



Item Writing Committee Holds Initial Meeting

Another major step in the evolution of the BCRSP's certification process, is the formation of an Item Writing Committee (IWC). The role of the IWC is to develop items (questions) for the certification examination (CRSPEX) based on the *Guide to Registration's* study material (domains) and reference texts.

Under the guidance of Chris Beauchamp, PhD, Assessment Strategies Inc. (ASI), the IWC met at the BCRSP office in late October to review the committee's *Terms of Reference*, to familiarize themselves with the item writing software program developed by ASI and to begin developing items.

All members of the IWC had attended one of the Board's item writing workshops in Saskatoon (November 2003), Halifax (March 2004) Mississauga (October 2004) and had demonstrated a special skill for item writing.

Members of the IWC include Cathy Higgins (Chair), ATCO Power, Edmonton, AB; Jennifer MacFarlane (Vice Chair), Century Vallen Safety Solutions, Winterbourne, ON; Robert Erickson, SaskEnergy, Regina, SK; Stewart Green, Greenback Safety Services Ltd, New Glasgow, NS; Kevin Huber, Mosaic Potash Colonsay, Colonsay, SK; Lisa Tkaczuk, JohnsonDiversey, Toronto, ON; Robert Wojcik, El duPont Canada Company, Kingston, ON.

In the first month following its meeting, the committee members concentrated on developing items for the new *OHS Auditing* domain using ASI's item writing software program. Questions on this new domain will start appearing on the May 2006 CRSPEX.

To date, the committee has developed 87 items that will now be submitted to the Certification and Examination Committee for review at its meeting in late November at which time the 2006 CRSPEX will be drafted.



Item Writing Committee members at first meeting held at the BCRSP office in Mississauga

Inside this issue:

Chair's Message	2
Election Results	2
Do you serve on oh&s committees/boards?	3
Certification Maintenance Program	3
Message du président	7
Mail Returned	8

30th Anniversary Celebration

In 2006, the BCRSP will celebrate its 30th anniversary.

A special 30th Anniversary Celebration is being planned for October 20-22, 2006 at the Brookstreet Resort, Ottawa, ON.

A preliminary program and registration form are enclosed with this issue of the *Governor's Table*.

Mark the dates and plan to attend!

Chair's Message

Fellow CRSPs:

All members of your Governing Board were present for meetings in St. John's, Newfoundland, October 21–23, 2005. It was a most productive three days.

Peter Fletcher met with members of the Newfoundland and Labrador Regional Screening Centre. Your Executive Committee met with the CEO of the Labour Relations Agency (representing the Minister of Labour). There was a well attended meet and greet reception with CRSPs an Executive Committee meeting, Governing Board workshops and a Governing Board meeting.

At the Saturday workshops, Peter Sisk made a presentation on his attendance at a Professional Regulation & Discipline workshop. Given the bylaw change at the last Annual General Meeting and Governor discussions, the Disciplinary Review Committee will be bringing forth procedural recommendations at the February 24-26, 2006 Governing Board meeting in Fredericton, New Brunswick. If you have views on this subject, please email Peter Sisk or Ken Wilkes, Disciplinary Review Committee Chair, via the Board office (bcrsp@sympatico.ca).

The criteria for a *public member* on the Governing Board were discussed, as was our 2005-2009 Strategic Plans. The *Management System Manual* review was completed; the 2006-2008 budgets and the Fletcher Wright Associates Inc.'s management contract were also reviewed. Discussions on OH&S auditing and a lifetime achievement award ended our Saturday deliberations.

On Sunday, discussions from the workshops were formally ratified at the Governing Board meeting. The *public member* criteria will be balloted as part of a number of bylaw amendments as soon as possible after we receive notification of ISO 17024 accreditation from the Standards Council of Canada. The budget was approved for 2006 with no dues increase. The Board also renewed the management contract with Fletcher Wright Associates Inc. through 2008.

The good news for this newsletter – all outstanding issues related to our ISO 17024 application appear to have been resolved and formal notification by the Standards Council of Canada is imminent. We believe that the BCRSP is the first non-regulated pro-



BCRSP Chair
David Clark, CRSP

profession in Canada to receive this accreditation.

Revisions to the Ergonomics (ERG) domain and development of a new domain on OHS Auditing (AUD) have been completed and will be incorporated into the next version of the *Guide to Registration*. As well, revisions to the Occupational Health, Safety and Environment Systems (OES) and the Law and Ethics (LE) domains are on schedule for completion by the end of December.

This is my last newsletter as your Chair. During the last 20 years as a CRSP, I have received more than I could possibly give back to this organization. As I look back over the last two years as your Chair, I have memories of a strong, knowledgeable Board that made some tough strategic decisions to chart our path for the future. Raising the minimum formal educational requirement and attaining ISO 17024 accreditation are major accomplishments. Performance reviews for individual Governors, the Board as a whole and the Executive Director have been completed, a new domain for OH&S Auditing and changes to our professional conduct and discipline are established and will continue to evolve as useful tools for our organization. I am also very proud to see the increasing number of well-qualified CRSPs who wish to stand for election to the Governing Board. They see a good thing and our future is in good hands.

Lastly, I thank my fellow Governors for their wisdom, support, and fellowship, Peter Fletcher and staff for their professionalism, and my wife, Patricia, for her patience and tolerance.

Hope to see you at our 30th Anniversary Celebration, October 20-22, 2006 in Ottawa.

A handwritten signature in black ink, appearing to read 'D. Clark'.

David Clark, CRSP, BA, BEd, SBStJ, CD
Chair, Governing Board

Election Results

David Clark, Governing Board Chair, is pleased to announce the results of the 2006-2007 election.

Elected for a two year term beginning January 1, 2006 are Dennis Bolger, Heather Harvey, Peter Sisk, Peter Sturm and Monica Szabo.

Serving the second of a two year term are John Dunn, Kevin Hayes, Dave Turner and Kenneth Wilkes.

The executive committee will be Peter Lineen, Chair; Edward Miller, Vice Chair; Howard McGraw, Secretary-Treasurer; and, David Clark, Past Chair.

Michael Salib has been appointed by the executive committee to complete the second year of a two year term for Howard McGraw who moves into the Secretary-Treasurer's position.

One additional Board appointment needs to be made. A public member, as required by ISO 17024, will be appointed as soon as possible in the new year.

On behalf of all CRSPs, the Board extends its sincere thanks and appreciation to all the very qualified and capable candidates for offering to serve the profession and to their employers for supporting their nomination.

Do You Serve on OH&S Committees and Boards?

Some CRSPs have an opportunity to represent or are supported by their employer to participate on a variety of oh&s advisory committees, boards, technical committees, standards committees and legislative bodies.

These opportunities may be at a local, provincial, national or international level.

CRSPs serving in these capacities have a distinct opportunity to influence the future direction of oh&s.

The Governing Board is asking CRSPs to identify themselves and those oh&s committees on which they serve.

Please submit details to: bcrsp@sympatico.ca

Certification Maintenance Program (CMP)

The *Certification Maintenance Program* (CMP) has the intent of assisting CRSPs keep pace with changes affecting professional oh&s practice.

CRSPs are required to maintain their designation by participating in the Board's *Certification Maintenance Program* (CMP) The **last digit** of your registration number determines your audit cycle (eg. for the registration number 01-1873, "3" is the audit cycle number).

The CMP has 23 categories of activities in three major areas – 1. Professional Development, 2. Examinations and Additional Certifications and 3. Professional Pursuits. Each category provides the opportunity to claim maintenance points. In some categories there is no limit to the number of points that may be accumulated, while in others, an annual or maximum number of points that may be claimed are identified.

On average, CRSPs are required to earn a minimum of five (5) CMPs per year. There is only one mandatory category, *C1-Continuing professional practice*, under Professional Pursuits that CRSPs must meet on an annual basis.

At the end of your CMP cycle*, the BCRSP will advise you that your CMP Worksheets are to be submitted. Only points earned during the current cycle may be claimed. The BCRSP randomly selects a portion of CRSPs submitting CMP Worksheets for audit. The audit procedure requires that you provide supporting documentation for all points claimed. **It is therefore important that you keep documentation to verify your CMP activities.**

*Once certified, your first CMP cycle may vary from one to five years depending on the last digit of your registration number. All subsequent cycles are five years.

Allowances are made if, during the CMP cycle for which you are submitting worksheets/ documentation, you have been absent from work for such things as parental leave or LTD (details are included with the CMP Worksheets).

CMPs claimed in excess of the maximum allowable for each category will not be counted and **excess points may not be carried over to the next maintenance cycle.**

CRSPs who do not submit their worksheets by the deadline (end of June) are placed on probation for the remainder of the year. If at the end of the year, worksheets, and if requested, documentation, have not been submitted, the Governing Board, as per Article 16.07 of the bylaws, will revoke the registration certificate.

CRSPs whose designation is revoked for non-submission of CMP worksheets by the December 31 deadline, must submit documentation for all points claimed as part of the reinstatement process **regardless of whether or not they were initially required to supply such documentation.**

CRSPs should retain a copy of their CMP Worksheets until such time as they have received notification from the Board advising that a continuance of certification has been granted.

Non-practicing CRSPs are exempt from the Certification Maintenance Program.

CRSPs are not required to submit CMP Worksheets until requested to do so by the BCRSP.



Certification Maintenance Program (CMP) Matrix

If the last digit of your certification number is:	Your current CMP cycle is:	A request will be issued for submission of your CMP worksheets/documentation in:	You must submit your CMP worksheets/documentation by:
0 or 5	January 1, 2002 through December 31, 2006 (or any part thereof)	January 2007	June 29, 2007
1 or 6	January 1, 2003 through December 31, 2007 (or any part thereof)	January 2008	June 30, 2008
2 or 7	January 1, 2004 through December 31, 2008 (or any part thereof)	January 2009	June 30, 2009
3 or 8	January 2000 through December 31, 2004 (or any part thereof)	January 2005	June 30, 2005
4 or 9	January 1, 2001 through December 31, 2005 (or any part thereof)	January 2006	June 30, 2006

Examples:

You were certified in 1979 and your registration number is 79-212.

"2" determines your audit cycle; current cycle is January 1, 2004 through December 31, 2008; minimum CMPs required in that cycle – 25; call for CMP submissions issued by the Board in January 2009; submission deadline is June 30, 2009.

You were certified in 1992 and your registration number is 92-764.

"4" determines your audit cycle; current cycle is January 1, 2001 through December 31, 2005; minimum CMPs required in five year cycle – 25; call for CMP submissions issued by the Board in January 2006; submission deadline is June 30, 2006.

You were certified in 2005 and your registration number is 05-2630.

"0" determines your audit cycle; first cycle starts January 1, 2006 and runs through December 31, 2006; minimum CMPs required in that cycle – 5; call for CMP submissions issued by the Board in January 2007; submission deadline is June 29, 2007. All subsequent CMP cycles will be five years.

Please contact the BCRSP if you have any questions regarding the CMP



BCRSP CERTIFICATION MAINTENANCE PROGRAM WORKSHEET

DECLARATION: I certify that the CMPs claimed on these worksheets and all documents attached thereto are an accurate reflection of my certification maintenance activities during the audit period.

Name: _____ Registration # _____

Signature: _____

- Only those activities completed within your audit period may be claimed. Please identify all CMPs earned in each of the three categories.

1. PROFESSIONAL DEVELOPMENT ACTIVITIES			
A1	Completion of college/university credit courses in ohs&e (including distance education courses) with a formal evaluation process or examination.	5.0 CMPs/course	Points claimed _____ (25)+
A2	Completion of short courses/seminars in ohs&e including internal, employer-sponsored courses/seminars. <i>No CMPs are awarded for courses/seminars less than 6 hours long.</i>	1 day - 0.5 CMPs /course 2-3 days - 1.0 CMPs /course 4+ days - 3.0 CMPs /course (with formal evaluation or exam)	Points claimed _____ (25)+
A3	Teaching an osh&e related course/seminar (applies to courses/seminars over and above those that are taught as part of current position description.) <i>No CMPs are awarded for teaching courses/seminars less than 6 hours long. Multiple presentations of the same course/seminar may only be claimed once in each calendar year.</i>	1 day - 0.5 CMPs /course 2-3 days - 1.0 CMPs /course 4+ days - 3.0 CMPs /course (with formal evaluation or exam)	Points claimed _____ (25)+
A4	Developing ohs&e related courses (one-time credit per course) 0.5 CMPs /course hour (applies to courses over and above those that are developed as part of current position description.)	5.0 CMPs max/course	Points claimed _____ (15)+
A5	Attending ohs&e professional development conferences (minimum two days).	1.0 CMPs/conference	Points claimed _____ (5)+
A6	Ohs&e paper presentation at a conference (may not claim CMPs for same paper under C6).	0.5 CMPs/presentation	Points claimed _____ (5)+
A7	Developing/teaching an ohs&e college/university credit course (applies to courses over and above those that are taught as part of current position description.) <i>Multiple presentations of the same course may only be claimed once in each calendar year.</i>	2.0 CMPs/course	Points claimed _____ (25)+
A8	Completion of non-related ohs&e courses/seminars that will enhance a CRSP's skill sets (e.g. management, computer software, etc.). <i>No CMPs are awarded for courses/seminars less than 6 hours long.</i>	1 day - 0.5 CMPs /course 2-3 days - 1.0 CMPs /course 4+ days - 3.0 CMPs /course (with formal evaluation or exam)	Points claimed _____ (10)+
A9	Completion of the Board's 2004 Survey on the Competencies of Certified Safety Professionals in Canada	1.0 CMPs	Points claimed _____ (1)+
TOTAL POINTS CLAIMED SECTION 1			

+ maximum number of CMPs that may be claimed over five years

2. EXAMINATIONS & ADDITIONAL CERTIFICATIONS			
B1	Passing a BCRSP re-examination (<i>the initial passing of the CRSPEX to earn the CRSP designation may not be claimed</i>).	25.0 CMPs	Points claimed _____ (25)+
B2	Passing a Board of Certified Safety Professionals (U.S.) comprehensive or specialty examination (may not claim CMPs a second time under B3).	25.0 CMPs	Points claimed _____ (25)+
B3	Obtaining a BCRSP recognized ohs&e designation, e.g. CSP, CIH, ROH (<i>the designation must have formal education, experience, examination and certification maintenance requirements</i>).	25.0 CMPs	Points claimed _____ (25)+
B4	Obtaining an advanced ohs&e related degree/diploma (<i>beyond that held when first registered</i>).	15.0 CMPs	Points claimed _____ (15)+
TOTAL POINTS CLAIMED SECTION 2			

+ maximum number of CMPs that may be claimed over five years

3. PROFESSIONAL PURSUITS			
C1	Continuing professional practice with greater than 50% ohs&e position duties (<i>minimum 900 hours/year</i>).	2.0 CMPs/yr	Points claimed _____ (10)+
C2	Personal membership in a provincial/national/international ohs&e-related technical professional society (<i>BCRSP may not be claimed in this section</i>).	1.0 CMPs /yr/society	Points claimed _____ (10)+
C3	Service on national or international standards committee.	2.0 CMPs /yr/committee	Points claimed _____ (10)+
C4	Service to ohs&e related associations and professional organizations at national, international or regional levels as a working committee member or officer.	2.0 CMPs /yr/committee or officer	Points claimed _____ (10)+
C5	Service to ohs&e related associations and professional organizations at local level as a working committee member or officer.	1.0 CMPs /yr/committee or officer	Points claimed _____ (5)+
C6	Publication of ohs&e related paper (minimum of 1500 words) as first author or co-author. Publication includes journals, magazines, books but does not include internal publications or conference proceedings (may not claim CMPs for same paper under A6).	1.0 CMPs/paper	Points claimed _____ (5)+
C7	Publication of ohs&e related textbook as author or co-author.	10.0 CMPs/book	Points claimed _____ (10)+
C8	Preparation and acceptance (by BCRSP) of questions for the CRSPEX.	1.0 CMPs /5 questions	Points claimed _____ (no maximum CMPs)
C9	Satisfying the requirements of the Board of Certified Safety Professionals' (U.S.) Continuance of Certification Program.	5.0 CMPs	Points claimed _____ (5)+
C10	Health and safety "patented inventions" may be considered, on a case-by-case basis, for CMPs. Please attach documentation (including patent number) to support your claim.		
TOTAL POINTS CLAIMED SECTION 3			
TOTAL POINTS CLAIMED SECTIONS 1,2, AND 3			

+ maximum number of CMPs that may be claimed over five years

Revised 01/05

Message du président

Chers membres CRSP,

Tous les membres du Conseil des Gouverneurs du CCPSA ont participé aux trois journées de réunions très productives, tenues du 21 au 23 octobre 2005 à St. John's (Terre-Neuve).

Peter Fletcher a rencontré les membres du Centre de sélection régional de Terre-Neuve/Labrador, et les membres du Comité exécutif ont rencontré le chef de la direction générale du Labour Relations Agency (représentant le ministère du Travail). Au cours de ces trois journées, il y a eu une réunion du Comité exécutif, des ateliers pour les membres du Conseil des Gouverneurs, une réunion du Conseil des Gouverneurs ainsi qu'une réception d'accueil pour les membres CRSP qui sont venus en grand nombre.

Lors des ateliers du samedi, la présentation de Peter Sisk a porté sur un atelier auquel il avait assisté et dont le sujet était les mesures de réglementation et de discipline professionnelle. En vertu des modifications à apporter aux statuts après la dernière AGA, et pour faire suite aux discussions entre les gouverneurs, le Comité d'examen de la discipline déposera des recommandations procédurales à la prochaine réunion du Conseil des Gouverneurs qui se tiendra à Fredericton (Nouveau-Brunswick) du 24 au 26 février 2006. Si vous désirez exprimer votre opinion à ce sujet, nous vous invitons à faire parvenir un courriel à Peter Sisk ou à Ken Wilkes, président du Comité d'examen de la discipline, par le biais du bureau national à l'adresse électronique : bcrsp@sympatico.ca.

Au cours de cette rencontre, on a discuté du critère de « *représentant du public* » qui siégerait au Conseil des Gouverneurs ainsi que de la planification stratégique 2005-2009. On a également complété la révision du manuel du système de gestion (*Management System Manual*), des budgets 2006-2008 et du contrat de gestion de Fletcher Wright Associates Inc. Les discussions portant sur le domaine « vérification santé, sécurité et environnement » ainsi que sur l'instauration d'un Prix d'excellence pour l'ensemble des réalisations sont venues clôturer les travaux du samedi.

Les points discutés dans les ateliers du samedi ont été officiellement ratifiés à la réunion du Conseil des Gouverneurs le dimanche. Le critère de « *représentant du public* » sera soumis au scrutin avec d'autres amendements à apporter aux statuts dès que l'avis d'accréditation à la norme ISO 17024 aura été reçu du Conseil canadien des normes. Le budget a été approuvé pour l'année 2006 et la cotisation annuelle ne subira aucune hausse. Le Conseil a également renouvelé le contrat de gestion avec l'entreprise Fletcher Wright Associates Inc. jusqu'en 2008.

Il est important de souligner une excellente nouvelle dans ce bulletin. Tous les points en litige dans notre demande d'accréditation à la norme ISO 17024 semblent avoir été résolus et nous devrions recevoir sous peu un avis officiel du Conseil canadien des normes. Nous croyons que le CCPSA sera la



BCRSP Président
David Clark, CRSP

première profession non réglementée à recevoir cette accréditation au Canada.

Les révisions apportées au domaine « Ergonomie (ERG) » et l'élaboration d'un nouveau domaine « Vérification santé, sécurité et environnement (AUD) » sont maintenant terminées et seront ajoutées dans la prochaine version du *Guide de demande de certification*. De plus, on procède actuellement à la révision des domaines « Hygiène et sécurité du travail et systèmes environnementaux (OES) » et « Loi et éthique (LE) » qui devrait se terminer avant la fin du mois de décembre, tel que prévu au calendrier.

Il s'agit d'un mon dernier mot en tant que président dans ce bulletin. Au cours des 20 dernières années en tant que CRSP, je réalise que l'organisme m'a apporté beaucoup de choses et je ne pourrai évidemment pas lui rendre la pareille. En passant en revue les deux dernières années de mon mandat en tant que président, je garde d'excellents souvenirs d'un Conseil des Gouverneurs doté d'une réputation solide et composé de membres avertis qui ont dû prendre des décisions stratégiques difficiles pour tracer la voie de notre avenir. Deux réalisations majeures sont celles d'avoir haussé les exigences de formation minimales et d'avoir obtenu l'accréditation ISO 17024. Les évaluations de rendement de chaque gouverneur, de l'ensemble du Conseil et du directeur général sont terminées. Un nouveau domaine « vérification santé, sécurité et environnement » sera ajouté. De plus, des modifications régissant notre Code de déontologie et les mesures disciplinaires seront établies et continueront d'évoluer en tant qu'outils pratiques pour notre organisme. Je suis également très fier du nombre croissant de membres CRSP compétents qui désirent se présenter à l'élection du Conseil des Gouverneurs. Ces personnes perçoivent notre organisme comme une bonne valeur et notre avenir est entre bonnes mains.

Enfin, je tiens à remercier mes collègues gouverneurs pour leur sagesse, leur appui et leur dévouement à défendre la cause de notre organisme, Peter Fletcher et son personnel pour leur professionnalisme, et mon épouse, Patricia, pour sa patience et tolérance.

Au plaisir de vous voir au 30^e anniversaire du CCPSA à Ottawa, du 20 au 22 octobre 2006!



David Clark, CRSP, BA, BEd, SBStJ, CD
Président, Conseil des Gouverneurs



BCRSP

**BOARD OF CANADIAN REGISTERED
SAFETY PROFESSIONALS
CONSEIL CANADIEN DES
PROFESSIONNELS EN SÉCURITÉ
AGRÉÉS**

6519-B Mississauga Road
Mississauga, ON
L5N 1A6

Phone: 905-567-7198; 1-888-279-2777
Fax: 905-567-7191
Email: bcrsp@sympatico.ca

***The certifying body for ohs&e
professionals***

Looking for a change? Visit the
“Careers” page on the web site:

www.bcrsp.ca

The Board of Canadian Registered Safety Professionals (BCRSP), with over 1900 members, is a not-for-profit organization established in 1976 for the purpose of certifying qualified ohs&e practitioners as Canadian Registered Safety Professionals (CRSPs).

*The CRSP is the **designation of choice** by employers when hiring ohs&e professionals.*

*Our **Mission Statement** is “to promote occupational health and safety, environmental protection and public safety through the certification of qualified occupational health, safety and environmental professionals”.*

DISCLAIMER—*from time to time, advertising inserts may be included with mailings of the Governor’s Table. Inclusion of these inserts does not imply endorsement by the BCRSP. They are provided as a source of information to CRSPs.*

2005 Governing Board

Executive:

Chair: David Clark, CRSP, BA, BEd, SBStJ, CD, Workers’ Compensation Board, NT & NU, Yellowknife, NT
Vice Chair: Peter Lineen, CRSP, Western Forest Products Limited, Duncan, BC
Past Chair: Michael Salib, CRSP, The Zeta Group Inc., Nepean, ON
Secretary-Treasurer: Edward J. Miller, BSc, MPA, CRSP, Maritime Forces Atlantic, Halifax, NS

Governors:

John H. Dunn, CRSP, Pope & Talbot Ltd, Nanaimo, BC
Darren Gardiner, BBA, CRSP, MGI Limited, Sydney, NS
D. Heather Harvey, CRSP, The Woodbridge Group, Mississauga, ON
Kevin J.L. Hayes, CRSP, Ontario Power Generation, Mississauga, ON
Howard J. McGraw, CRSP, Maple Leaf Foods Inc., Mississauga, ON
Peter Sisk, CRSP, NB Power Generation Corporation, Fredericton, NB
Peter Sturm, CRSP, Workplace Safety & Insurance Board of Ontario, Toronto, ON
Monica Szabo, CRSP, ROH, Municipal Health and Safety Association, Milton, ON
Dave Turner, CRSP, Turner Safety Systems, Maple Creek, SK
Thomas R. Welton, CRSP, Ontario Forestry Safe Workplace Association, North Bay, ON
Kenneth G. Wilkes, CRSP, Defence Construction Canada, Kingston, ON

Executive Director

Peter Fletcher, CRSP

Mail Returned

Mail has been returned for the following CRSPs. If you know the whereabouts of any of these individuals, please have them contact the BCRSP or direct them to the *Membership Update Information* form in the *Membership* section of the Board’s web site.

ARSENAULT, Merne W. (02-1874)
BLANCHARD, Curtis (01-1843)
BOYCHUK, Warren S. (96-1061)
COULTER, Scott (91-701)
CRAIG, Peggy (98-1300)
HALL, Patricia (98-1304)
HANEL, Sue (90-644)
HILFORD, Covena K. (98-1307)
HNIDY, Darcy C. (00-1521)
KAHLE, Heather Katrina (04-2359)
ROBERTSON, Gordon M.L. (00-1560)
SCOTT, B. Kim (93-846)
SWINN, Larry E. (82-464)
VASEY, Christopher G. (00-1571)