



CALIFORNIA  
LICENSED  
FORESTERS  
ASSOCIATION

*The Voice of  
California's  
Licensed  
Foresters*

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# California Licensed Foresters Association

July 2020 - Newsletter

## President's Message Ariel Roughton, CLFA President

Forestry is a field of passion. It is passion that drives us to be in the woods before sunrise and after sunset, to spend our weekends on the phone with contractors, and to debate forest policy around the campfire with friends. It is with this passion that we pride ourselves as stewards of natural resources.

As professionals, we are trained to understand the impacts of our actions on the forest; to consider tradeoffs when managing land to its highest and best use. This training is rooted in our ability to objectively assess the impacts of past, present, and future actions on the landscape. We would not continue to use a road unaltered with a class III in its center, or the skid trail running down a draw. Instead, we assume responsibility for the land and its legacies and strive to leave it in a better place for the future.

Recent discussions with CLFA members and the board have highlighted how our professional skills and ethical standards require us to examine more than just our influence on lands we manage. Core to CLFA's mission is promoting the field of forestry in California. To me, this means ensuring that young people recognize forestry as a career path in which they all will be accepted and thrive. Over the past few months, I have taken time to educate myself about the history of race and discrimination in natural resources and the current underrepresentation of Black, Indigenous, and Peoples of Color in our field.

As foresters we are stewards of our profession as well as the lands we manage. CLFA is currently engaged in a dialogue to examine what we as an organization can do to be better stewards of our profession to all. This will not be a fast process and will inevitably have missteps and redirection, but it is one that we are committed to having and welcome participation in. As always, please reach out to the CLFA board to share your ideas and opinions on how we can better serve our membership and the profession.

Ariel Roughton, CLFA President 2020-2021



## Forest Practice—BOF

### Andrea Eggleton—Regulatory Rep to CLFA

The Board of Forestry and Fire Protection met on June 9-10, 2020 via teleconference. The next board meeting is currently scheduled for July 13-15, 2020. This is usually a traveling meeting, and while no information has been released about this meeting, it is presumed to be held via teleconference due to the coronavirus pandemic. The agenda for the July meeting has not yet been published, however the agenda for the June meeting is available at:

<https://bofdata.fire.ca.gov/business/meeting-agendas-and-annual-schedules/>

June is typically the last month of the year in which new rule packages can move through the Office of Administrative Law requirements for noticing with enough time to be included in the following calendar year's approved rules. Therefore, June is typically a busy month for rulemaking.

The following is a summary of items of greatest interest to the RPF community from the June Board of Forestry Meeting:

**Joint Committee Meeting** – the Forest Practice, Management, and Resource Protection Committees met jointly to conduct business in June.

#### Tethered Operations Amendments

- Board staff presented an aggregated Tethered Operations Rule Plead; this rule package would combine the Tractor Operations and Cable Operations sections (914 [934, 954]) with additional inclusion of rules that address Tethered Operations.
- This rule package would allow the RPF to propose tethered operations without as much explanation and justification as under the current rules. Currently, tethered operations are occurring on THPs within the State and are allowed, but the RPF must propose alternatives to the standard rules. It also rearranges much of the Tractor and Cable Operations sections, so if this rule package is approved for the 2021 Forest Practice Rules, all RPFs should be aware that this will impact all operations language, even if the RPF is not proposing tethered operations.
- Under the rule package as it is currently presented, tethered operations would have to conform to other tractor operation limitations of evenaged unit size, WLPZ distances, and use under exemptions.
- Tethered operations plead was voted on and approved for 45-day notice. This is the initial official step in the process which gives it a chance to be included in the 2021 FPRs. It may need too many further revisions and additional considerations for that to be realistic, but this action makes that a possibility. CLFA will continue to monitor this item and provide feedback to the Board.

#### Conversion Exemption Amendments

- Review of the 14 CCR 1104.1 Conversion Amendments was requested of the Board after receiving public complaints over the utility exemption and its enforcement
- 1104.1 includes 3 types of conversion exemptions; these revisions will focus on reorganizing the structure of the entire 1104.1 section, as well as the content within the Utility Right-Of-Way Exemption
- This will be a reorganization effort of the entire rule set, similar to the 1038 reorganization that was done a few years ago; the June plead is the first effort. The July plead will probably look very different than the June plead, after further discussions with CAL FIRE in June.



## Forest Practice—BOF cont.

- Currently it is proposed to be broken into 5 sections, and there are more issues
  - Mapping standards
  - Required form to be filled out, as provided by Dept
  - Danger tree removal and large old tree language will be looked at
  - Timelines in terms of Director's review will be clarified where the Board has discretion
  - Slash treatment includes confusing language that might be to clarified
- This work will occur over the next year, with the goal of putting this to 45-day notice in June 2021 for inclusion in the 2022 FPRs
- PG&E has reached out to BOF and will be involved in this rulemaking process

### Botany Regulations

- The Board is revisiting [CDFW's request](#) for rulemaking regarding botanical scoping and survey requirements prior to timber operations. There was not enough time to cover this topic, and it was moved to the July meeting. The CLFA Regulatory Committee is working on identifying a problem statement and potential desirable outcomes.

### Full Board

- Accepted the Consent Calendar items as noticed without further review or discussion
  - [Rulemaking matrix](#) shows all current rule packages under consideration and their current status
- Chief Tolme for [CAL FIRE Director's Report](#) - highlights
  - The mild weather has been moderating fire behavior in early June
  - 26,000 ac of fuels reduction with CAL FIRE as lead agency accomplished this year, approx. 2500 ac of prescribed fire.
  - CAL FIRE provided security for civil unrest
  - Only 3 known COVID-19 cases within the department, 2 have recovered and the last is still recovering. Other staff continue to self-quarantine after contact with confirmed cases.
    - There is no systematic testing going on within the Department, but are following guidelines of health screening of employees
- Executive Officers Report
  - The Regulations Coordinator position has been vacant for over a year, flown as a Forester II. They are currently trying to re-class this position as a Senior Environmental Scientist.
  - Not expecting a lot of impact to BOF business currently with state budget changes
- Report on Joint Committee Workshops
  - Resource Protection
    - [Fire Safe Regulations - Emergency Regulations](#)
    - Call the question of voting on this item to go to 180-day notice – approved
  - Forest Practice
    - [Tethered Operations Proposed Rule Language](#)
    - Motion to put this forward to 45-day notice – motion carries with a single abstention from Member Los Huertos
- Management Committee
  - Staff update on potential revisions to Conversion Exemptions with an emphasis on the Utility exemption. There's going to be a concerted and continuing effort in the future.
  - [Mountain Home Demonstration State Forest Management Plan](#) – approved
- Initial Hearing on Fuel Hazard Reduction Amendments 2020
  - Doug Cushman from the Water Board provides comment that Water Board permit updates in response to this change may not occur as quickly as the rulemaking, but Water Board permits may still need to be obtained
  - Comments of support from CAL FIRE, CGS, and Water Board
- Initial Hearing on LTO Education and LTO Rules
  - Motion to send [rule plead](#) to second 15-day noticing period – approved



## Legislative Joe Starr—Committee Chair

### Legislation in June

- CLFA submitted a letter of Support if Amended to Assembly Member Lorena Gonzalez on AB 1850 to include RPFs and LTOs in the language of the bill. This letter mirrors the letter sent last year in regards to AB 5. This bill has made it to the Senate and is now open for Amendments.
- Several Resources Budget Trailer Bills were introduced to implement policy provisions of the budget.
- An agreement on the 2020-2021 budget was made between Legislative Leadership and the Governor.

### Links that may be of interest to Members

- See CLFA's Website for a list of all of the bills CLFA is currently tracking at the link below:  
<https://www.clfa.org/legislature-notes>  
\*This part of the website is for members only and requires a password. Please contact [admin@clfa.org](mailto:admin@clfa.org) for access.
- The following is a link that is a useful tool for tracking the status of Bills:  
<http://leginfo.legislature.ca.gov/faces/billSearchClient.xhtml>
- The following is a link to the California State Senate Website:  
<https://www.senate.ca.gov/>\*All committee hearings can be live streamed through the Senate's website.
- The following is a link to the California State Assembly Website: <https://www.assembly.ca.gov/>  
\*All committee hearings can be live streamed through the Assembly's website.
- The following is a link to the Governor's Website: <https://www.gov.ca.gov/>

### Key Ongoing and Upcoming Legislation Dates

- June 19<sup>th</sup> – July 12<sup>th</sup> - Assembly Summer Recess
- July 2<sup>nd</sup> – July 12<sup>th</sup> – Senate Summer Recess
- July 13<sup>th</sup> – Senate and Assembly reconvene

### Legislation in July

- After the Senate and Assembly Reconvene from summer recess; CLFA will work to revise the list of bills we are tracking including any new trailer bills that would be of interest or concern.
- CLFA encourages the membership to bring forth ideas and/or concerns regarding any bills being tracked or not being tracked by CLFA.



## Licensing

### Robert Little—Committee Chair

The CLFA Licensing Chair transition from Ricky Shurtz to Robert Little occurred in May 2020. This committee wishes to thank Ricky for his leadership and service to membership in this position.

On June 8, 2020, Robert Little, Chair for the CLFA Licensing Committee met with Dan Stapleton, Assistant Executive Officer, Foresters Licensing, to discuss goals and objectives between the BOF Licensing/PFEC and CLFA. The purpose of the meeting was to summarize continuing interaction and identify any new needs from Dan on behalf of Professional Foresters Registration / Licensing.

Many of you may have already discovered there is a new voice at the other end of the phone for the Department's Licensing program. BOF/ Licensing welcomes Deniele Cade as Assistant to the Executive Officer Foresters Licensing. Deniele fills the vacancy left by Shuhani Patel in 2019, and will continue to serve RPF's and the Department in all things related to licensing and forestry.

**Exam Proctors:** A continued need for RPF Exam Proctors is a priority for PFEC and CLFA members are encouraged to volunteer or continue their previous service in this role. The need is geographic based on testing sites, with areas of influence being Sacramento , Redding, and Eureka.

**NEED:** Mr. Stapleton offered to conduct “Proctor training” as part of CLFA Breakfast meeting groups and said he could train people to function as proctors in about a one hour block of time right after any of these meetings. If you are interested in serving in this role please contact me at the email provided below. I will be arranging a proctor session with Dan for the Sacramento, Placer, Amador, and El-Dorado areas very soon.

**Exam Sites:** The current October 2nd 2020 RPF Exam sites will be held in Shingle Springs at the Shingle Springs Community Center, in Redding at the Northern California Training Center, and in Eureka at the Humboldt County Ag Building. Mr. Stapleton is appreciative of the work by CLFA members to help secure the site in Eureka last year. This will continue to be an important site to maintain. There are nearly 70 people on the list, including those who were on the last exam list that got cancelled due to Covid-19 considerations. Obviously precautions will have to apply physical spacing at exam sites. BOF/PFEC are looking at ways to do this for the upcoming exam and guidance will be forthcoming

**NEED:** CLFA members that might have knowledge of private sites where exams would be suitable to be held are of interest to PFEC. Sites that are not State/ County/ Govt. facilities have more flexibility for weekend dates when exams could be held. PFEC believes these dates (on weekends) are preferred for people taking the exam. Scaling exams to 10 or fewer participants is also a possible consideration of PFEC in order to meet Covid-19 State Health Guidelines. If you have some location intel that might serve as a testing site please contact me at the email provided below.

Even in the backdrop of Covid-19, if CLFA members have any “career-fair” or other outreach forestry related/ natural resource opportunities please advise me so that our committee can relay this information on to Mr. Stapleton at PFEC.

June 22, 2020 PFEC Meeting: On behalf of CLFA, Robert Little attended this meeting via webinar.

General Business: RPF/CRM License renewal season is upon us, if your license is up for renewal please attend to this in a timely fashion. Mr. Stapleton stated nearly 30% of all the renewals for this cycle/year have been received, and this is about normal for progress. Even with the license fee increase, the number of withdraws or voluntary relinquishments has not spiked or trended above average numbers.

Item 4 . Role of the RPF. The committee approved this document.

Item 5. PFEC Policies . Discussion on the Program Policies of the Board. 5 of 12 Policies were reviewed for final version. Review will continue on this policy document at the next meeting.



## Licensing cont.

Item 6. George Smith from Exam Soft addressed the PFEC. This is a Secure exam taking and monitoring program for remote application. This same platform is also being looked at for use in the CA BAR-Exam program as well. This is a complex and multi-faceted topic that affects not only the exam takers but also the BOF/PFEC in looking at the exam itself and the processes to deliver the exam. CLFA has an undeniable role in participating in this process.

Physical exam sites. It is likely the first “rollout” or use of this software would still occur in a classroom environment rather than in a remote users residence or business.

Exam and process. This topic also branches into exploring how the test is taken. Historically everything has been “paper-based” and hand written. This is not a new issue for examinations but with Covid-19 it does take on a heightened importance to address and the BOF/ PFEC is taking a harder look at employing secure software technology that allows exam takers to use their own computers to take the exam. The software employs artificial intelligence technology that addresses all sorts of concerns many of you may be thinking about. This will continue to be a high priority topic for CLFA and PFEC as we can all recognize that eventually the exam will move to some form of a secure typewritten, and electronically submitted format.

A link to these BOF/FPEC documents is provided here: <https://bof.fire.ca.gov/>

At time of this writing, a date between Aug 5 through Aug 12, 2020 will be scheduled for next PFEC meeting.

Regarding any of the NEED items above, please contact me at: [stormbirdsbase@gmail.com](mailto:stormbirdsbase@gmail.com)

All for now,

Robert Little , CLFA Licensing Committee Chair.



## Water/Wildlife/Boyney

Mark Pugsley — Committee Chair

### WATER QUALITY

**North Coast:** <http://www.waterboards.ca.gov/northcoast>

The Board last met on June 18th via teleconference. No forestry action items were on the agenda. Minutes are not yet available but the agenda is. Agenda: [https://www.waterboards.ca.gov/northcoast/board\\_info/board\\_meetings/06\\_2020/pdf/June%2018%202020%20Agenda%200521.pdf](https://www.waterboards.ca.gov/northcoast/board_info/board_meetings/06_2020/pdf/June%2018%202020%20Agenda%200521.pdf)

The next Board meeting is scheduled for August 20th & 21th in Santa Rosa; the agenda is not yet available:

**Central Valley:** <https://www.waterboards.ca.gov/centralvalley/>

The Board last met on June 4th via teleconference. No forestry action items were on the agenda. Minutes are not yet available but the agenda is. Agenda: [https://www.waterboards.ca.gov/centralvalley/board\\_info/meetings/2020/2006ag.pdf](https://www.waterboards.ca.gov/centralvalley/board_info/meetings/2020/2006ag.pdf)

The next meeting is scheduled for August 13th & 14th in Rancho Cordova; the agenda is not yet available.

**Lahontan:** <https://www.waterboards.ca.gov/lahontan/>

The Board last met June 10th via teleconference. No forestry action items were on the agenda. Minutes are not yet available but the agenda is. Agenda:

[https://www.waterboards.ca.gov/lahontan/board\\_info/agenda/2020/20200610\\_agenda\\_english.pdf](https://www.waterboards.ca.gov/lahontan/board_info/agenda/2020/20200610_agenda_english.pdf)

The July 15th - 16th meeting schedule in Bishop has been cancelled. The next scheduled meeting is a joint meeting with the Central Valley Board for August 19th or 25th in Sacramento to discuss federal proposals about non-point source pollution orders:

**Central Coast:** <https://www.waterboards.ca.gov/centralcoast/>

The Board last met on May 28th via teleconference. No forestry action items were on the agenda. Minutes are not yet available but the agenda is. Agenda: [https://www.waterboards.ca.gov/centralcoast/board\\_info/agendas/2020/05\\_may/index.html](https://www.waterboards.ca.gov/centralcoast/board_info/agendas/2020/05_may/index.html)

The next meeting is scheduled for July 16-17 Location and format to be determined; the agenda is not yet available.

### WILDLIFE

**The US Fish and Wildlife Service:**

The USFWS listed the Southern Sierra Nevada Distinct population segment (DPS) of Pacific fisher as endangered under the ESA. Link to Federal Register: <https://www.govinfo.gov/content/pkg/FR-2020-05-15/pdf/2020-09153.pdf#page=1>



## Water/Wildlife/Botney cont.

### **Background information on the Southern Sierra Nevada Distinct Population Segment (DPS) of fisher (*Pekania pennanti*) listing:**

The Fisher West Coast DPS was first proposed for listing in 2014 and the USFWS withdrew the proposal for listing in April of 2016. In October of 2016 the Center for Biological Diversity, Environmental Protection Information Center, Klamath Siskiyou Wildlands Center, and Sierra Forest Legacy filed a lawsuit and a judge for the Northern District of California ordered the service to vacate the previous ruling and re-examine the listing determination. For the new listing determination the USFWS redelineated the population boundary into three new sub-populations: This revised delineation identified the West Coast DPS as comprising the two extant historically native subpopulations, Northern California/Southern Oregon (NCSO) and Southern Sierra Nevada (SSN), as well as the Northern Sierra Nevada (NSN, also known as the Stirling) . Using this new population delineation the USFWS determined that the listing of the SSN population as endangered under the Federal Endangered Species Act was warranted. The final findings were published May 15, 2020. A draft Recovery Plan Outline is available at: [https://ecos.fws.gov/docs/recovery\\_plan/Fisher\\_Recovery%20Outline.pdf](https://ecos.fws.gov/docs/recovery_plan/Fisher_Recovery%20Outline.pdf)

**The Fish and Game Commission:** <http://www.fgc.ca.gov/meetings/2020/index.aspx>

The Fish and Game Commission (FGC) last met on June 24th and 25th via Teleconference. A discussion about the potential listing of the Western Joshua Tree as threatened was moved to the August meeting. Agenda of meeting: <https://nrm.dfg.ca.gov/FileHandler.ashx?DocumentID=180395&inline>

The next FGC meeting is scheduled for July 29th in San Clemente. The agenda is not yet available:

### **BOTNEY**

#### **California Board of Forestry and Fire Protection**

The California Board of Forestry and Fire Protection( BOF) will meet July 14th and 15th via teleconference. A discussion of CDFW request to review the scoping and requirements for RPFs conducting botanical surveys for Timber Harvest Plans. The agenda is not currently available.

The next BOF meeting is scheduled for August 18th and 19th via teleconference. No agenda is available.





## Notices

CAL FIRE Forester Series Exam Announcements. The exams close on July 14. The exams are written exams that can be done from home. For information on these exams—please go to the CLFA website at [www.clfa.org](http://www.clfa.org) for the information.

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### Lost in the Woods

Chuck Ciancio Passes— Jim Abe remembers

There are a lot of “old” foresters that knew and were even mentored by Chuck in his days at Fort Bragg. Tom Schultz, Gary Brittner, Tommy Thompson (LP north Carolina) among others.

In his day he was, as YG Gentry said, “a force of nature”. From what I remember he ran a “tight ship” at L-P’s operation, Fort Bragg. I did not know too much about his operation’s at Samoa.

When he worked for Able he was still a great forester, but I believe he missed his L-P days. He was truly a “company man” for 29.99 years.

Keith Crummer Passes—Obituary (part of)

Dwight Keith Crummer was born to Dwight Ernest Crummer and Nelva Marie Patterson Crummer in Dayton, Ohio, February 7, 1941 and passed away on June 5, 2020.

Keith first attended Mt. Sacramento Jr. College, moved on to Oregon State, then Northern Arizona University and finally Cal. Berkeley where he graduated from the School of Forestry with high honors.

Keith enjoyed his first forestry appointment and was soon transferred to Seiad Valley, on the Klamath River. Once again he honed his skills in the Forestry Dept. and was promoted to the Weaverville district, again loving his growing commitment to a healthy and sustainable forest.

Keith, along with son Kenny, moved on to another position as District Ranger for the Lassen National Forest in Chester, CA in 1986 while Wanda and oldest son Brett stayed in Corning to allow Brett to finish his Senior year of high school.

Eventually Keith was moved in position to Assistant District Supervisor where he finished his last couple of years with the Forest Service at the Supervisors office in Susanville.

He retired from the Forest Service with over 30 years and used his immense skills and knowledge to continue working as a Registered Professional Forester. The vast knowledge of the complexity of the forestry science, which he loved, made him a valuable part of Chester and the surrounding communities.

Keith wrote many papers and articles espousing the proper care and management of the forests and was sought after as an authority. His expertise in Forestry was respected and his integrity was admired.



## Forestry Challenge Update Diane Dealey Neill

The end of June marks the end of our pre-registration period, where schools let us know which event they would like to attend and approximately how many students they plan to bring. This information helps us with event planning and will be especially important in the coming school year. We recently learned that, for schools allowing field trips, the school district will likely need a health certificate from the facility verifying that the facility meets modified county health standards due to COVID. None of the facilities responding so far have this certificate at this time, so it's going to be a bumpy ride this fall to say the least.

Assuming our events can happen as scheduled, we have created an [interactive map of pre-registered schools](#). Here is a summary of the pre-registration numbers:

Event	Returning Schools	New Schools	Total Schools	Number of Students
Shasta	17	5	22	150
Santa Cruz	10	6	16	132
El Dorado	16	6	22	144
San Bernardino	17	5	22	198
<b>TOTAL</b>	<b>60</b>	<b>22</b>	<b>82</b>	<b>624</b>

For comparison, last year 60 schools and 403 students participated. Even though there are always a few schools that sign up and don't attend, the numbers are still looking good for an increase in participation, that is, IF schools are allowed to travel and IF the facilities are able to host us.

Our recruiting efforts have been ongoing for months now and have brought some new schools into the program, including the following:

Fall River High School will be attending the Shasta event, advised by ag teacher Renee Reed. I met Renee when her newly formed forestry team was competing in the FFA Forestry contest at the Sierra Cascade Logging Conference. Renee is supported by mentor foresters Sarah and Jeff Oldson.

The Nueva School, a Bay Area based charter school for gifted learners, whose motto is "learn by doing, learn by caring" will be attending the Santa Cruz event. Teacher Aron Walker is a Nueva School alumni and the school's Assistant Director of Environmental Citizenship. According to their website, "education is not detached from life; life beyond the classroom is integral to understanding."

Strathmore High School, from central Tulare County, will be attending the El Dorado event. Initial contact came through a student, Hailey Henschel, who filled out a website student interest inquiry form after hearing about the Forestry Challenge from her teacher. In a follow up conversation with her, I learned that her grandfather is forester Jeff Gletne, which explains her interest in forestry and also provides a built-in mentor forester.

Rim of the World High School, just 12 miles from the event site, will be attending the San Bernardino Forestry Challenge. Credit for bringing in this new school goes to Laura Dyberg, Forestry Challenge volunteer and Chair of the Inland Empire Fire Safe Alliance, who has lived "on the mountain" for many years and has ties to all facets of the community.

In addition to the pre-registration deadline on June 30, applications for two scholarship programs were also due, the Redwood Empire Scholarship and the (new) Los Angeles Hardwood Lumberman's Club Scholarship.

Decisions about the winners will be made by the end of July and should be announced in the next CLFA newsletter.



## 2020 CLFA BOARD MEETING WORKSHOP/CONFERENCE SCHEDULE

### BOARD MEETINGS

- ◆ July 25, 2020—9:00 am - 2:00 pm—GoToMeeting
- ◆ August 18, 2020—6:00 pm—8:00 pm—GoToMeeting
- ◆ September 26, 2020—9:00 am—2:00 pm—Granzellas, Williams, CA
- ◆ October 20, 2020—6:00 pm—8:00 pm—GoToMeeting
- ◆ November 21, 2020—TBD
- ◆ December—Dark
- ◆ January 23, 2021—9:00 am—2:00 pm—Granzellas, Williams, CA
- ◆ February 23, 2021—6:00 pm—8:00 pm—GoToMeeting
- ◆ March 4, 2021—11:00 am—4:00 pm—Gaia, Anderson
- ◆ April 20, 2021—6:00 pm—8:00 pm—GoToMeeting
- ◆ May 21, 2021—6:00 pm—CLFA Audit
- ◆ May 22, 2021—9:00 am—2:00 pm—Granzellas, Williams, CA

### CLFA WORKSHOPS / CONFERENCES

- ◆ September 21—25, 2020 Initial 5-day Archaeology Class—Gaia, Anderson – ***Class is Full***
- ◆ October 26-30, 2020—Initial 5-day Archaeology Class—Gaia, Anderson – ***Class is Full - If you would like to be on the waiting list contact Kathleen—[admin@clfa.org](mailto:admin@clfa.org)***
- ◆ November 11 & 12, 2020 Archaeology Refreshers—Gaia, Anderson—**these are the only refresher classes that will be offered in 2020.**
- ◆ November 2020—two field days—date and location TBD
- ◆ March 5 & 6, 2021—Spring Workshop, Gaia Hotel & Spa, Anderson, CA

### ***2020/2021 CLFA BOARD OF DIRECTORS***

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Jason Wells—Vice President  
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