

February 9, 2011 General Membership Meeting The Clarion Hotel – Richland

Social Hour 5pm - Dinner 6:30pm – Program 7pm
 Non-Members \$30 – Retired Members \$15

What's Inside

February Membership Meeting	
Featured Speaker Dom Sansotta.....	1
Meet Steve Hafner – a new Executive Advisor for MCLDA.....	2
2011 Leadership Speech	
Contest Volunteers Needed	2
Professional Development	3
Call for Executive of the Year Award Nominations	4
2011 NMA Leadership	
Speech Contests	4
AudioTech Business Book	
Summary Reviews	5
Nominating Committee being Formed	6
Chapter and National-level Award Nominations	7
Wanted	8
January Meeting Pictures	8
Welcome New Members	9
Information in 30 Minutes	9
We Love Our Supporters.....	9
Calendar of Events.....	10
Statement of Principles	11
Code of Ethics.....	11
Contacts	12

February Membership Meeting Featured Speaker Dom Sansotta

MCLDA's February 9th general membership meeting continues the Profiles in Leadership series, featuring Dom Sansotta from Washington River Protection Solutions (WRPS). His presentation, "A Partnership in Leadership Development," provides insight into the leadership philosophy of WRPS, and its efforts in fostering leadership development amongst talented employees. This presentation is a wonderful opportunity for members to learn more about WRPS, its leadership development program, and the principles valued by the company. Please come to this meeting to find out more!



Dom is the Workforce Resources manager for Washington River Protection Solutions (WRPS). WRPS is the DOE's Tank Operations Contractor at Hanford. WRPS is a partnership between URS and Energy Solutions with AREVA as its major subcontractor.

As Workforce Resources manager Dom is responsible for all employee development for the TOC. In addition, his responsibilities include future workforce development which involves the creation and readiness of skills outside of the current workforce to fulfill future mission needs. His involvement in this area includes:

- Co-Chair of the HAMMER Future Workforce subcommittee
- Vice-Chair of the Columbia Basin College Foundation Board
- Major involvement with the re-activation and ongoing operation of the CBC Nuclear Technology program

Dom's career at Hanford spans 28 years and began with the Department of Energy on its Contractor Industrial Relations team. Since that time he has held numerous leadership positions with several different employers at Hanford all in the workforce resources area.

Dom has his Bachelor's degree in management from Georgia State University and holds an MBA from Boise State University.

February Menu

- Hawaiian Chicken
- Smoked Ham
- Mixed Green Salad w/Dressing
- Chef's Choice Salad
- Oven Roasted Vegetable
- Coconut Mango Rice
- Rolls w/Butter

Meet Steve Hafner – A New Executive Advisor for MCLDA

By Lisa Hart, President



It is my pleasure to announce that Steve Hafner has agreed to be an executive advisor for the MCLDA Chapter. Steve is a passionate leader. While demanding constant improvement and high levels of performance he brings balance as a personable, caring individual who understands when times are difficult. He is a relationship builder with the entire work force. He will be a key member of our Executive Team to provide advice and counsel to our Chapters leaders.

Steve is the Vice President of Emergency Services and Training with Mission Support Alliance (MSA). Steve retired as a colonel from the Air Force after serving 25 years. Before joining MSA and after retiring from the Air Force, he managed security teams and projects with Sandia National Laboratories, National Nuclear Security Administration, and Pro2Serve.

Steve has been married for 40 years, has 3 children--one boy, one girl, and a very special Shorkie (Shih Tzu and Yorkshire Terrier mix), and 4 grand babies. In his free time (when he has it), he likes to golf and do woodworking.

The role of the executive advisor for the MCLDA chapter is to provide a line of communication between the Chapter leaders and company leadership. The executive advisor provides advice to the Board and Officers on issues and organization policies that may affect the Chapter. The executive advisor is called upon to guide the Board and Officers in the appropriate steps to integrate NMA professional development with company training programs as applicable. This is a demanding role, supporting a chapter that is multi-company based with a variety of corporate cultures and expanding into our community. We are grateful that Steve Hafner is accepting this role and joins Moses Jarasyi, CHPRC, and Judy Connell, Fluor. Come to the next meeting and welcome him in his new role with the Mid-Columbia Leadership Development Association.

"A man is not finished when he is defeated. He is finished when he quits."

Author: Richard M. Nixon

2011 NMA Leadership Speech Contest Volunteers Needed

By Edward Schwier, CM

The twenty-fourth annual Chapter 395 and Chapter 902 Speech Contests for High School Students will be held at 6 PM on February 17, 2011 at the Energy-Northwest auditorium at 3000 George Washington Way, Richland. I still need volunteers to serve as judges and in other roles to support this contest. Volunteers will need to arrive by 5:30 to be briefed and help process the students and audience as they arrive. The contest will complete by about 8 PM. I will start setting up the auditorium around 4:30 that day and could use one person to help unpack and setup the backdrop. The setup person can leave before the contest starts or stay and assist in another way or enjoy the contest as part of the audience.

The top two finishers in each Chapter Contest will advance to the Columbia Basin Area Council Leadership Speech Contest at 6 PM on Thursday March 3, 2011 at the same location. I will need help that evening similar to that on the 17th. Since there will only be four contestants, the council contest will probably complete around 7 PM. Charter Communications will be recording both contests to play on the Charter Cable Channel throughout next year. I believe last year's contest is being shown occasionally this month.

Please contact Edward Schwier at Edward_G_Ed_Schwier@rl.gov or 521-4112 to volunteer.

Professional Development

Roni Swan, CM, CHMM, PMP, VP Professional Development

Take the Time for Professional Development

As Steven Covey says "First things first."

Managers today must deliver more while working with shrinking budgets. However, investing in professional development has become a secondary concern, even though employees are often the most important asset of the organization. Both organizations and individuals need to take the time for learning and knowledge, especially now in this changing world.

The need for continued professional development and enhancement of existing interpersonal and technical skills is far greater today than it has ever been. Each job within the organization requires some form of continued education and training to remain up to date. Professional development is an ongoing process. Training is needed to keep up with changing technology, to understand the latest trends in business management, and to maintain the respect of team members and associates.

There is no age limit or end date regarding learning and self improvement. Learning is a continuing journey. It is a matter of determining your self worth, setting personal expectations, aspiring to succeed, and analyzing not only where improvement is needed but also how to expand knowledge. A conscious and continuous effort to learn new things has numerous payoffs. You can improve your ability to network with others and open new doors of opportunity. Professional development can also give you a greater sense of self confidence and personal satisfaction.

Be sure to register for the *Internal Anchors for External Storms* series now being held at HAMMER. These courses sponsored by MCLDA and developed by Rick Martinez, Peak Performance Systems, Inc. are only \$49 for MCLDA members. We hope you will take the time to not only develop your internal anchors to prepare for and embrace the future, but to give this opportunity to your staff as well.

The next course in the program is called *Personal Power*. This class will look at how success can be built from attitude. Frankl, a World War II concentration camp prisoner, said that even in the midst of soul-breaking conditions he still had the freedom to choose his own attitude. He credits this ability for his survival. Those who felt victimized by their circumstances perished.

The dates for the next Internal Anchors courses are below:

- Personal Power, February 25, 2011
- Living Your Life On Purpose, March 25, 2011
- Effective Time Management, April 22, 2011
- Win-Win Strategies, May 20, 2011
- How To Effectively Resolve Conflict, June 17, 2011

To get others to come into our ways of thinking, we must go over to theirs; and it is necessary to follow, in order to lead.

Author: William Hazlitt

Call for Executive of the Year Award Nominations

By Ted Giltz

The Mid-Columbia Leadership Development Association (MCLDA), a chapter of the National Management Association (NMA), is accepting nominations for The Executive of the Year award. This award is presented to recognize a senior executive who has demonstrated exceptional managerial and leadership qualities. Any executive from a company within the Mid-Columbia area may be nominated. Candidates must be in a senior management position and have a record of managerial and leadership accomplishments over their career. Nominations should address how the candidate has supported the principles of contemporary management, support of the NMAs Code of Ethics, and the candidate's involvement within the community. Membership in MCLDA or NMA is not required. Nominations will be accepted until March 15, 2011. Please contact the MCLDA Member Relations Vice President at tpg1@clearwire.net to obtain a nomination form.

"A problem well stated is a problem half solved."

Author: Charles F. Kettering

2011 National Management Association (NMA) Leadership Speech Contests

By Edward Schwier, CM

The 24th Annual Energy Northwest and Mid-Columbia Leadership Development NMA Chapter Speech Contests for high school students are planned for 6 PM February 17, 2011 at the Energy-Northwest Auditorium at 3000 George Washington Way, with the top two students from each of the Chapter contests moving on to the Columbia Basin Area Council Contest at 6 PM March 3, 2011. The winner of the CBAC Contest will represent our Council at the NMA West Leadership Development Conference in Anaheim, CA 28 - 30 April 2011.

The NMA Leadership Speech Contest has four primary purposes.

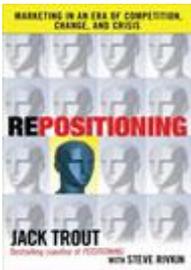
1. Promote a better understanding of leadership among high school students.
2. Involve youth in researching, writing, and delivering a speech on leadership.
3. Provide youth with an incentive to develop communications skills that are vital to those entering the work force and to American business.
4. Provide winning students with financial reward that will help them further their formal education.

Volunteers to help stage and judge the contests are needed. I am looking for 7 judges for the Chapter Contest and then 7 different judges for the Council Contest. I also need two timers/counters and one or two people to sit with the students outside of the auditorium as chaperones. The second set of judges cannot have heard the students speak at the Chapter Contest, so they could be chaperones for the first contest. I like to get a fairly even mix from each Chapter. I am running the request for volunteers through the Energy Northwest Chapter also. Of course, we always like to have people attend just to be in the audience. It is both fun and very rewarding.

Contact Edward Schwier at Edward_G_Ed_Schwier@rl.gov or 521-4112 for contest information and applications and to volunteer.

AudioTech Business Book Summary Reviews

By Edward Schwier, CM



Repositioning: Marketing in an Era of Competition, Change, and Crisis by Jack Trout with Steve Rivkin

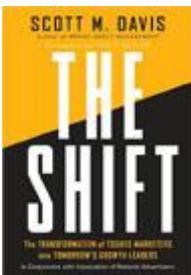
Thirty years ago, Jack Trout and Al Ries brought the important business concept of “Positioning” to light in the classic best-seller, Positioning: the Battle for Your Mind – a book that revolutionized the world of marketing. However, times have changed, and the marketplace has become a different battleground.

Once-successful companies are now in crisis mode. So how do you adapt? In the summary of *Repositioning: Marketing in an Era of Competition, Change, and Crisis*, Jack Trout with Steve Rivkin, shows you how to adapt, compete, and succeed in today’s overcrowded marketplace. Trout is President of Trout & Partners, a worldwide marketing firm. With Ries, he has also co-authored the bestsellers *Marketing Warfare* and *The 22 Immutable Laws of Marketing*.

Rivkin is a naming expert with Trout & Partners and the co-author of three books with Trout. He is also founder of Rivkin & Associates, LLC, a marketing and communications consultancy.

In this summary of *Repositioning* you will:

- Retool your current marketing strategy by developing an arsenal of proven marketing techniques specifically redesigned for the current business climate.
- Reassess your company’s strengths so you can prosper at a time when your competition is fiercer, consumers are savvier, and communications are faster.
- Refocus your branding by learning to excel in three key areas based on the Three C’s: (1) beat the Competition; (2) Change with the times; and (3) manage every Crisis effectively.
- Reposition a generic product by using five strategies, including identifying, personifying, creating a new generic, changing the name, and repositioning the category.
- Reclaim your competitive edge by learning how to adapt, compete, and succeed in today’s overcrowded marketplace.



The Shift: The Transformation of Today's Marketers into Tomorrow's Growth Leaders by Scott M. Davis

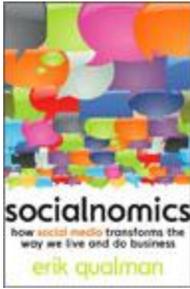
The days of marketers operating in a vacuum and business strategies being created independently of one another are ending. Today’s marketers are being challenged with creating integrated perspectives that start with the growth aspirations of their entire organization. In the summary of *The Shift: The Transformation of Today's Marketers into Tomorrow's Growth Leaders*, Scott Davis demonstrates how a new breed of Visionary Marketers has become a successful catalyst for growth and transformation within an organization. Davis is a senior partner at eh strategic brand

and marketing consultancy, Prophet, and has worked with top executives at such companies as GE, Johnson & Johnson, IBM, Best buy, Sara Lee, and Boeing. He is also author of *Brand Asset Management* and co-author of *Building the Brand-Driven business*.

In this summary of *The Shift* you will:

- Discover how you can make the shift from Tactical marketing to Visionary Marketing so your organization can realize its potential for double-digit growth and returns.
- Transform the role of marketing by leveraging customer insights, taking a Profit and Loss mind set, and earning organization-wide credibility and trust.
- Focus on pervasive innovation, not just incremental improvements, by becoming a customer zealot, forming partnerships, and inspiring your employees.

- *Achieve marketing excellence by precisely predicting the right targets, offerings, communications, pricing, and timing* to exceed customer needs and fuel growth.
- Align your organization around the concept of relentlessly focusing on the customer, rather than focusing on the company's internal operations.



Socialnomics: How Social Media Transforms the Way We Live and Do Business by Erik Qualman

Social media platforms like Facebook, YouTube, and Twitter are connecting hundreds of millions of people to each other through instant communication. This is a massive socio-economic shift that is radically changing the way companies and consumers behave, communicate, and interact with each other. Whether you are a business owner or consumer, this will affect you, whether you want to actively participate or even admit it or not.

The summary of Socialnomics by Erik Qualman, offers a fascinating look at the impact of social media on business to reveal what the future holds and how you can best take advantage of it. Qualman is global vice president of online marketing for EF Education, the world's largest private educator. He has also helped grow the online marketing and e-business functions of AT&T, Cadillac, Earthlink, and Yahoo.

In the summary of Socialnomics, you will:

- Understand why online word of mouth and the powerful influence of peer groups have already made many traditional marketing strategies obsolete.
- Discover how you can take advantage of social media platforms to increase sales and cut marketing costs.
- Learn how organizations as diverse as Coca Cola and the U.S. Army are using social media to influence and form closer connections with their target audiences.
- Protect your corporate reputation and brand image by considering how swiftly bloggers' complaints about firms like Dell and Comcast can spread on the Internet.
- Explore the future of socialnomerice, in which the majority of consumers' purchases will be guided by the recommendations of the social networks of friends.

How do I get these summaries? Edward Schwier has a personal collection, which includes each of these summaries, and over 120 others of the best business books published in the past five years available as PDF files, most are also available in a CD version. The CDs are approximately 45 minutes in length and the written summaries run 20 pages or less. Contact Edward Schwier to get a copy of these or other titles to expand your knowledge and improve the performance of you and your team. His list of summaries available is posted on the MCLDA Professional Development web page.

Nominating Committee Being Formed

By Jamie Perez-Carter, MCLDA Board Chair

Looking to develop or polish your leadership skills? We have the perfect opportunity for you!!! The Nomination Committee is feverishly working on your behalf to provide a quality group of candidates for our Chapter's upcoming 2011-2012 operating year. We are still looking for nominees for:

Exec Vice President

Professional Development, Vice President

Officer and board positions provide you with opportunities to develop your managerial competence and communication skills, and stay competitive in the job market, as well as an opportunity to network with other leaders in our chapter, the Hanford and Tri-Cities communities, and the National Management Association's global organization.

Chapter Officers and Board members are eligible for funding to attend the annual NMA Leadership Development Conference (LDC). Our local annual budget allows for conference registration fees for three officers. The LDC is our annual opportunity to learn from the professionals how to provide a quality program and enhance our members experience by networking with experienced leaders from across the western United States.

If you are interested in running for one of the officer or board positions, please contact Jamie Perez-Carter at Jamie_Perez-Carter@rl.gov or call 509.531.7256 or 373-0698. Members interested in running for a leadership position are encouraged to contact Jamie or any current officer or board member (see list of officers/board member on the MCLDA website at www.mclda.org for more information. A description of current officer/board member duties is available in our chapter by-laws, accessible on the MCLDA website at www.mclda.org.

Chapter and National-level Award Nominations

Know of a member who has excelled this year? Submit that person for Member of the Year or other special recognition. Know of a manager or senior-level executive who has made a difference? Submit that person for Manager of the Year, or Executive of the Year. This year the MCLDA Recognition Committee is being lead by Kristi Skaggs. Committee members include Ted Giltz, Karen Joost, Jenna Hall and Andrea Prignano with Lisa Hart serving as an executive advisor. Nominations for chapter awards and national-level awards are now being sought. Additional information will be provided in the near future.

Member of the Year

A local chapter member's efforts are recognized. The chapter's selection for Member of the Year will be entered into the national-level competition for the National Member of the Year. The National Member of the Year is the highest award that can be bestowed upon an NMA member.

Manager of the Year

A manager is recognized for his/her managerial accomplishments in the past year. Nominations do not need to be a member of the MCLDA and should be a Manager who has provided leadership and management skills during the preceding 12 months that directly contributed to the successful completion of an organizational goal or accomplishment. The selected individual shall have conducted their personal and business affairs in a manner in keeping with the Association's Code of Ethics.

Executive of the Year

This award is presented to recognize a senior executive who has demonstrated exceptional managerial and leadership qualities. Any executive from a company within the Mid-Columbia area may be nominated. Candidates must be in a senior management position and have a record of managerial and leadership accomplishments over their career. Nominations should address how the candidate has supported the principles of contemporary management, support of the NMAs Code of Ethics, and the candidate's involvement within the community. Membership in MCLDA or NMA is not required. Nominations will be accepted until March 15, 2011.

Leadership should be born out of the understanding of the needs of those who would be affected by it.

Author: Marian Anderson

WANTED

REWARD OFFERED: WANTED new members who are interested in developing their leadership skills, networking, and supporting community service activities. The MCLDA membership drive will end in April 2011. The member who sponsors the highest number of new members between January 1 and March 1 will receive thanks and a gift card to a local restaurant for two. The membership forms are available on the [MCLDA WEB](#) page or by contacting the Membership VP at 373-2134.

REWARD

January Meeting



Hop Howlett was our January guest and featured speaker. He presented a very interesting and informative summary of the case study on the March 2005 Texas City, TX fire and explosion accident at the BP Texas City Refinery that killed 15 workers and injured over 170 others.



Listening to the presentation by Hop Howlett.



Mary Davenport
January Member of the Month

Welcome New Members!

It was great to meet you at our last meeting.

You have also been added you to our email list and you will start receiving notices and emails from the Chapter.

Make sure you respond to the monthly meeting RSVP and attend our next meeting on February 9th at the Clarion.

If you have not already done so please go to our [WEB page](#) and review the benefits available to you. As new members in 2011 you are eligible to participate in the LEADS management assessment program at no charge.

January 2011 New Member

Jenna Hall

INFORMATION IN 30 MINUTES!!

By Ted Giltz

Another member orientation is planned for our February meeting. Information regarding professional development and the Certified Manager Program available through MCLDA will be provided starting at 5:15 PM on February 9th in the Clarion Board Room. The session will take about 30 minutes – done in plenty of time for the MCLDA monthly meeting. No reservations required.

We love our supporters – Thank you!





February 2011

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
		1	2 Officers Meeting	3	4 (Hanford Off)	5
6	7	8	9 Membership Meeting Clarion Hotel	10	11 R-1 Input Due	12
13	14 Happy  Valentine Day	15	16 Board of Directors Meeting	17 6 pm 24 th Annual HS Speech Contest Energy-Northwest Auditorium 3000 GW Way	18 (Hanford Off)	19
20	21	22 Leading Edge Articles Due	23	24	25	26
27	28					

WANT TO PLAN AHEAD?

MCLDA Meetings are held the second Wednesday of each month from September to June.

Officers meet at 6:30 AM on the first Wednesday

The Board meets at 6:30 AM on the third Wednesday.

Statement of Principles

NMA is dedicated to managerial excellence, personal and professional growth, and leadership development. The following principles identify NMA's core beliefs and provide the basis for the Association's Mission Statement.

1. We believe in the highest standards of personal and organizational integrity and respect for the individual.
2. We believe in lifelong learning, continuous improvement, and the development of a workforce capable of sustaining a competitive posture in the global economy.
3. We believe management is creative, dynamic, and an essential process enabling people to achieve personal and organizational objectives.
4. We believe that managerial responsibility is shared among all individuals at all levels of the organization and that leadership is critical to management success.
5. We believe that individuals and organizations have a community and civic responsibility.

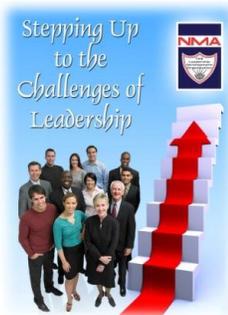
MCLDA Code of Ethics

1. I will recognize that all individuals inherently desire to practice their occupations to the best of their ability.
2. I will assume that all individuals want to do their best.
3. I will maintain a broad and balanced outlook and will recognize value in the ideas and opinions of others.
4. I will be guided in all my activities by truth, accuracy, fair dealing and good taste.
5. I will keep informed on the latest developments in techniques, equipment, and processes.
6. I will recommend or initiate methods to increase productivity and efficiency.
7. I will support efforts to strengthen the management profession through training and education.
8. I will help my associates reach personal and professional fulfillment.
9. I will earn and carefully guard my reputation for good moral character and good citizenship.
10. I will promote the principles of our American Enterprise System to others, by highlighting its accomplishments and displaying confidence in its future.
11. I will recognize that leadership is a call to service.

Update of membership – Have You Moved?

Several of you have moved to new positions and new contractors (or selected other career paths), changed email providers, or moved locally and our mailing list and information for you might be out of date. Payroll automatic payment is still available for most site contractors but if you move between Hanford Contractors your payroll deduction must be reestablished to continue this benefit.

- If you want to update your payroll request with a new employer please complete the payroll deduction form on the www.mclda.org and forward to Ted Giltz.
- Please send an email to Ted Giltz for other changes in membership information.



2010-2011 Leadership Development Organization Phone and Email List

2010-2011 Officers

President:

Lisa Hart, 376-3484
[Melissa A Lisa Hart@rl.gov](mailto:Melissa_A_Lisa_Hart@rl.gov)

Exec. Vice President:

Mary Davenport, CM, 551-1186
[Mary C Davenport@RL.gov](mailto:Mary_C_Davenport@RL.gov)

Communications VP:

Rob Schroeder, 373-5810
[Robert W Schroeder@RL.gov](mailto:Robert_W_Schroeder@RL.gov)

Community Service VP:

Lloyd Keith, 372-9430
[Lloyd J Keith@rl.gov](mailto:Lloyd_J_Keith@rl.gov)

Member Relations, VP:

Ted Giltz, CM, 509-373-2134
[Theodore P Ted Giltz@rl.gov](mailto:Theodore_P_Ted_Giltz@rl.gov)

Professional Development VP:

Roni Swan, 372-9627
[Rhonda J Roni Swan@rl.gov](mailto:Rhonda_J_Roni_Swan@rl.gov)

Programs & Operations VP:

Judy Chang, 376-4403
[Judy Chang@rl.gov](mailto:Judy_Chang@rl.gov)

Secretary:

Kay Gonzales, 376-1371
[Kay A Gonzales@rl.gov](mailto:Kay_A_Gonzales@rl.gov)

Treasurer:

Roberta Barcot, 373-4752
[Roberta A Barcot@rl.gov](mailto:Roberta_A_Barcot@rl.gov)

Board of Directors

Board Chair:

Jamie Perez-Carter, 373-0698

Past President:

Bill Leonard, CM, 373-1820

Board Members:

Bill Leonard, CM, 373-1820
 Brenda Bridwell, 376-3088
 Bob Parazin, 946-6363
 Kristi Skaggs, 373-2282
 Brett Barnes, 376-3640
 Dave Forehand, 373-2399
 Mike Rodriguez, 376-9921
 Jim Hamilton, 372-2433

National Officers, Executive Advisors and Council

NMA Past National Chairman of the Board:

Don Hart, 539-9892

National Director:

Bill Kitchen, CM, NMA 2011 National Chairman of the Board 308-9060

Columbia Basin Area Council (CBAC):

Edward Schwier, CM, 372-0176
 Bill Kitchen, CM, 308-9060
 Lisa Hart, 376-3484

Executive Advisors:

CH2M HILL - Moses Jaraysi, 372-9242
 Fluor Hanford - Judy Connell, 376-6808
 MSA - Steve Hafner, 376-0248

Directors and Support Staff

Awards Report Director:

Ed Schwier, CM, 372-0176
[Edward G Ed Schwier@rl.gov](mailto:Edward_G_Ed_Schwier@rl.gov)

Certified Manager Program:

Jim Hamilton, CM, 372-2433
[Jimmy K Jim Hamilton@rl.gov](mailto:Jimmy_K_Jim_Hamilton@rl.gov)

Leading Edge Editor:

Ginger Petaschnick
gingerleepet@hotmail.com

Membership Applications:

Volunteer Needed

Membership Database:

Volunteer Needed

Operations Director:

Karen Joost, 373-1039
[Karen E Joost@rl.gov](mailto:Karen_E_Joost@rl.gov)

Recognition Director:

Melanie Myers, 373-2688
 Mobile: 531-2617
[Melanie L Myers@rl.gov](mailto:Melanie_L_Myers@rl.gov)

Web Master:

Volunteer Needed

Photographers:

Kim Leonard



Let Ted Giltz know at: [Theodore P Ted Giltz@rl.gov](mailto:Theodore_P_Ted_Giltz@rl.gov) or (509) 373-2134 if your e-mail or phone number has changed.