

NIC Bulletin

Official newsletter of the National-Interstate Council of State Boards of Cosmetology, Inc.

From the president

First, I want to thank all chairmen and committee appointees for accepting the duties of these extremely important positions. I also want to recognize the National Examination Committee, which is doing such an effective job this year: chairman Wendell Petersen, vice chairman Larry Walthers, secretary Michael Hill, Sue Sansom, and Aurie Gosnell. It is also important for all of us to recognize secretary-treasurer Patrick Ulsh and administrative services coordinator Debra Norton.

NIC has never been in such good shape, due to the many changes implemented by the Executive Board and NIC members during the past year. These changes have made a great difference in the effectiveness of the Council, shown by the number of states choosing to use our national examinations.

New Hampshire and Texas are the most recent states to begin using our national exam, but there has also been much interest from Oregon as well as Colorado. I have been working diligently with these states, offering information needed to help them make the right decision in testing for licensure.

Some states must go through the bidding process before test decisions can be made, but I want to remind these states that NIC national examinations are still the only *national* exam offered in this country. NIC offers a bank of questions in a number of areas. States may choose questions from the core areas that are mandatory for safety of consumers as well as licensees.

Also, it is very important that everyone realize that a sole source is appropriate with NIC examinations, because every state has ownership and the opportunity to make decisions and changes to exams and policies related to NIC and all that the organization has to offer. NIC written exams are all less than one year old, and the practical exams and examiner training program are currently going through a redevelopment process. (All questions concerning the practical examinations should be posed to the National Examination Committee.)

It has been decided that the second meeting of the Executive Board this year will be held in conjunction with a

strategic planning session and test development workshop in Dunedin, Fla., in June.

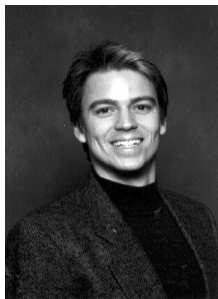
Negotiations with Shanghai are ongoing, and the contract has been signed, with the National Examination Committee expecting \$67,000 from the sale of the nail technician/manicurist written and practical exams. The Committee is also in the process of putting out all new materials related to the prac-

tical examination program: candidate information bulletins, exam task booklets, scoresheets, and a new examiner training manual to be released at the 2003 conference in Sacramento.

Many changes are under way this year, and now is the time to build the future of this great organization.

I appreciate everyone who is participating this year. Thanks so much.

—Kirby Morris



Kirby Morris,
NIC president



National Testing Committee at work in February at offices of Arizona Board of Cosmetology.

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Region 1 in Atlanta March 29

The region 1 NIC meeting will be held March 29–31 in Atlanta at the Sheraton Buckhead.

“Our conference is slated to be very exciting, with lots of information and motivating speakers,” explained Region 1 director Rosanne Kinley (S.C.). “Your state will benefit greatly from your presence,” she continued, “so please make your reservations now.” Registration forms are available from Kinley, 864-356-5010, images1@carol.net.

The program begins Saturday with a welcome reception. The Sunday and Monday pro-

gram includes the following topics:

- “Does a two-tier esthetic license work for your state?” (Alison O’Neal)
- “Ethics violations—uh oh! Did I do something wrong?” (Pat Adams)
- “Exam security” (Kirby Morris)
- “Do you know how to spot a fraudulent license?” (Art Anthony)
- “How does your state conduct continuing education” (Douglas Van Essen)
- “NIC update” (Kirby Morris)

Region 4 to meet in Palm Springs April 25–27

This year’s Region 4 meeting will be held in Palm Springs April 25–27.

The schedule will begin with a welcoming party on Friday evening, and meetings will begin on Saturday. “We intend to adjourn on Saturday to provide a free evening to enjoy the beauty of Palm Springs,” explained Kay Collins (Nev.), region director. Participants will meet again on Sunday morning, with anticipated adjournment by noon, to provide ample travel time.

“As our plans progress, we will be providing specific registration information, so please mark your calendars,” Collins suggested. “In formulating our agenda, we would appreciate your input as to subjects you would like addressed. We’d also like an indication of whether you are willing to participate by presenting a program at the meeting.”

Respond no later than March 1. For further information, contact Kay Collins, 775-331-2727 (work) or 775-356-2830 (home).



It's Time to Begin Making Plans to Attend the 2003 NIC Conference!

Submitted by Debra Norton, Conference Coordinator

The 48th annual NIC conference will be held August 23–25. Mark these dates on your calendar and begin making your plans to attend the conference this year.

Our host for the conference is the California Board of Barbering & Cosmetology. Many thanks to the Board for inviting us to hold the conference in the great state of California.

The conference site is the Hyatt Regency Sacramento Hotel in downtown Sacramento. The guest room rate is \$84 a day, plus applicable taxes, for single or double accommodations. Reservations must be guaranteed to a major credit card. The cutoff date for making reservations is July 15. To receive the conference rate, attendees must identify that they are with the Council when making reservations. For reservations call 916-443-1234.

President Kirby Morris has appointed Cathy Wells to serve as chairman of this year's Education Committee. Cathy and the members of the committee are planning an outstanding education program. The education agenda will include open forums to discuss current regulatory issues and structured programs on motivational

and technical topics that were recommend for this year's conference. Networking will also be a valuable part of the conference experience as you meet board members and administrators from across the nation to share ideas and learn from others' experiences.

The hotel is located directly across the street from the state capitol and within walking distance of more than 200 shops and restaurants, K Street Mall, Old Sacramento, the waterfront, and the California Railroad Museum. Bring the family and come join us at the 48th annual conference of the N.I.C.

The tentative agenda looks like this:

Thursday, Aug. 21

8–5 p.m. Board administrators
9–6 p.m. National Examination Committee

Friday, Aug. 22

8–4 p.m. Board Administrators (continued)
9–4 p.m. Executive Board
1–4 p.m. Conference registration
5–6 p.m. New member orientation
6:30–8 p.m. Welcome reception

Saturday, Aug. 23

10:30–11 a.m. General session
11–12 p.m. Education
12:15–1:45 p.m. Lunch
2–4:30 p.m. Education
7–10:30 p.m. President's party

Sunday, Aug. 24

9:30–10:45 a.m. Breakout sessions
11–12:15 p.m. Repeat of breakout sessions
12:30–2 p.m. Lunch
2:15–4 p.m. Education
4–4:30 p.m. General session
Free evening

Monday, Aug. 25

9–9:30 a.m. General session
9:30–10:30 a.m. Education
10:45–12 p.m. Election of officers, Bylaws Committee report, Policies Committee report, honorary membership report, conference site report
12–1:30 p.m. Lunch
1:30–2:30 p.m. Education
2:30–3 p.m. General session
3:15–4 p.m. Orientation—newly elected board members
4–5 p.m. Executive Board
7 p.m. Banquet

A registration packet and other pertinent information will be sent to all state board offices and honorary members by June 2. Any questions about the conference should be directed to Debra Norton, 501-227-8212.

Changes to bylaws?

In accordance with NIC procedures, recommendations for proposed changes to the bylaws must be submitted in duplicate and received by the chairman of the Bylaws Committee and the office of NIC

no later than 45 days before the annual conference.

Submit one copy of the proposed amendment to Wendell Petersen, 8945 Paintbrush Lane, Missoula, MT 59808 and a duplicate copy to the NIC office: 7622 Briar-

wood Circle, Little Rock, AR 72205.

A current copy of the NIC bylaws is available on the website, www.nictesting.org.

For further information, contact Wendell Peterson, 406-728-0343.

NIC 2003 calendar

March 22–24	Subject matter expert workshop, Dunedin, Fla.
March 29–31	Region 1 meeting, Atlanta, Ga. Welcome reception (March 29) Meeting (March 30–31)
April 10–12	Region 3 meeting, Denver, Colo. Welcome reception (April 10) Meeting (April 11–12)
April 12–14	Subject matter expert workshop, Denver, Colo.
April 25–27	Region 4 meeting, Palm Springs, Calif. Welcome reception (April 25) Meeting (April 26–27)
May 16–18	Region 2 meeting, Detroit, Mich. Welcome reception (May 16) Meeting (May 17–18)
June 18–20	Strategic planning development workshop (June 18), Dunedin, Fla. National Examination Committee meeting (June 19) Executive Board meeting (June 20) Committee meetings
June 21–23	Subject matter expert workshop, Dunedin, Fla.
Aug. 21–25	National Examination Committee meeting (Aug. 21), Sacramento, Calif. Executive Board meeting (Aug. 22) 2003 annual conference (Aug. 23–25)
Oct. 18–20	Subject matter expert workshop, Dunedin, Fla.

2003 committee appointments announced

NIC committees carry out the work of the Council. At the annual meeting in Sacramento, members will be given the opportunity to participate as committee members in 2003–04.

NIC committee appointments for 2002–03 are as follows:

AACS Liaison

Janet Fisher, chair (Iowa)
Eric Negaard (Idaho)
Verna Dupuis (Mont.)
Marie Nordboe (Nebr.)
Rose Policastro (N.J.)

Board

Administrators

Doug VanEssen, chair (N.C.)
Susan Wilson, cochair (Ore.)
Betty Abernethy (Wyo.)
Budd Hetrick (Idaho)
Kevin Heupel (Colo.)

Bylaws

Wendell Petersen, chair (Mont.)
Kay Collins (Nev.)
Carroll Roberts (Ky.)
Sue Sansom (Ariz.)
Gerri Betts (Me.)

Conference

Mary Manna, chair (Nev.)
Debra Norton, cochair (Ark.)
LaFaye Austin (Okla.)
Diane Pennington (Wyo.)
Kay Collins, chair (Nev.)
LaFaye Austin (Okla.)
Pat Adams (S.C.)
Marian Alderson (Va.)
Debra Norton (Ark.)

Education

Cathy Wells, chair (Colo.)
Darlene Battaiola (Mont.)
Jamie Cheatham (Ala.)
Kay Collins (Nev.)
Gerri Betts (Me.)

Health and Sanitation

Sue Sansom, chair (Ariz.)
Jeff Pippitt (Nebr.)

Pam Rowland (Nebr.)
Delores Gilmer (S.C.)
Darlene Battaiola (Mont.)

Honorary

Michael Hill, chair (Ark.)



Lois Wiskur (S.D.)
Carolyn Ackermann (Nebr.)
Pat Nix (Ind.)
Peggy Dietrick (Tex.)

Legislative

Wendell Petersen, chair (Mont.)
Betty Moore (Okla.)
LaFaye Austin (Okla.)
Judy Roubal (Nebr.)
Nancy Fair (Ala.)

NACCAS Liaison

Eric Negaard, chair (Idaho)
Peggy Dietrick (Tex.)
Jane Powell (Ark.)
John Jay Grisaffi (La.)
Cindy Davidson (Ore.)

National Endorsement

Betty Moore, chair (Okla.)
LaFaye Austin (Okla.)
Brenda Mathre (Wyo.)
Vivian Stewart (Ala.)
Ruth Settles (S.C.)

NCA Liaison

Judy Roubal, chair (Nebr.)
Michael Hill (Ark.)
Marie Nordboe (Nebr.)
Pat Adams (S.C.)
Mel Moody (Wyo.)

NMC Liaison

Pam Rowland, chair (Nebr.)
Marian Alderson (Va.)
Pam Perondi (Nev.)
Gerri Cevitello (N.J.)
Geoff Geils, (Conn.)

Policies

Sue Sansom, chair (Ariz.)
Wendell Petersen (Mont.)
Abbi Vincent (Okla.)
Judy Roubal (Nebr.)
Valeria McPherson (Ohio)

Procedures

Betty Moore, chair (Okla.)
Robert Willis, (Mich.)
LaFaye Austin (Okla.)
Rosanne Kinley (S.C.)
Carroll Roberts (Ky.)

Publicity

Patrick Ulsh, chair (Idaho)
Judy Roubal (Nebr.)
Jamie Cheatham (Ala.)
Carolyn Ackermann (Nebr.)
Jerry Brooks (N.Y.)

Skin Care Liaison

Geneal Thompson, chair (Idaho)
Rosanne Kinley (S.C.)
Betty Moore (Okla.)
Mary Ann Ethridge (Okla.)
Abbi Vincent (Okla.)
Marian Alderson (Va.)
Rose Policastro (N.J.)
Don Kerr Advisor (S.C.)
Susanne Warfield Advisor (N.J.)

Textbook

Larry Walthers, chair (Nev.)
Robert Willis, (Mich.)
Brenda Mathre (Wyo.)
Sue Sansom (Ariz.)
Wendell Petersen (Mont.)

Parliamentarian

Carroll Roberts (Ky.)

Historian

Lois Wiskur (S.D.)

Chaplin

Michael Hill (Ark.)

NIC Offers Online Item-writing

NIC is seeking licensed professionals to apply for participation in its online item-writing program for development of national cosmetology and related examinations.

NIC is founder of the national cosmetology examination program and offers national theory and practical licensure examinations in the following categories: cosmetology, esthetics, nail techniques (manicuring), electrology, and instructor barber/barber stylist.

If interested in participating in the online item-writing program, review the participation requirements

listed below, and complete the questionnaire printed on the following page. Return questionnaires to—

Wendell Petersen
8945 Paintbrush Lane
Missoula, MT 59808

If your qualifications are acceptable, an information packet will be sent to you, outlining the procedures for submitting items to be considered for inclusion in NIC's future examinations.

To qualify as an online item-writer, you must hold a current license in one of the following categories: cosmetology, esthetics, nail techniques (manicuring),

electrology, instructor, or barber/barber stylist. Item-writers must own or have access to a personal computer in a private location (internet cafes and libraries are not acceptable private locations). They must also sign an affidavit of nondisclosure and surrender items to NIC for its sole ownership.

Compensation will be made by check in the amount of \$25 for each item accepted for use by NIC. If you are ineligible for monetary compensation, a certificate of recognition will be awarded.

Submitted by Wendell Petersen.

If interested in participating in the online item-writing program, review the participation requirements listed below, and complete the questionnaire printed on the following page.

Approved textbooks for exam referencing

Submitted by Wendell Petersen

The following list of textbooks used in referencing NIC exams has been approved by the National Examination Committee and the Executive Board. Each question on NIC written exams can be found in the following related textbooks:

● Instructor exam
Master Educator Student Course Book, Milady Publishing Company, 2000, Albany, N.Y., (800) 730-2214

Professional Instructor for Cosmetology, Barber Styling and Nail Technology, Milady Publishing Company, 1994, Albany, N.Y., (800) 730-2214

● Cosmetology exam
Hairstyling Teacher-Training Manual, Milady Publishing Company, 1983, Albany, N.Y., (800) 730-2214

NIC Heath and Safety Standards, NIC, Inc., 2001, 7622 Briarwood Circle, Little Rock, Ark., (501) 227-8262
Milady's Standard Textbook of Cosmetology, Milady Publish-

ing Company, 2000, Albany, N.Y., (800) 730-2214
Salon Fundamentals, Pivot Point International, Inc., 2000, Chicago, Ill. 60626, (800) 886-4247

● Barber/barber stylist exam
Milady's Standard Textbook of Professional Barber Styling, Rev. Ed., Milady Publishing Company, 1999, Albany, N.Y., (800) 730-2214

NIC Health and Safety Standards, NIC, Inc., 2001, 7622 Briarwood Circle, Little Rock, Ark., (501) 227-8262

● Electrologist exam
Electrolysis, Thermolysis, and the Blend: The Principles and Practices of Permanent Hair Removal, 9th ed., 1994, Arroyo Publishing

Modern Electrology: Excess Hair, Its Causes and Treatments, Milady Publishing Company, 1987, Albany, N.Y., (800) 730-2214

Infection Control Standards for the Practice of Electrology, American Electrology Association

NIC Heath and Safety Standards, NIC, Inc., 2001, 7622 Briarwood Circle, Little Rock, Ark., (501) 227-8262

● Nail Technology exam
Milady's Art & Science of Nail Technology, 2nd Ed., 1997, Milady Publishing Company, Albany, N.Y., (800) 730-2214
NIC Heath and Safety Standards, NIC, Inc., 2001, 7622 Briarwood Circle, Little Rock, Ark., (501) 227-8262

● Esthetician exam
Milady's Standard Textbook For Professional Estheticians, 7th Ed., Milady Publishing Company, Albany, N.Y., (800) 730-2214

Milady's Standard Textbook for Professional Estheticians, 8th Ed., Milady Publishing Company, Albany, N.Y., (800) 730-2214

NIC Heath and Safety Standards, NIC, Inc., 2001, 7622 Briarwood Circle, Little Rock, Ark. (501) 227-8262

Each question on NIC written exams can be found in related textbooks.

APPLICATION FOR NIC ONLINE ITEM-WRITING PROGRAM PARTICIPATION

PLEASE PRINT OR TYPE

NAME: _____

ADDRESS: _____

TELEPHONE/day: _____ TELEPHONE/evening: _____

E-MAIL ADDRESS: _____

AFFILIATION: _____

I hold a current license in the following categories in my residing State indicated below. Check all that apply.

___ Cosmetology State _____ License Number _____

___ Nail Tech(manicuring) State _____ License Number _____

___ Instructor State _____ License Number _____

___ Esthetics State _____ License Number _____

___ Electrology State _____ License Number _____

___ Barber State _____ License Number _____

___ Barber Stylist State _____ License Number _____

If you hold current licenses in other states, please list here:

Category	State	License Number
_____	_____	_____
_____	_____	_____

Have you previously participated in item-writing activities? ___ Yes ___ No

If yes, please indicate below where and with whom you participated:

I have read and understand the requirements for participation in NIC's online item-writing program and I attest that the information I have submitted is true and correct.

Please print your name: _____

Signature: _____ Date: _____

RETURN THIS APPLICATION TO: Wendell Petersen
8945 Paintbrush Lane
Missoula, MT 59808

Wyoming attempting legal terminology update

Wyoming is involved in the legislative process again, with a bill to update legal terminology and establish three new license categories:

- Hair stylist
- Independent contractor
- Temporary location

Definitions also would be broadened to allow the board to draft rules to establish better guidelines for scopes of practice for all license categories.

“The legislation has made it through the House com-

mittee,” explained Betty Abernethy (Wyo.), board administrator. “Now we have to get it past the full house, the Senate committee, and the full Senate.”

Examiner training program redeveloped

A redeveloped NIC examiner training program is the result of a three-day workshop involving the National Examination Committee, Executive Board members, and examiner trainers. Held Feb. 7–9 in Phoenix, the meeting’s objective was to ensure standardized and consistent training of NIC’s practical examiner trainers.

This combined-effort workshop allowed all of NIC’s examiner trainers to participate in redevelopment of the training program that had become inconsistent over the past few years. “The program has now taken on a new professional attitude to provide the best in standardized training that NIC can offer the states that are using our practical examinations,” explained Wendell Petersen, NIC vice president and chair of the National Examination Committee.

In addition, the Committee approved changes to the training manual for examiner training, changed the name to the examiner program to “Examiner Training” Program, reviewed a strategic plan, approved an online item-writing application, created a marketing plan working with the regional directors, discussed the upcoming task analysis, created a policy on rereferenc-

ing workshops, and created a policy regarding school owner, instructor, and administrator observation of examinations. The NEC also created a policy to monitor examiners by using NEC members and created another policy for payment of consulting fees and per diems. The committee

tors Robert Willis (Mich.), Rosanne Kinley (S.C.), Kay Collins (Nev.), as well as Board Administrator Betty Abernethy (Wyo.). NEC members in attendance included Aurie Gosnell (S.C.), Michael Hill (Ark.), and Sue Sansom (Ariz.), and NIC examiner trainers were Deborah Roope (Mass.),



approved an increase for the practical exam beginning in 2005.

Participants were President Kirby Morris (Wyo.), Past President Larry Walthers (Nev.), Vice President and NEC Chairman Wendell Petersen (Mont.), Secretary-Treasurer, Patrick Ulsh (Idaho), and Regional Direc-

Brenda Mathre (Wyo.), Ollie Pendley (Ga.), Veda Traylor (Ark.), Christy Stutzke (Idaho), and Pat Nix (Ind.). Others attending were Michelle Rathburn, (Ohio), Kelly Gordon (Wash.), Cathy Wells (Colo.), Theresa Bunch (Ariz.), Cheryl Adams (Ariz.), and Debra Norton (Ark.).

Bulletin

Published six times a year, the *NIC Bulletin* is the official newsletter of the National-Interstate Council of State Boards of Cosmetology, Inc., 7622 Briarwood Circle, Little Rock, AR 72205.

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Major costs incurred in the preparation, printing, and mailing of the *NIC Bulletin* are underwritten as a service to the cosmetology industry by Milady/Thomson Learning.

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Subject matter experts improve NIC's examinations at three workshops

The National Examination Committee has conducted three workshops since the annual conference at Hilton Head Island, S.C. In October, members of the committee and additional subject matter experts met in Dunedin, Fla. at the offices of Schroeder Measurement Technology to complete item-writing for the instructor, esthetician, and barber/barber stylist exams. Also, item review was completed on the esthetician and barber/barber stylist exams. Participants were:

- Instructor exam
 - Larry Walthers (Nev.)
 - Ollie Pendley (Ga.)
 - Caroline Ackerman (Nebr.)
 - Michael Hill (Ark.)
- Esthetician exam
 - Don Kerr (S.C.)
 - Rosanne Kinley (S.C.)
 - Chris Skarmagos (Wisc.)
- Barber/barber stylist exam
 - Don Baker (N.C.)
 - Phil Mazza (Md.)

— Wendell Petersen (Mont.)

In January, NIC Executive Board members, National Examination Committee members, and NIC's Administrative Services Coordinator, Debra Norton, met in Dunedin, Fla. with selected subject matter experts to complete item review of the barber/barber stylist, cosmetology, and nail technician exams. New electrologists forms were also reviewed and approved. The workshop was conducted to complete necessary exam reviews and to help Executive Board members and staff understand how the national examinations are created as well as the steps taken to keep the exams current and legally defensible. Additional subject matter experts were—

- Nail technician exam
 - Ivory Steward, (Alaska)
 - Cheslie Phillips (S.C.)
- Barber/barber stylist exam
 - Don Baker (N.C.)
 - Phil Mazza (Md.)
 - Mike Mazza (Md.)

— Charles Kirkpatrick (Ark.)

- Electrology exam
 - Nick Downey (Ark.)
- Other examiner trainers in attendance were Brenda Mathre (Wyo.) and Cindy Lee Davidson (Ore.).

A workshop was held in February in Dunedin, Fla. to begin work on a new hair-braiding examination. Subject matter experts from around the United States were identified to develop specifications and items for development of the exam: Pearl Bailey Anderson (Ala.), Linda McSwain (Tex.), Dr. Carlson (Tex.), Tyrone Thompson (Tex.), Michelle Rathburn (Ohio), Robin Houston (Ala.), Pier Wilkerson (Ala.), Robert Willis (Mich.), Margaret Jackson (Tex.), Kimberly Robinson (Mich.), Vanessa Hollings, Catherine Antrom (Pa.), LaFaye Austin (Okla.), Kirby Morris (Wyo.), Larry Walthers (Nev.), and Wendell Petersen (Mont.).

Future workshops are scheduled for March, April, June, and October.

Submitted by Wendell Petersen

NIC Bulletin
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Updated examiner training!

First Class