meeting at 11:54 PM.

1808-2943 - Sudoweb.com

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3	4	7	1	9	5	6	8	2
8	2	9	4	7	6	5	1	3

SUDOKO ANSWERS

Answers to Puzzles on page 10

- ANSWERS TO WORD SCRAMBLE**
1. ADMINISTRATIVE SETTLEMENT
 2. APPRAISAL
 3. ESTABLISHMENT AND OFFER OF JUST COMPENSATION
 4. UNECONOMIC REMNANT
 5. INVERSE CONDEMNATION

HANNA, McELDOWNEY & ASSOCIATES
Right of Way Services

Roger D. Hanna
Certified Appraiser
Real Estate Broker

8835 SW Canyon Lane #405, Portland, OR 97225
(503) 297-9588, Fax (503) 297-2835

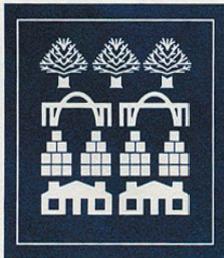


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Leslie Finnigan, SR/WA
Regional Manager

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Call: 503/709-1916



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Project Coordinator

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Right of Way
Project Manager

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www.hdrinc.com
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Services Offered

- Relocation Assistance
- Temporary Relocation
- Utility Relocation
- Property Management
- Demolition & Clearance
- Excess Land Disposal
- Franchising/Permitting
- Site/Route Selection
- Due Diligence
- Asset Management
- Project Management
- Negotiation/Acquisition
- Feasibility/Cost Studies
- Cost Estimating
- Construction Mitigation
- GIS & Database Development
- Appraisal & Appraisal Review
- Community Outreach
- Title Examination
- Documentation & Records Management



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SERVICE DIRECTORY

Chapter 3 has decided that anyone who paid for space in our directory for 2010 will be allowed to carry over their space at no additional cost for 2011. If you are interested in directory space for 2012, the cost is \$40 per business card. You can begin to submit your info to the Newsletter editor in October. For additional information please contact Barry Bliss at ufsbarry@comcast.net

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