



# REALITY CHECK



Volume 00-01, Issue 8

Delaware Chapter ASPE

MAY 2001

**Bruce Gollicker, Editor, Pyro-Tech Fire Protection**

### ASPE Mission Statement

The American Society of Professional Estimators serves construction estimators by providing education, fellowship, and opportunity for professional development.

### Officers & Committees 2000-2001

<b>President</b>	<b>Ed Alexander, CPE</b>	<b>Planning</b>
<b>1st V P</b>	<b>Mike Gioffre, CPE</b>	<b>Education</b>
<b>2<sup>nd</sup> V P</b>	<b>Jim Connell, CPE</b>	<b>Membership</b>
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	<b>Jim McLaughlin</b>	<b>Golf Outing</b>
	<b>Wilson Davis</b>	<b>Welcoming</b>
	<b>Fred Gschweng</b>	<b>Internet</b>

REALITY CHECK is published by the American Society of Professional Estimators Delaware Chapter, Inc. which is solely responsible for its content.

May 2001 President's Message

There are two methods of encouraging scholarship – front-end grants before the course work is taken and tuition assistance after the coursework is completed.

The Board has finally finished its research, review and decision process on how to award chapter scholarships. The ASPE Delaware Academic Assistance Program was approved at the April Board Meeting and is printed, along with the complete set of rules, in this issue of the Reality Check.

The ASPE Delaware Academic Assistance Program (AAP) is based on the concept of paying for courses completed. It is designed to

guarantee, in advance, that selected students will be paid up to a specific amount of reimbursement for the approved courses they successfully complete.

Students must apply, in advance, for the program and must state the courses for which they wish to be reimbursed. The board will decide which students, taking which courses, are best qualified for reimbursement. The AAP will pay for construction related courses.

For those courses, which are approved in advance, the AAP will reimburse up to the predetermined maximum guaranteed amount based on the grades attained. The AAP will pay approved costs at the rates of 100% for grades A & B and 50% for C or 'Pass' in a 'Pass/Fail' Course.

The AAP is open to **ANY** student of construction. This means part and full time students, students just out of high school and persons who have been working for years. The AAP is open to persons wishing to improve their existing skills and individuals wanting to gain new skills. It is open to construction newcomers and longtime craft persons and management.

At present approximately \$1,500 is allocated by the chapter for the 2001-2002 ASPE Delaware Academic Assistance Program. It will probably be split among several students.

The AAP is funded by proceeds from the ASPE DE Annual Golf Outing.

If you know someone who is planning on taking construction related courses give him or her a copy of the application. They can't win if you don't help them play. Put the word out

Applications must be received by June 30, 2001.

Ed Alexander, CPE

**Dedicated to Improving the Skills of Construction Estimators...**

## ASPE Delaware Academic Assistance Program

ASPE Delaware, Inc. has established an Academic Assistance Program to promote and foster full or part time higher education in estimating or construction related fields, i.e., architecture, engineering, construction management, general contracting, subcontracting, construction trades such as carpentry, plumbing masonry, etc.

ASPE Delaware, Inc. will reimburse selected students up to a specified amount for that student for a given year for tuition and books (but not fees or other expenses) for Estimating or construction related undergraduate programs at an accredited technical school, college or university, which are not already covered by another scholarship or assistance program.

### Rules of the Academic Assistance Program:

1. Any student in Estimating or a construction related program may apply.
2. Assistance shall be allocated to applicants based on: funds available, academic and extracurricular activities, relative merits of the programs in which a student is enrolled, and relative needs of the various students who apply.
3. Assistance will be allocated without regard to race, creed, color, age, sex, national origin or sexual preference.
4. Preference may be given to students taking courses in Delaware, students from Delaware, or relatives of members of ASPE Delaware, Inc.
5. Funds allocated to a student will be reimbursed per the rules set out below.
6. Funds allocated to a student but not reimbursed to a student due to lack of required grade(s) in course(s) shall stay the property of ASPE Delaware, Inc.
7. The decision to award academic assistance is at the sole discretion of ASPE Delaware and all decisions of ASPE Delaware, Inc. are final.

### How to apply:

To apply, you must complete and submit an Academic Assistance Program Application and attach the following: high school/college transcript, copy of college aid application, two letters of recommendation, employment history, copies of college entrance letter(s), any other pertinent information. **Applications, with required attachments, must be received by June 30, 2001 at ASPE Delaware, Inc., P.O. Box 3515, Greenville, DE 19087-0515.**

Each application is good for only one year and each applicant must reapply yearly.

If your application is accepted, you will receive a letter from ASPE Delaware, Inc. stating the specific amount of reimbursement that has been allocated to you on or about June.

### How to obtain reimbursement:

To obtain reimbursement, submit a copy of your letter of acceptance along with all original receipts (any fees must be designated as such to separate them from tuition costs) and your official grades to ASPE Delaware, Inc. The reimbursement amount is dependent on the grade received.

<b>Reimbursement by Grade</b>	
<b>Grade</b>	<b>Reimbursement</b>
A or B	100%
C or "Pass" In Pass/Fail course	50%
Below C or "Fail" In Pass/Fail course	None

### Taxation on Tuition Reimbursement:

Taxes, if any, on tuition reimbursement are solely the student's responsibility.

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# ASPE Delaware Academic Assistance Program Application

ALL INFORMATION WILL BE KEPT CONFIDENTIAL

Name: \_\_\_\_\_ Home Phone: \_\_\_\_\_

Home Address: \_\_\_\_\_ Birth date: \_\_\_\_\_

\_\_\_\_\_ Marital Status: \_\_\_\_\_

High School: \_\_\_\_\_ Graduation Date: \_\_\_\_\_

Address: \_\_\_\_\_

College you plan to/currently attend: \_\_\_\_\_ Graduation Date: \_\_\_\_\_

College Address: \_\_\_\_\_

Have you applied: \_\_\_\_\_ Have you been accepted: \_\_\_\_\_ Intended Degree: \_\_\_\_\_

Intended Field of Study: \_\_\_\_\_

Why you have chosen your particular field of study: \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

Family or other information you may wish to bring to the Committee's attention: \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

In 200 words or less explain why ASPE Delaware, Inc. should be award you academic assistance (use a blank sheet of paper if more space is needed):

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

Attachments: Two Letters of Recommendation, Employment History, copies of High School/College Transcript, College Aid Application, College Freshman Entrance Letters. List any other tuition assistance programs you are eligible for or receiving.

I am the applicant described above and give permission to the American Society of Professional Estimators Delaware Chapter to verify any and or all of the information above. I understand that the decision to award academic assistance is at the sole discretion of ASPE Delaware and all decisions of ASPE Delaware, Inc. are final.

Signed \_\_\_\_\_ Date \_\_\_\_\_

Sponsor \_\_\_\_\_ Date \_\_\_\_\_

Application must be received, no later than June 30, 2001, by ASPE Delaware, Inc., P.O. Box 3515, Greenville, DE 19087-0515.

**Dedicated to Improving the Skills of Construction Estimators...**



## Recruiting 101

By Barbara Horwitz, Associate Editor  
Consulting-Specifying Engineer – 4/1/01

Like it or not, the cliché—it sure is hard to find good help these days—has taken on a whole new meaning for M/E firms.

In fact, of the hundreds of engineering firms responding to *Consulting-Specifying Engineer's* recent Giants survey, almost half described recruiting and retaining quality engineers as the biggest issue facing their firm in the new millennium.

"The problem is that the number of new students going into engineering continues to go down and the need for engineers continues to go up," explains Skip Gast director of employment and training for Black & Vetch, Kansas City, MO.

With less talent to go around, engineering firms have been forced to step up their recruitment efforts. Granted, the situation hasn't quite reached the proportions of the NBA draft, but at the same time, engineers—both recent college graduates and senior-level designers—are increasingly being wooed with perks, challenging work and career advancement opportunities.

### ON CAMPUS

As M/E firms around the country compete for approximately 70,000 engineering graduates every year, not only are they contending with each other, but also with Silicon valley, manufacturers, laboratories, and universities.

"This year and the past couple years we've spent more on campus recruiting than we ever have," states Roger Wozny, P.E., president of The Schemmer Associates, Inc., Omaha, Neb. For

Wozny's staff, this has meant visiting campuses more frequently, becoming active on faculty advisory boards, redesigning marketing and recruiting brochures and increasing the size of the firm's internship program.

Recruiters at Brinjac Engineering Inc. in Harrisburg, Penn., have also found their firm's internship program to be an effective way to attract young engineers.

"By bringing in more interns and getting them involved in our corporate culture, it's our hope that when it comes time to sign on the dotted line, they'll be interested in going with us," explains Thomas Finnerty, Brinjac's marketing director.

Going a step beyond internships and faculty advisory boards, The Austin Company encourages its engineers to actually teach at universities. With offices around the country, the Cleveland-based firm also encourages each office to maintain active relationships with at least two colleges in their region.

With connections at 15 to 20 universities, John R. Harrington, P.E., vice president of design and engineering for the firm, claims that working with school placement offices has resulted in quite a number of new hires.

Ronald Mineo, P.E., a principal at Joseph R. Loring & Associates, New York City, says his firm had been maintaining more than a dozen campus contacts, but found that it was just too difficult to keep up.

"We've had to pare it down to five to seven universities to really focus in on," says Mineo. "We've identified those universities where we really like their programs and where we've had good success."

On the other end of the spectrum, recruiters from Parsons Brinckerhoff (PB), New York City, spend time at more than 40 different campuses throughout the school year.

"Our aim is to show a presence at schools year-round through brown bag seminars, participation in lecture series, scholarship support, etc.," says Patrick Schaffner, PB's director of corporate staffing.

### Networking for talent

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In addition to college placement offices and career fairs, engineering firms have found the Internet to be a much more effective resumé collector than traditional newspaper advertisements, which seem to be going out of style.

Recruiters actively post job openings on job boards such as Monster.com and HotJobs.com, as well as more specialized Web sites like Buildingteam.com, EngineerJobs.com and the National Society of Professional Engineers' home page, [www.nspe.com](http://www.nspe.com).

While the use of headhunters is yet another option available to engineers, the reviews are mixed.

"We have worked with recruiters, but we are finding that they are in the same position we are in; they can't find the people either," Schemmer's Wozny points out.

In cases where Wozny's firm does decide to enlist the services of a headhunter, compensation is dealt with on a retainer basis instead of a contingency fee. "We pay them this way so that the recruiters will take more of an interest in our company and become part of our team."

To supplement the efforts of hired recruiters or to avoid the expense altogether, firms such as Lockwood Greene, Spartanburg, S.C., have chosen to go the networking route, whether it's with professional organizations, social clubs or even religious groups.

Another firm, van Zelm Heywood & Shadford, based in West Hartford, Conn., has found that the manufacturers who call on them are more than eager volunteers willing to spread the word and make referrals for the firm's employment openings.

But when it comes down to it, probably the best networking is done internally with one's own engineers.

According to Black & Veatch's Gast, when his recruiters successfully hire good talent, it is their hope that these high-caliber employees will turn around and attempt to recruit quality engineers that they know in the field.

In fact, 10 percent of the firm's hires last year came from employee referrals, and Gast hopes to

raise that percentage to between 20 and 25 percent this year.

Recruiters at PB, who share the same philosophy, recently doubled the cash bounty offered as part of their employee referral program to \$2,000, not to mention an end-of-the-year drawing for a car or \$25,000 in cash.

### **Keeping engineers happy**

While it may seem that bringing new talent on board is at least half the battle, most engineers beg to differ.

"I think the more difficult problem is being smart enough to keep people," notes Mickey Kupperman, P.E., president and CEO of A. Epstein Sons International, Chicago. "Finding engineers is a one-time event, but keeping them is an everyday activity."

Kupperman holds that the best way to achieve this is to really understand what motivates young engineers.

"Probably the single most important aspect, even more important than the money and benefits, is if the work is exciting and fulfilling," Kupperman claims. "[Young engineers] want to understand the context of their job and have a more holistic view of a project. They are also very much team players and they like the whole collaborative process."

Kupperman also speculates that family has become more of a priority for today's engineer. For example, he points out that there was a lot of traffic in Chicago this year on Halloween afternoon because many young fathers were going home early to be with their kids for trick or treating. Consequently, a smart employer will take these needs into consideration and offer benefits such as "flex time" and the option to occasionally work from home.

An interesting benefit offered by Schemmer Associates is their subsidized employee-assistance program: engineers can confidentially access and utilize the services of professionals such as attorneys, social workers and financial planners for help with personal matters. Wozny adds that the firm also offers an education-assistance program, service awards and alternative working schedules, and that a new

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employee stock-ownership program is now in the works.

Even more effective than the programs and perks, however, is the ability to offer engineers diversified and challenging work opportunities, say recruiters.

For instance, Dennis M. Raymond, vice president of human resources for The Austin Company, claims that the firm's involvement in design-build projects gives Austin's engineers exposure to many aspects of engineering and construction.

"Our projects are wide in scope, so engineers don't get stuck in a pigeonhole, designing only pipes or pumps," says Raymond. "In addition, our local offices are relatively small, so people have the chance to get very involved. You don't have to be with the company too long to be given the opportunity to take on real responsibility."

Similarly, Mineo of Joseph R. Loring states, "We move people around so that they get exposure to different types of work, different clients and different scales of projects. That keeps them interested."

### **Keep it personal**

Working toward greater retention, both A. Epstein and Sons International and Black & Veatch have chosen to invest in training management personnel to help them understand and be sensitive to the psyche of young engineers. Consequently, when hiring managers, the firm's recruiters evaluate the candidate's interpersonal relationship skills and his or her ability to effectively deal with young people.

"The No. 1 reason people take a job and the No. 1 reason they leave is their boss," claims Black & Veatch's Gast.

For Brinjac Engineering, if and when their engineers do decide to leave, exit interviews are routinely performed.

"Unfortunately, it's 'post-mortem,' but we can take advantage of the information and make some changes to the benefits for the current staff," says Brinjac's Finnerty.

Not only does van Zelm Heywood & Shadford conduct such exit interviews, but management makes a concerted effort to keep up good relations with former employees. According to President and CEO Bob Hickey, P.E., more often than not, exiting engineers decide that those greener pastures aren't as green as they thought and will return to the firm within a year.

Another appealing aspect of the firm's hierarchical structure is the fact that career development is not only offered through management, but through technical advancement as well. Hickey explains that the firm's management and technical career tracks closely parallel each other with regard to recognition and salaries. Consequently, the setup is quite appealing for engineers who want to stay on the technical side, but still want career advancement.

Shive-Hattery, headquartered in Cedar Rapids, Iowa, is another firm that invests heavily in career development in an attempt to keep its engineers on board for the long haul. According to Gloria Frost, director of human resources, the firm is divided into six design offices. As part of the firm's career-development program—in which over two-thirds of the employees are enrolled—engineers sit down with a design officer from a discipline other than their own to map out a plan that will expose them to new developmental opportunities.

### **The bottom line**

At the end of the day, M/E firms are slowly realizing that a great deal of creativity and resources must be invested to deal with the perennial challenge of finding and keeping good engineers.

In fact, Black & Veatch's Gast posits that the cost impact of employee turnover is so significant that, strictly from a cost-benefit standpoint, it is imperative to allocate more resources to help ensure that engineers are content with their jobs.

"We spent most of our lives learning how to take great care of our clients. Now we have to spend as much time, if not more, on our employees," Kupperman concludes.

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### Searching for Senior-Level Employees

As taxing as it is to compete for a sparse number of engineering graduates each year, engineering firms unanimously agree that recruiting experienced, senior-level engineers is even more of a challenge.

"This is probably where it's most difficult, because most individuals in this category already have a job and they are not looking," explains Roger Wozny, P.E., president of The Schemmer Associates Inc., Omaha, Neb.

One of the ways in which Joseph R. Loring & Associates, New York City, deals with this challenge is by constantly being in a hiring mode.

"We are continually searching and interviewing as many people as we can. As soon as we find someone who's qualified, we hire them, even if there isn't a specific position available," says Ronald Mineo, P.E., a principal at the firm.

Fred Marsh, corporate director of human resources for Lockwood Greene, Spartanburg, S.C., believes that facilitating better communication among the firm's offices nationwide would potentially help with the situation. In fact, Marsh is currently looking at software that can scan in resumés to make them easily accessible and searchable on a company-wide database.

One of Albert-Garaudy & Associates' tactics is to contract the services of retired engineers to help fill the need for experienced engineers, according to Lloyd Arbo, P.E., business development manager.

### The Job Market and the Economy

While the United States has experienced a slowdown in the economy and a number of layoffs at large corporations, does this mean there are more qualified mechanical and electrical engineers looking for jobs?

Roger Wozny, P.E., president of The Schemmer Associates, Omaha, Neb., doesn't think so. Wozny claims that many of these layoffs have occurred in the areas of sales and administration and the situation has not affected the availability of technical people.

But John R. Harrington, P.E., vice president of design and engineering for The Austin Company, Cleveland, begs to differ.

"With the high-tech industry slowing down, this is reducing some pressure on engineering firms who have lost people to high-tech companies," Harrington claims. "I believe that it's going to free up some engineers."

While Bob Hickey, P.E., president and CEO of van Zelm Heywood & Shadford, West Hartford, Conn., agrees that the numbers of job-seeking engineers has not increased, he also believes that concerns about job security have been heightened so that engineers are currently a little less likely to jump ship. CSE

**May 9, 2001** - Wesley Bowman, Phd.: -  
"Survival Skills for the Over Committed"

**June 2001** - Golf Outing

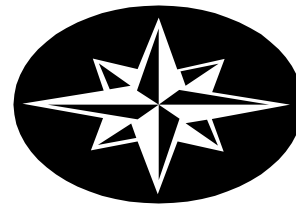
**July 2001** - No Meeting

**August 2001** - No Meeting

**September 12, 2001** - John McMann:  
"State Government and Construction"

**October 10, 2001** "Requirements for  
Building Permits/Inspections"

**November 14, 2001** "Hazardous  
Material Abatement"



### General Meeting Minutes

The April meeting for the general membership of ASPE Delaware

Chapter 75 was called to order at 6:30 pm, April 11, 2001. A quorum was recognized.

Opening remarks were made by Delaware Chapter President Ed Alexander. After brief opening statements, all members introduced themselves, and the company they were representing.

ASPE Chapter Business

Ed introduced Rich Murphy, Nominations Committee Chair, to explain the process for nominating candidates for board positions in the upcoming elections. Rich explained that a nominations committee is in place and will organize the election process and verify the qualifications of those nominated. Tonight's meeting will mark the beginning of the process with the acceptance of open nominations from the floor. The following nominations were received: 1st Vice President, Mike Gioffre (by Ed Alexander), Director, Wilson Davis (by Rich Murphy). Rich further stated that the nominations period will end at the May 9th

## UPCOMING EVENTS FOR 2001

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General Meeting. After the May General Meeting, ballots will be mailed and must be returned by June 20th (via mail) or hand delivered at the June 21st meeting (Golf Outing).

Jeff Coopersmith, Treasurer, announced that Wilson Davis as the winner of the raffle (can you believe he won again!?). His total take this time was \$28.00.

Ed announced that the next general meeting will be held on May 9, 2000 at the Newark Hilton. The guest speaker will be Dr. Wesley Bowman of the Delaware Family Center. The topic will be stress management survival skills.

Jim Connell, Membership Chair, introduced and welcomed new member John deProphitis, of Miken Builders, Inc.

#### Program

The guest speaker for the program was introduced. Prof. Bill Dunkleberg of Temple University was greeted and presented a discussion on the U.S. economy and how & why it will affect all of us, including our industry.

The general meeting was adjourned at 8:37 pm



## ASPE Chapter 75 Board of Directors Meeting Minutes

The April meeting of the Board of Directors of the American Society of Professional Estimators, Delaware Chapter 75 was called to order at 6 PM on Monday April 15, 2001.

#### Board members in attendance:

Ed Alexander	Buzz Kingsley
Bruce Gollicker	Jeff Coopersmith

Wayne Shannon                      Jim Connell

#### Other attendees:

Wilson Davis                      Fred Gschweng

#### Location:

Bancroft Construction Office, Wilmington, Delaware

#### Chair:

Ed Alexander

#### General Business:

Meeting called to order at 6:05PM EST.

Fred Gschweng, Website Committee Chair, provided and update as well as a preview of the ASPE Delaware Chapter 75 web site design and architecture. Fred welcomes e-mailed suggestions about the site. Fred also suggested we sell links for \$50 per year. The portions of the site that are still under development include Certification, e-mail, and Help (Website address: [www.aspede.org](http://www.aspede.org))

Nominating Committee: A full slate has been nominated and is acceptable to the board. Bruce Gollicker, Pres., Mike Gioffre, 1<sup>st</sup> VP, Jim Connell, 2<sup>nd</sup> VP, Wayne Shannon, 3<sup>rd</sup> VP, Jerry Doherty, Secretary, Jeff Coopersmith, Treas., Ed Lupinek, 1st Dir., Fred Gschweng, 2<sup>nd</sup> Dir., Buzz Kingsley, 3<sup>rd</sup> Dir., Wilson Davis, 4<sup>th</sup> Dir., and Ann Jacobi 5<sup>th</sup> Dir. Thanks were given to Rich Murphy for his work on the nominating committee and the ethics skit.

The board unanimously approved the ASPE academic assistance program.

Ed Alexander, President, updated us on the electronic voting results:

\$500 donation to ASPE National Scholarship fund passed 10- 0. Meeting schedule for the rest of the year passed 7 – 0. Meeting schedule for the next year passed 7 – 1. Chapter electronic voting passed 8 – 0. Chapter Emergency Weather Policy passed 7 - 1

Jeff Coopersmith, Finance Chair, stated that our current bank balance is \$6,627, including \$28 from the April 50-50 raffle, which was won by

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Wilson Davis. 33 members attended April's meeting. Jeff also has stated in his report that we need raffle prizes for the upcoming June golf outing. Some suggested items are sports tickets, shirts, hats, booze, discount certificates, etc.

Golf Outing: Fred Gschweng suggested that we make disposable cameras available to the participants to take photos for the newsletter and the website. The board agreed that it was a good idea. (Andrew Braune, at the Hilton Hotel has expressed interest in providing a golf outing prize(s).

Archives Committee: No report

Awards Committee: All submissions must be to Mike Gioffre by April 30. Check your Fall Awards Committee handout for your committee responsibilities.

Standards Committee: No report.

Certification/Continuing Education Committee: May 31 deadline for CPE papers.

Ethics Committee: No report.

Faxing Committee: No report.

Public Relations: Ann Jacobi will shortly put out a press release on new members.

Bruce Gollicker, Newsletter Committee Chair stated that last month's newsletter was sent out on time. Bruce also reminded everyone to complete their committee reports and get them to him in a timely manner. The board approved the purchase of Adobe Acrobat, approximately. \$279, if needed for the new newsletter editor.

Jim Connell, Membership Committee Chair, updated our membership figures: We had 78 last year, 63 renewed; we have 11 new thus far this year, and 74 current. Jim will send a current list to the board members.

The meeting was adjourned at 8:02PM EST.

## **HOW TO SURVIVE A HEART ATTACK WHEN ALONE**

Let's say it's 6:15 p.m. and you're driving home (alone of course), after an unusually hard day on the job. You're really tired, upset and frustrated.

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Suddenly you start experiencing severe pain in your chest that starts to radiate out into your arm and up into your jaw. You are only about five miles from the hospital nearest your home; unfortunately you don't know if you'll be able to make it that far.

What can you do?

You've been trained in CPR but the guy that taught the course neglected to tell you how to perform it on yourself.

Since many people are alone when they suffer a heart attack, this article seemed to be in order. Without help, the person whose heart stops beating properly and who begins to feel faint, has only about 10 seconds left before losing consciousness.

However, these victims can help themselves by coughing repeatedly and very vigorously. A deep breath should be taken before each cough, and the cough must be deep and prolonged, as when producing sputum from deep inside the chest.

Deep breaths and a cough must be repeated about every two seconds without let up until help arrives, or until the heart is felt to be beating normally again. Deep breaths get oxygen into the lungs and coughing movements squeeze the heart and keep the blood circulating.

The squeezing pressure on the heart also helps it regain normal rhythm. In this way, heart attack victims can get to a hospital. Tell as many other people as possible about this, it could save their lives!

From Health Cares, Rochester General Hospital





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## 2001 Annual Convention

Wyndham Atlanta Hotel

July 25th - 28th

## 2001 Annual Convention



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Earl J. Pearce II  
 President

**Got Something to Say?** We want to hear your editorials, comments, and stories. Items about the membership, please submit them to Bruce Gollicker, Pyro-Tech, fax (410) 392-8113. Deadline for submission is the last Friday of the month

**We know you're busy,**

**So as a reminder.....**

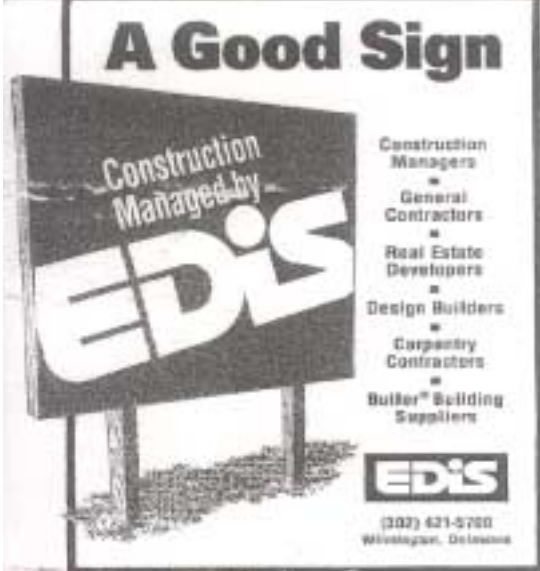
Unless otherwise noted, **Chapter meetings** are the **Second Wednesday** of each month. **Board Meetings** are the **Second Wednesday** of each month. Deadline for submission to the Newsletter is the last **Friday** of each month.

### ASPE Delaware Chapter Advertising Rates

Size	(1) Month	(3) Mths	(6) Mths	(9) Mths	(1) Yr
Business Card	\$7	\$20	\$38	\$54	\$70
(2) Bus. Card	\$13	\$38	\$68	\$95	\$120
1/3 Page	\$20	\$60	\$105	\$150	\$190
1/2 Page	\$26	\$80	\$140	\$195	\$240

**Wanted:** Additional raffle prizes. Wouldn't it be nice if we had 2<sup>nd</sup>, 3<sup>rd</sup>, etc. prizes for our monthly raffle? Some suggested items are

### Delaware Chapter ASPE



**A Good Sign**

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