December Newsletter
Leadership Message

Message from the President

Phil Spitzer

My first president’s message was to introduce myself to the section. Now my goal is to introduce the section to newest members and keep current members up-to-date on our activities. We are a very strong organization. I have interacted with several members of other state associations and sections. I am proud to say that WEAT-NTS is in the very top tier of sections, both in Texas and the WEF organization.

WEFTEC

Since our last visit (newsletter), the Water Environment Federation hosted WEFTEC in Chicago. It is an event I always look forward to. It is always a place to meet with colleagues from the past and new associates created at the conference. It is an event for attending technical sessions and learning about the lessons in our business plus the things we may be looking forward to in our future. I have come to realize it is a great event for learning about the new technologies being offered, especially for projects in the works. Many meetings are conducted on the showroom floor. Last, but certainly not least, is the opportunity to support our Operations Challenge teams. North Texas has terrific participation in the events – both at the state level and at nationals. I have great respect for these teams who spend hours and hours training for the events. That effort has been well rewarded over the years. My hat is off to the teams that bring honor to North Texas.

YP Activities

The Young Professionals (YP’s) have had a busy last couple of months. I encourage the YP’s to participate in these events and employers to support their efforts. With the level of information our young people deal with today, it is important that they have a good peer support system. Our YP program is one avenue to build their support system. Please show WEAT-NTS is behind them 100%.
OPStoberfest
Wasn’t OPStoberfest a lot of fun – and some pretty good food to go with it? I have received some very positive feedback for the event. The day was nice; the layout was set up to easily mingle, the Central Snappers are at the top of their game; and we raised funds to send our Operations Challenge teams to their competitions. My thanks go out to the many volunteers who made it what it was: to name a few Monique Flores, Agatha Ristow, Nicole Conner, Heather Wootton, Nyla Langford. It has grown phenomenally since the first event at Lake Arlington. Pat yourselves on the back.

February Seminar
The February seminar for 2020 will be held on February 18th. Abstracts are due December 9, 2019. I encourage everyone to consider attending and/or presenting at the seminar. It not only is a place to network with others, but it is a time to learn more about our profession. Just a reminder, the seminar can count for operator credits as well as continuation credits for PE’s.

Utility Corner
The newsletter is starting a new a new segment, the “Utility Corner.” It is a segment to inform our readers of activities our member utilities are backing and the latest news coming out of our organizations. Please let your public relations people know it is another platform for them to share the great things they are doing for their customers.

Value Networking
Having worked in both the public and private sectors of the wastewater industry has given me the realization of how beneficial networking is. The knowledge shared between the sectors of our business is very valuable -- consultants, owners, manufacturer’s representatives, and academics. The activities WEAT-NTS sponsors provide a powerful platform for networking. Use it to your benefit.

The holiday season this year is very short. We all try to keep up with all the activities packed into the short season: shopping, company parties, entertaining friends and family, and oh yes, doing our day jobs. Through all that, please remember the spirit of this season of giving and paying it forward.
Treasurer’s Report

CURRENT BALANCE

<p>| | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Checking</td>
<td>$67,338.33</td>
</tr>
<tr>
<td>Scholarship Funds*</td>
<td>$431,804.99</td>
</tr>
</tbody>
</table>

*We are close to hitting a major milestone at $500,000!

Sponsorships

We have currently 8 platinum sponsors and 1 gold sponsor. We really appreciate our current sponsors for FY20 and encourage others to join:

PLATINUM SPONSORS

<table>
<thead>
<tr>
<th>AECOM</th>
<th>Hazen &amp; Sawyer</th>
</tr>
</thead>
<tbody>
<tr>
<td>CDM Smith</td>
<td>Pacheco Koch</td>
</tr>
<tr>
<td>CP&amp;Y</td>
<td>Perkins Engineering</td>
</tr>
<tr>
<td>Freese and Nichols</td>
<td>Valve &amp; Equipment</td>
</tr>
</tbody>
</table>

GOLD SPONSORS

| Arcadis             |

Scholarship Distributions for Fall 2019

We have submitted $13,700 scholarship checks this 2019 Fall split as follows:

<table>
<thead>
<tr>
<th>WEAT</th>
<th>$8,000</th>
</tr>
</thead>
<tbody>
<tr>
<td>Daryl Hall</td>
<td>$5,700</td>
</tr>
</tbody>
</table>

For more information, contact:

TREASURER
Rami Issa
## WEAT-NTS & WEF Events

<table>
<thead>
<tr>
<th>Date</th>
<th>Event</th>
<th>Location</th>
<th>Contact Person</th>
</tr>
</thead>
<tbody>
<tr>
<td>12/09/19</td>
<td>2020 February Seminar</td>
<td>NA</td>
<td>Katherine Sepassi</td>
</tr>
<tr>
<td></td>
<td>ABSTRACT DEADLINE</td>
<td></td>
<td></td>
</tr>
<tr>
<td>01/16/20</td>
<td>January Meeting</td>
<td>TBD</td>
<td>Nicole Conner</td>
</tr>
</tbody>
</table>

Section meetings are typically held in the months of January, March, May, July, October, and November.

### INTERESTED IN MENTORING?
Are you interested in educating college students about our industry? Contact Allison Blake Hage to speak at Universities and Colleges around the state!

### JOIN OUR MAILING LIST
Receive newsletters, organization announcements, and other relevant information by e-mail. Text WEATNTS to 22828 to get started!

### Platinum Sponsors

Want to see your name here? See Sponsorship Opportunities on page 21 or [CLICK HERE](#). Contact Rami Issa for questions.
DEADLINE EXTENDED! Monday, December 9

Click here for the submission form

WEAT
North Texas Section

CALL FOR ABSTRACTS

DEVELOPING ENVIRONMENTAL SOLUTIONS TO ENVIRONMENTAL CHALLENGES

Potential Topics

- Resiliency
  Topics may also include operational strategies, generation, infrastructure, and emergency response plan.

- Hands-On Approach
  Operational and maintenance challenges and how solutions were implemented through operating modifications.

- Beneficial Use of Resources
  Topics may also include biosolids, nutrient recovery and energy production.

- Plant Optimization and Peak Flow Monitoring
  Topics may include infrastructure and landscaping approaches to reduce wet weather flow.

WHEN & WHERE

February 18, 2020
Cityplace Events Center
2711 N. Haskell Ave.
Dallas, TX 75204

SUBMISSION DUE DATE: Friday, November 29, 2019
SUBMIT ARTICLES TO: Katherine Sepassi at Katherine.Sepassi@arcadis.com
SEMINAR CONTACT: Noel Pattengale at Noel.Pattengale@arcadis.com
**Officers & Committee Chairs**

**President**
Phil Spitzer  
469-626-4918  
Email

**President-Elect**
Grace Sober  
214-765-8731  
Email

**Vice President**
Nicole Conner  
214-288-7609  
Email

**Treasurer**
Rami Issa  
214-326-1983  
Email

**Deputy Treasurer**
Elle Frier  
214-640-1769  
Email

**Secretary**
Heather Wootton  
912-377-7480  
Email

**Past President**
Mark Perkins  
469-475-0922  
Email

**Section Rep**
Sherri van der Wege  
972-834-7580  
Email

**Past Section Rep**
Jeff Caffey  
817-806-1723  
Email

<table>
<thead>
<tr>
<th>Committee</th>
<th>Chair</th>
<th>Contact Info</th>
</tr>
</thead>
<tbody>
<tr>
<td>Audit</td>
<td>Grace Sober</td>
<td>214-765-8731</td>
</tr>
<tr>
<td>Awards</td>
<td>Andre Garces</td>
<td>214-951-0807</td>
</tr>
<tr>
<td>Communications</td>
<td>Grace Sober</td>
<td>214-765-8731</td>
</tr>
<tr>
<td>Constitution/Bylaws</td>
<td>Amy Robinson</td>
<td>817-332-8727</td>
</tr>
<tr>
<td>Finance</td>
<td>Rami Issa</td>
<td>214-326-1983</td>
</tr>
<tr>
<td>Fundraising</td>
<td>Heather Wootton</td>
<td>972-377-7480</td>
</tr>
<tr>
<td>Historian</td>
<td>Paul Roach</td>
<td>Email</td>
</tr>
<tr>
<td>Nominations</td>
<td>Matt Jalbert</td>
<td>469-475-0922</td>
</tr>
<tr>
<td>Photography</td>
<td>Malcolm Cowdin</td>
<td>972-262-5186</td>
</tr>
<tr>
<td>Programs</td>
<td>Nicole Conner</td>
<td>214-288-7609</td>
</tr>
<tr>
<td>Public Ed/Science Fair</td>
<td>Chris Vela</td>
<td>817-339-2299</td>
</tr>
<tr>
<td>Scholarships</td>
<td>Agata Ristow</td>
<td>972-221-4849</td>
</tr>
<tr>
<td>Seminar</td>
<td>Noel Pattengale</td>
<td>Email</td>
</tr>
<tr>
<td>Website</td>
<td>Andy Paulson</td>
<td>469-619-1241</td>
</tr>
<tr>
<td>PWO</td>
<td>Steve Golhar</td>
<td>214-671-9112</td>
</tr>
<tr>
<td>YP - Dallas</td>
<td>Marc Cashion</td>
<td>817-403-1140</td>
</tr>
<tr>
<td>YP - Fort Worth</td>
<td>Paula Monaco</td>
<td>817-806-1718</td>
</tr>
<tr>
<td></td>
<td>Kevin Flinn</td>
<td>682-747-5389</td>
</tr>
<tr>
<td></td>
<td>Suparna Mukhopadhyay</td>
<td>214-346-2849</td>
</tr>
</tbody>
</table>
November 2019

In its effort to “strengthen regional collaboration and the alignment of education, training, and workforce development to ensure a strong pipeline of skilled and diverse workers...in the water and wastewater industry,” WEAT is leading a new initiative that is the first of its kind. At the September meeting, the WEAT Board authorized the submittal of an application to the U.S. Department of Labor for WEAT to sponsor a federally registered apprenticeship program for water and wastewater operators in Texas. The application has subsequently been submitted. For further information, contact Katie Zheng or Dylan Christenson.

In addition, a new student chapter of WEAT was formed at Texas A&M University – Commerce; contact Allison Blake Hage to support them!

WEAT staff and members are also actively engaged in providing input on the regulatory front. The Pretreatment Committee developed a draft white paper to submit to TCEQ; for more information, contact Jennifer Moore. On the topic of produced water, WEAT participated in a stakeholder meeting in September and is staying engaged with TCEQ. WEAT also supports the WEF efforts to monitor and stay involved in federal issues such as the WOTUS rule, NPDES discharge to groundwater, and PFAS. For additional information, contact the WEAT office.

And to make life easier, WEAT has implemented an auto-renew feature now for memberships, so we won’t have to worry that our valuable membership will lapse while we are all so busy!
The 2019 Daryl Hall Memorial Golf Classic was held Friday, September 13th, at the Waterchase Golf Club. Not a spare golf cart could be found as we had 144 golfers and more than 20 volunteers. Most importantly, **thanks to all of our sponsors and donors, approximately $19,800 was raised!** The majority of the funds go to the Daryl Hall Scholarship Fund – a scholarship for the specific purpose of providing technical training and assisting with finances associated with continued education in the water/wastewater industry. Thank you to all our volunteers, golfers and sponsors for making the event such a big success. See y’all next year!
Opstoberfest Recap

Despite rain and cold, 24 teams participated in the 2019 Opstoberfest 13th Annual Cook-Off in Arlington on October 25 to raise funds for the North Texas Ops Challenge teams to go to national competitions. Many of the teams started at least a day in advance with preparation and smoking meat and then set up tent stations all day for the evening family-friendly event.

A larger-than-expected crowd of about 150 people enjoyed the DWU Central Snappers’ music, enjoyed fantastic food, and cheered as awards were given for best chicken, beef, pork, wild game, home-brewed beer, or homemade dessert. Additional awards went for best Pit Master, Most Hospitable Team, and Best Kids' Costume. Thank you to our volunteers and sponsors!

We hope to see you at next year’s Opstoberfest!

See you on October 9, 2020
The WEAT North Texas Section always has an excellent showing at WEF’s national conference each year. This year was no different.

**WEF Awards**

The Water Environment Association of Texas (WEAT) was awarded the Outstanding Member Association Award. This award recognizes Member Associations that excel in membership retention, financial strength, new memberships, scholarship programs, student achievement and support, technology transfers, and/or award programs.

Dr. Leonard Ripley was named a WEF Fellow for his achievements and significant contributions to the water profession.

Garver was recognized with the Gascoigne Wastewater Treatment Plant Operational Improvement Medal. Garver’s Michael Watts, along with the Little Rock Water Reclamation Authority, received this award for their research in alternatives to address disinfection deficiencies brought on by increased flow rates.

The City of Denton received a Gold Recognition in Program Management for Municipal Separate Storm Sewer Systems (MS4s) that perform beyond regulatory requirements in the Phase II category.
Operations Challenge

Of the six teams sent to the Operations Challenge national competition, five of them were from WEAT North Texas.

1. TRA CREWSers
2. North Richland Hills Pooseidons
3. DWU AquaTechs
4. TRA Waste Warriors
5. NTMWD North Texas Rangers
6. Houston Drip Squad

Our teams did not walk away empty handed!

The NTMWD North Texas Rangers won 1st Place in Lab, Safety and Maintenance, and walked away with 1st Place overall in Division II. This means that when they return to nationals next year they will be placed in Division I. This would bring WEAT up to seven of the ten Division 1 teams at nationals.

TRA Waste Warriors won 1st place in Laboratory
TRA CREWSers won 2nd place overall in Division I, 1st place in Safety, 2nd place in Maintenance, and 2nd place in Process
North Richland Hills Pooseidons won 1st place in Collections
DWU AquaTechs won 3rd place in Safety

SPECIAL FEATURE

Watch the WEFTEC Now interview with Jake Burwell of the TRA CREWSers!
Empowering Women in The Industry

Directly following WEFTEC this year, the inaugural Empowering Women in Industry Conference and Awards Ceremony was held. Two of our WEAT-NTS members were recognized with awards.

Allison Blake Hage of Freese and Nichols was awarded the Emerging Leader of the Year.

Heather Wootton from Garver was awarded the Marketer of the Year Award.
August 2019 Happy Hour—Fort Worth

Thank you to all who attended the North Texas WEAT Professionals for a Happy Hour August 22th, 2019! The YPs (and YPs at heart) got together at City Works in Fort Worth to catch up over local brews and great discussions. This happy hour was graciously sponsored by Walker Industrial. If you’re interested in sponsoring the next YP happy hour, please reach out to Paula Monaco (pmonaco@plummer.com) or Kevin Flinn (KRFlinn@garverUSA.com).

A special thank you to Reyna Reyes and Kaylee Dusek for all their hard work as committee co-chairs these past few years. We wish them luck as they move to other positions within WEAT. At the same time we would like to welcome Kevin Flinn and Suparna Mukhopadhyay as YP Committee co-chairs. Continue to check the WEAT-NTS website for upcoming North Texas events!!

Thank you from the Fort Worth WEAT-NTS YP Co-Chairs
- Paula Monaco and Kevin Flinn -
November 2019 Fort Worth Plant Tour and Happy Hour

Thank you to all who attended the North Texas WEAT Young Professionals plant tour of the Village Creek Water Reclamation Facility on November 14th. We had over 40 young professionals join for the tour hosted by the City of Fort Worth staff. After the tour, the YPs (and YPs at heart) got together at Texas Live! in Arlington for networking and catching up over drinks and food. This happy hour was graciously sponsored by Hartwell Environmental. If you’re interested in sponsoring the next YP happy hour in 2020, please reach out to Kevin Flinn or Paula Monaco. Continue to check the WEAT-NTS website for upcoming North Texas events!!

November 2019 Tailgate with PREDL and Stars Game

Over 50 YPs (and YPs at heart) got together for a Stars game in Dallas November 19th. Before the game, the YPs got the opportunity to tailgate outside the American Airlines Center and tour the PREDL traveling trailer over brews and good conversation. Thank you to PREDL systems for graciously hosting this successful event. Go Stars!

Thank you from the WEAT-NTS YP Co-Chairs
Public Outreach

Redeem the Stream—November 9, 2019

The Texas Clean Shores Challenge provides the opportunity for members to give back to our community, working alongside TAWWA and other local organizations in friendly competition with other WEAT sections. About a dozen WEAT folks joined with Groundwork Dallas and several University of Texas at Dallas students to clear trash from a portion of the Trinity River near the supply intake for Dallas Water Utilities’ Bachman Water Treatment Plant. It was a perfect sunny fall day for hiking the trails on land or moving along the river’s edge in canoes, gathering plastic cups and bottles, athletic shoes, a door, a corduroy beanbag chair, and a wide variety of plastic, foam, and other materials.

A special thanks to CP&Y for providing transport to the site and lunch afterward.

Yes, that IS a full-sized trash can picked up by one of the canoe teams!
Conference for the Advancement of Science Teaching  
- November 21-23, 2019

Each Fall, WEAT and TAWWA pool our resources to provide outreach to K-12 science teachers from all over Texas at the annual CAST conference. This year’s event was held at the Hilton Anatole in Dallas. Members of North Texas WEAT and AWWA (plus a WEAT PCOC member from McAllen) volunteered to share water education materials and information with teachers about how our organizations can support their lessons and students.

CAST will be back in our area after Houston hosts the conference next year, so look out for future volunteer opportunities in Fort Worth (2021) and Dallas (2022)!

Lots of great information and colorful materials to share!

For more information, contact:

Public Ed.
Chris Vela
Are You a TCEQ Certified Water Operations Instructor?

Collin College and North Texas Municipal Water District (NTMWD) have been awarded a Texas Talent Connection Grant and are seeking Texas Commission on Environmental Quality (TCEQ) Certified water operations instructors to help administer a new Waterworks training program to address the growing worker shortage across the water/wastewater treatment industry. Over the next five years, to maintain quality water services, NTMWD expects to hire more than 200 employees.

The Waterworks training program consists of two training paths toward the goal of earning a Class D license - one for water operators and the other for wastewater operators. Following the training and licensure attainment, participants will gain on-the-job experience with a five-week internship. Job placement services will also be available for those seeking a career in water and wastewater operations.

If you are interested in teaching the next generation of water/wastewater workers and are a TCEQ certified water operations instructor, please contact Jeanne Johnson at Collin College. 972-985-3758, JLJohnson@collin.edu.

The North Texas Municipal Water District is a regional wholesale provider of water, wastewater and solid waste disposal services for more than 1.7 million residents in 10 counties of North Texas – a service territory covering 2,200 square miles. NTMWD.com

Collin College serves more than 55,000 credit and continuing education students annually and offers more than 100 degrees and certificates. Collin College is a partner to business, government and industry, providing customized training and workforce development. Collin.edu
Personal News

Promotions at Trinity River Authority Northern Region

Please join me in congratulating Tania Ho on her promotion to the Assistant Manager, Engineering Services, Facilities Group. Tania has been with the Authority for the past 3.5 half years and has done an excellent job leading multiple facility projects. She will continue to apply her 15 years of experience and lead the Engineers within the facilities group and I have no doubt she will continue to do an excellent job in this new role.

Please join me in congratulating John Bennett on his promotion to the Deputy Executive Manager, Northern Region, effective immediately. In his new role, John will continue to apply his 33 years of extensive experience developing and leading teams in the support and operations of treatment facilities. John will be responsible for the effective administration, operation, maintenance and technical support of Northern Region Operating Projects to continue achieving Authority goals.

John holds a Bachelor of Business Studies and a Class A Wastewater License with the state of Texas.

John has served in several capacities at the Authority. He started his career as a Maintenance Mechanic at the Central Regional Wastewater System plant. He has been Denton Creek Regional Wastewater System Manager since 2003 and has served in a number of state and national leadership roles with WEAT and WEF.

Matthew Jalbert

HAVE NEWS TO SHARE?

Send your announcements and pictures to Grace Sober to be included in the next newsletter.
November Meeting Recap

Modern PVC applications for Wastewater Collection/Conveyance Systems including new manholes, concrete protective liners and rehabilitation of structures were highlighted by Jed Friesen, President of PREDL Systems, and Greg Vaughn, Senior Engineer at Lockwood, Andrews & Newnam, Inc. This meeting also featured a hands-on look at PREDL Systems hybrid PVC manholes in an on-site demonstration trailer.

Participants visited the demonstration trailer to see full-sized examples.

President-Elect Grace Sober with speakers Jed Friesen (left) and Greg Vaughn.

For more information, contact:

**SECTION REP.**
Sherri van der Wege
Sponsorship Opportunities

WEAT-NTS offers three levels of sponsorships for the July 2019 – June 2020 year, plus multiple individual sponsorship opportunities.

Sponsorships will support:
- WEAT-NTS and Daryl Hall Scholarship Funds
- Dinner Meetings
- Section Activities (Fall BBQ and Sporting Clays Tournament)
- February Seminar
- Young Professionals Outreach Programs (Science Fair, Future Cities, Trinity River Cleanup, etc.)

<table>
<thead>
<tr>
<th>Sponsorship Level</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>WEAT-NTS Scholarship Fund Contributions</td>
<td>$100</td>
</tr>
<tr>
<td>Newsletter Advertising (6 issues) and website link</td>
<td>$150</td>
</tr>
<tr>
<td>NTS February Seminar</td>
<td>$300</td>
</tr>
<tr>
<td>NTS February Seminar Table Sponsor</td>
<td>$500</td>
</tr>
<tr>
<td>NTS February Seminar Break Area Sponsor</td>
<td>$1,000</td>
</tr>
</tbody>
</table>

*Daryl Hall Golf Tournament and Sporting Clays events sponsorships are advertised separately.

<table>
<thead>
<tr>
<th>Classic Dinner Sponsor</th>
<th>$250</th>
</tr>
</thead>
<tbody>
<tr>
<td>For One Dinner Meeting</td>
<td></td>
</tr>
<tr>
<td>Recognition of Classic Sponsors:</td>
<td></td>
</tr>
<tr>
<td>- Announcement on front page of newsletter (name of firm) for the sponsored meeting</td>
<td></td>
</tr>
<tr>
<td>- Announcement in meeting reminder emails (name of firm)</td>
<td></td>
</tr>
<tr>
<td>- Display of digital banner at meeting (if supplied) via PowerPoint</td>
<td></td>
</tr>
<tr>
<td>- Verbal recognition of sponsors by President at the beginning of the meeting</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Gold Sponsor</th>
<th>$1,250</th>
</tr>
</thead>
<tbody>
<tr>
<td>Recognition at ALL six meetings (includes Fall Cook-off) (for the price of five)</td>
<td></td>
</tr>
<tr>
<td>Recognition of Gold Sponsor is the same as Classic Sponsor at ALL six meetings</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Platinum</th>
<th>$1,950</th>
</tr>
</thead>
<tbody>
<tr>
<td>Recognition as a platinum sponsor at ALL SIX meetings, including the fall BBQ</td>
<td></td>
</tr>
<tr>
<td>Recognition of Platinum Sponsor is same as Gold Sponsor, plus:</td>
<td></td>
</tr>
<tr>
<td>- Company name included in all newsletters, meeting announcements, meeting reminder emails, and link on website</td>
<td></td>
</tr>
<tr>
<td>- Display of digital banner at meeting (if supplied) via PowerPoint</td>
<td></td>
</tr>
<tr>
<td>- Recognition of Platinum Sponsor by President at the beginning of each meeting</td>
<td></td>
</tr>
<tr>
<td>- Recognition as February Seminar Sponsor including logo display in advertising and at event</td>
<td></td>
</tr>
<tr>
<td>- Recognition as YP Sponsor, with $100 from sponsorship being earmarked toward local YP events</td>
<td></td>
</tr>
<tr>
<td>- Recognition as WEAT NTS and Daryl Hall scholarship fund contributor</td>
<td></td>
</tr>
</tbody>
</table>
Thank you to our Sponsors!

Platinum Sponsors

AECOM

ARCHER WESTERN

carollo

Engineers...Working Wonders With Water®

CDM Smith

CPY

FREESE AND NICHOLS

Hazen

Pacheco Koch

PERKINS ENGINEERING CONSULTANTS, INC.

PLUMMER

Valve & Equipment Consultants, Inc.

Specializing in Waterworks Valves Since 1983!
Thank you to our Sponsors!

Gold Sponsors

ARCADIS

Design & Consultancy
for natural and
built assets

Newsletter Sponsors

GARVER

ADD YOUR NAME HERE

See Sponsorship Opportunities on page 21 or CLICK HERE. Contact Rami Issa for questions.