Get Ready for Our Party



1938-2018

Alabama Chapter-ASSE

"More Information Coming Soon"

Message from the President – June, 2018

ST SOCIETY OF SAFETY P		SUN MON TUE W	/ed thu fri sat	
	201	Week 1 : Emergenc	Week 1 : Emergency Preparedness	
		Week 2 : Wellness		
ALABAMA CHAPTER		Week 3 : Falls		
75 Years of Service 1988-2013 DIAMOND JUBILEE	Atthemas	Week 4 : Driving	Week 4 : Driving	

Dear Members and Friends of ASSE

A year has come and gone since I accepted the role of your chapter President . . . and what a year it has been. We are about to transition from ASSE to ASSP, with all the preparations that has entailed. I want to thank our Chapter Executive Committee for all the work they have done to make this transition happen.

An electronic vote on our updated Chapter by law was held in April. The results were overwhelmingly in favor of the changes with 86% voting "yes" for the update.

Immediate Past President Randy Easterling has chaired a nominating committee to recommend candidates for our third delegate to the House of Delegates. Tom Ten-Eyck from our Tuscaloosa Section has been nominated to fill the third delegate slot, with a membership vote held at our June Chapter meeting and the third Delegate will be installed in July, to start a one-year term of office.

Our new chapter website is up and running as of June 1. The address is the same as before, except "asse" is now "assp". (htpps://alabama.assp.org). We have ordered a new ASSP table skirt and advertising sign to promote our organization.

Lots of good things are happening. As we begin our new Chapter year, I encourage you to be more involved in the continued growth and ever broadening reach that the Alabama Chapter is experiencing. We are continuing to add new meetings in Troy and other cities, looking at new student Section opportunities, partnering with other professional organizations and endeavoring to reach more safety professionals and companies. This requires more hands, heads and hearts committed to the cause. I invite you to discuss with your Section or Chapter leadership where your talents and passion for safety can be most impactful. I can personally testify that the more I am involved in our ASSP, the more value it brings to me.

I look forward to seeing you at a Chapter event, or maybe at the PDC in San Antonio next week.

Yours in Safety and Service,

Wayne P. Jackson

Wayne P. Jackson, MSW, CEAP, CSP President Alabama Chapter ASSE



Alabama Chapter Recognition



2018 SCHOLARSHIP SPONSORS – Thank You!



Meet the Alabama Chapter Team



Wayne Jackson President



Danny Callies Vice President



Allyn Holladay Treasurer



Greg Blake Delegate



Jamie Stewart Secretary



Frank Lakotich Delegate



Kurt Friend

Membership

John Placey Finance





Paul Thurber Tuscaloosa/West Program Chair

Jeff Robinson

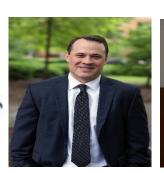


Troy Ogden Randy Easterling 2018 PDC Region IV **Program Committee**



Paulisha Holt **ASSE Web Site**

8 50





Donny Burke Matt Hollub Foundation/UAB Advisor Govern. Chair





Alicia Pannell B&G Event Coordinator

Vivian McSwain Community Affairs



Community Affairs

Caryl Gaiser Program Committee

Tom Ten-Eyck Education/PDC



Bob Fitzgerald Al/MS Area Director



Andrea Ball Region IV V.P.







Gary Vernon NE/Anniston/Gadsden



Jacob Fannin Laura Wilson Social Media/Facebook Deep South/UAB-CEUs



Judith Etterer MSHA.DOL. GOV



Jim Cooley OSHA.DOL. GOV



Looking for ASSE Committee Volunteers!



Bob Fitzgerald, ASSE AL/MS Area Region IV Director

Safety 2018 Professional Development Conference & Exposition.

Sunday, June 3 thru Wednesday, June 6 | Henry B. Gonzalez Convention Center | San Antonio, TX



2017-2019 ALABAMA CHAPTER LEADERSHIP

President:	Wayne Jackson	wjackson@atn.org
Vice President:	Danny Callies	danny@grplantmaint.com
Secretary:	Jamie Stewart	jcstewar001@gmail.com
Treasurer:	Allyn Holladay	allynh@uab.com
AL/MS Area Director:	Bob Fitzgerald	bwfitz@mac.com
Delegate:	Greg Blake	gablake@southernco.com
Delegate:	Frank Lakotich	lakotichf@charter.net
Membership Chair:	Kurt Friend	kmfriend@southernco.com
Finance Chair:	John Placey	placeyfour@gmail.com
Web Site:	Paulisha Holt	pholt@uab.edu
Governmental Chair:	Matt Hollub	mhollub@ccs.ua.edu
2018/PDC-Region IV:	Randy Easterling	reasterling@ccs.ua.edu
Education/PDC:	Tom Ten-Eyck	tten-eyck@ccs.ua.edu
Program Chair:	Jeff Robinson	jrobinson@craneworks.com
Foundation/UAB Adviso	r: Donald Burke	dburke3@uab.edu
Auburn/Montgomery <u>:</u>	Scott Walker	walker.scott@basco.com
NE/Anniston/Gadsden:	Gary Vernon	
Tuscaloosa/West :	Paul Thurber	Paul.Thuber@nucor.com
Newsletter Chair:	Danny Callies	danny@grplantmaint.com
Social Media/Facebook	Jacob Fannin	Jacob.fannin@troyal.gov
Community Affairs Chair	r: Vivian McSwain	vmcswain@martinsafety.com
MSHA.DOL.GOV	Judith Etterer	Etterer.judith@dol.gov
OSHA.DOL.GOV	Jim Cooley	Cooley.james@dol.gov

Alabama Chapter/ASSE Program Committee



Jeff Robinson Program Chairman CraneWorks & Rental



Alicia Pannell B&G Event Coordinator Brasfield & Gorrie



Caryl Gaiser Program Committee Nucor Steel-Bham



Troy Ogden Program Committe Brasfield & Gorrie

Thank you to our Support Team and Lunch/Breakfast Sponsors!





Visit Alabama Chapter's web site for more information: alabama.assp.org

Alabama Chapter's Upcoming Meetings at Brasfield & Gorrie in Birmingham (11:30am)



- June 15th Speaker will be Wes Thompson from Hatch Safety speaking on the use of technology in Safety.
- July 20th Speaker will be Braxton Reno from Reno Refractories. He is the HR and Safety Director + potential new member.



• August 17th Tentative Speaker is Jason or John Garrison from Garrison Steel to speak on safety in steel erection and also Go Build Alabama.

Jeff Robinson, Corporate Safety Director

CraneWorks

O: 205-488-0109 C: 205-229-1248

jrobinson@craneworks.com

May's ASSE Meeting @ Brasfield & Gorrie in Birmingham, AL



Full House at the May 18th Meeting



Speaker: Jeffery Marksberry, Executive Director of the TVTC, in Decatur, Alabama. Topic: "The Value of Community Based Safety Council."



Special Student Visitors @ May's ASSE Meeting

The DSC hosted our annual Summer Institute (officially, Institute in Environmental and Occupational Safety and Health (IEOSH)). We invite college students to apply (GPA and recommendations required) from around the region. In past years, we have had attendees from Puerto Rico and California. The goal of the Institute is to introduce these students to the disciplines and concepts in EOSH—and hope we recruit them into one of our programs. Laura Hurst (you might remember her) was an SI student and graduated from the DSC with her MSPH—she now works at Amerex.

Long story short—we have put the ASSE meeting on the student's agenda next week— *Paulisha Holt* and I will be there with them. Unfortunately, I have another meeting back at UAB at 1pm—so I will only attend the ASSE meeting for introductions and reports. I wanted to let you all know ahead of time so that you could be sure to acknowledge them—and adjust the lunch (if needed). Here the list of attendees—

I am looking forward to seeing you all next week.

Allyn Holladay; allynh@uab.edu

Full Name Curre	ent College/University	Major Year of Stu	udy(Example: Fresh	<u>man, etc)</u>
Whitney Wyckoff	Central Alabama Commu	inity College	Nursing	Freshman
Caroline Richey	Southern Union State Co	mmunity College	Nursing	Sophomore
Deja Woolcock	Georgia State University		Public Health	Junior
Madison Shaquera	a Sims Georgia State Univ	/ersity	Public Health	Sophomore
John Christopher	Sojourn Lawson State Co	mmunity College	Health Sciences	Sophomore
Tiffeni Thomas	University of Montevallo	Enviro	onmental Studies	Junior
Christopher Robir	N Wright Lawson State Co	mmunity College	Psychology	Sophomore
Chioma Ozor-Ilo	Gadsden State Commun	ity College Bion	nedical Sciences	Sophomore
Jasmine Elecia Bu	Irrell Lawson State Com	munity College	Nursing	Sophomore
Kaiya McMorris	Lawson State Communit	, U	Pre-Nursing	Freshman
Courtlyn Robinso	n UAB	Enviror	mental Studies	Senior



Alabama Chapter's President Wayne Jackson presented to Raymond J. Colvin Special 60 years ASSE Membership/Service Certificate. Thank you Mr. Colvin.

South	WE ARE	REGISTERING FOR THESE COURSES NOW!!!
J	11-12	Spirometry Workshop-Bham
U	13	Respiratory Fit Test Training-Bham
N	14	OSHA Crystalline Silica Compliance Workshop ***with optional Competent Person Certificate-Bham Presented by: Adele Abrams, Atty. & Michael Peelish, Atty.
E	6-8	Audiometric Full & Refresher Workshop- Bham
		ourse Agendas/Register, go to <u>www.uab.edu/dsc</u> 05-934-7076

Laura L. Wilson | Program Coordinator II

School of Public Health/Deep South Center for Occupational Health & Safety

The University of Alabama in Birmingham

RPHB 520D | 1720 2nd Avenue South | Birmingham, AL 35294-0022

(p) 205-934-7076 | <u>Wilson75@uab.edu</u>

www.uab.edu/dsc

<u>uab.edu</u>

Knowledge that will change your world.



Title o	f Meeting:	OSHA Crystall	OSHA Crystalline Silica Workshop with optional competent person certificate						
		Presented by A	Presented by Adele Abrams, Atty. and Michael Peelish, Atty.						
Purpos	Purpose of Meeting: Gain better understanding of the ob				nder OS	¡HA's Silica Standa	ard and	d Existing	
	MSHA Silica Standard								
Result	s Desired:		nderstanding; Process	for Develo			r Imple	ementation	
Locati	on:	Birmingham, A	Alabama	abama Date Scheduled:		6/14/2018			
SCH	HEDUL	ED		ACT	UAL	4			
	Start	Stop	Total Hrs.	Start Stop		Stop	Т	Total Hrs.	
8	:00am	Noon	4	1:00		4:00pm		8	
TOPIC		OUTCOME		PRO	OCESS		TIME		
1	Introductio understand silica stand	ing of the OSHA		Knowledge gained – attendees questions answered		ntation – Answer ng objectives		45/8:45	
2	How to develop and manage a silica exposure control program		Specific knowledge on documents needed and content		Presentation – Answer learning objective; review exposure control plan; Draft WECP		60/9:45		
3	"Competen Constructio	t Person" under the on Rule	Gain knowledge re responsibilities, au and accountability	thority	Presentation – Answer learning objectives		15/10:00		
4	Break							15/10:15	
5			Gain knowledge re Table 1 functions	e how		ntation – Answer ng objectives		45/11:00	

6	How to Conduct an Exposure Assessment		Presentation – Answer learning objectives; SKC Sampling presentation; Review Exposure Control flowchart	60/Noon
7	Lunch – Ramona Morris, OSHA Area Director	Gain OSHA's perspective on how the silica rule will be implemented	Open talk and discussion	60/1:00
8	Objective Data – What role can it play in your silica exposure control plan?	Gain knowledge of how objective data may assist your work site or plant site	Presentation – Answer learning objectives	30/1:30
10	Written Exposure Control Plan	Learn how to draft a WECP	Presentation – Answer learning objectives; review WECP	30/2:00
11	Break			15/2:15
12	Housekeeping/Restricted Access and Regulated Areas	Learn Do's and Don'ts of housekeeping and gain knowledge of how to identify and to demarcate silica areas	Presentation – Answer learning objectives	20/2:35
13	Employee Training; Respiratory Protection; Medical Surveillance; Recordkeeping	Gain knowledge of the rules provision of the rule	Presentation – Answer learning objectives	20/2:55
14	How will OSHA Prove Silica Exposure	Gain knowledge of the regulatory provisions that OSHA will cite	Presentation – Answer learning objectives	20/3:15
15	MSHA Silica Dust Program	Gain knowledge of how MSHA manages its silica dust program	Presentation	45/4:00

To Register go to:

www.uab.edu/dsc or call 205-934-7076



(Left to Right) Paul Thurber, Nucor Steel; 2018 SPY-General Industry Tom Ten-Eyck, AL Chapter Education/PDC Chair and Wayne Jackson, AL Chapter President

Why Do We Do Safety?

What would you say if asked the question "WHY DO YOU WORK SAFE"? I bet the answers would vary; however, none more obvious than "FOR OUR FAMILIES". When it comes to working; whether here at the mill, at our church, in our homes, or even out in our communities; need to take those actions seriously. The fact is, we are surrounded by serious injury and fatality potential. That's right, there is potential for loss of limb or life in some of the most routine things we do. Recently I've read about the following five (5) events:

- An experienced fisherman lost his life on a local lake doing what he loved to do for pleasure when he apparently struck rocks and was ejected from the boat.
- A seasoned painter fell to his death while painting eves not more than 10 feet from the ground.
- A tenured teacher slipped, tripped, and fell down a concrete flight of 20 stairs and subsequently lost his life some days later due to complications surrounding the fall.
- A 34 year old man died on Tuesday as he was cutting his yard due to an apparent heat related heart attack.
- A 6 year old boy died when he dug into a wasp nest in the ground and was stung in excess of 100 times.

These are all horrible stories relating to common every day and perhaps even routine tasks both on and off the job. With exception of the 6 year old listed above the others had experience doing what they were doing up to their conceivable times of death. No bells or whistles sounded as warnings to them before their incidents took place.

Everything we do requires our intentional safe behaviors and activities. No excuses. It's been said, "When we fail to plan – we plan to fail". Consider all the risks associated with all the tasks before jumping into, onto, or around the associated potential.

We are committed to assisting others in going home BETTER THAN WHEN THEY ARRIVED. We achieve this through providing methods to earn and learn in addition to working safe.

Let's make safety intentional – no surprises! SAFE BY CHOICE – NEVER BY CHANCE!

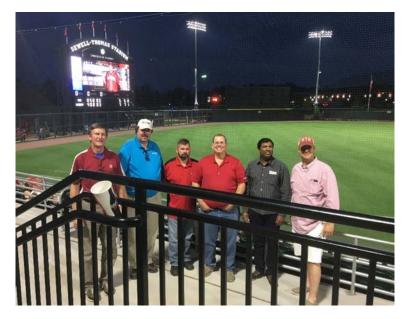
Thanks for all you do surrounding safety. - Paul

Tuscaloosa/West Section

Tuscaloosa/West will be hosting Tom Robinson on June 1st @ Nucor Steel. He'll be presenting on fall protection to prevent slips, trips, and falls.



Tom has spent the last 12 years working as a loss control consultant for CompTrust AGC and as the safety and training coordinator for the entire Alabama AGC. Tom received his outreach training from both Georgia Tech, where he earned the certificate in Construction Safety and Health, and the University of Alabama OSHA Training Institute Education Center. He has a "hands-on" background in numerous areas of construction. However, Tom's background in teaching and public speaking come from his training in Bible and Theology and his years in full time ministry.



Tuscaloosa/West Section had an excellent social meeting in April at an Alabama baseball game. We took 15 members and family to see Bama take on Mississippi State. Here's a picture we took after several of the attendees left. I hate we didn't get a picture of everyone together.





The Auburn/Montgomery ASSE Section meeting is set for June 22nd at Briggs & Stratton. Topic is Walking & Working Surfaces. Address: 150 Technology Pkwy, Auburn, AL 36830

More details to come. Thanks Scott Walker walker.scott@basco.com Below is a list of the remaining safety conferences for 2018. These are all excellent opportunities for safety Growth and Development.

- 1) American Society Safety Engineers Conference June 3-6, San Antonio, TX
 - Good conference, plenty of classes to pick from, excellent networking opportunities. Large exhibit hall with many vendors representing new technologies.
 <u>ASSE Safety Conference</u>
- 2) Alabama Governor's S&H Conference August 27-29, Orange Beach, AL
 - Very good conference for Safety & Health Development opportunities. Great venue. Large exhibit hall with many vendors representing new technologies.
- 3) VPPPA National Safety Conference August 28-August 31, Nashville, TN
 - Huge attendee base and hundreds of training opportunities. Great conference with well-known key notes. Large exhibit hall with many vendors representing new technologies.
 <u>VPPPA National Safety Conference</u>
- 4) National Safety Council Congress October 20-26, Houston, TX
 - Hundreds of classes and workshops to choose from. Largest show of them all. Attendees can pick from 1-4 days depending upon class schedules.
 - Thousands of vendors representing new technologies. <u>National Safety Council</u>
- 5) South East Mine Safety & Health Conference Oct. 30-Nov. 2, Birmingham, AL (Ross Bridge Hoover)
 - Largest MSHA/Mine Conference in the Country
 - Two outstanding 8 hour Pre-Conferences Oct.30; Contractors/Maint. & NIOSH southeastmineconf.org

ALABAMA CHAPTER/ASSE NEWSLETTER – JUNE, 2018

OSHLA 10-HOUR GENERAL INDUSTRY

Join the City of Troy and Alabama Technology Network for the OSHA 10-Hour General Industry Training Course. This course is 1.5 days long (10 hours) and will be geared towards supervisors and/or employees. This is a great quick, and affordable class to help build a foundation of knowledge for any of our employees or supervisors.

Thursday, July 26 8am - 5pm & Friday July 27 8am - 11am at Pike County Lake | 722 Co.Rd. 2224, Troy, AL 36079 Fee is \$195 Per Person

Breakfast and lunch provided * Door Prizes

REGISTER IN ADVANCE:

Tim Croley at tcroley@atn.org or Jacob Fannin at Jacob.fannin@troyal.gov

OSHA 10 HOUR GENERAL INDUSTRY TRAINING COURSE

This course is designed to increase your employee's and Supervisor's awareness of the OSHA rules and regulations that apply to them. This day and a half course provides an overview of OSHA's 29 CFR General Industry Standard and details the applicable S&H regulations to the affected employees of your facility. This training course will be administered by instructors that are authorized through the OSHA Outreach Training Program. Each participant will receive an OSHA 10 hour card from the Department of Labor and an ATN training certificate upon completion of the course. Training will cover guidelines set forth by standard OSHA safety and health guidelines and regulations.

For more Info please visit: www.atn.org



Alabama Technology Network



Kurt M. Friend, CSP Alabama Chapter Membership Chair

Coming June 1, 2018





Jacob Fannin; Alabama Chapter Facebook and Social Media Chairman

The AL Chapter ASSE Facebook page is officially up and running. Check it out !

Jacob Fannin, Risk Coordinator/City of Troy





Jacob Fannin, CHCM, HSM, RMS Risk Management Coordinator

jacob.fannin@troyal.gov

P.O. Box 549 301 Charles W. Meeks Ave. Troy, Alabama 36081

> Office: 334.674.2444 Fax: 334.808.7404 Cell: 334.268.0296





Jim Cooley; OSHA- Birmingham

Crane Operator Qualification Addressed by OSHA

Construction, Regulatory Developments / Emily Scace / Tuesday - May 22, 2018 / EHS Daily Advisor

OSHA has issued a proposed rule addressing crane operator certification in construction. Published May 21 in the Federal Register, the rule would permanently extend and clarify employers' duties to ensure that crane operators are competent to operate equipment through training, certification or licensing, and evaluation.

According to the agency, the rule, if adopted, will increase the safety of America's construction sites. In addition to providing long-term clarity regarding crane operator certification requirements, the proposal reinstates the employer duty to ensure that a crane operator is qualified to safely operate equipment.

Under the proposed rule, a change to the categories of certifications for crane operators would ensure that more operators are able to meet the requirement. The proposal discontinues a 2010 requirement, which never went into effect, that crane operator certification must include the crane lifting capacity for which the operator is certified. The proposal would expand the type of certification programs for crane operators and clarify that testing organizations are permitted, but not required, to issue certifications by rated capacities. Finally, it would establish minimum requirements for determining operator competency.

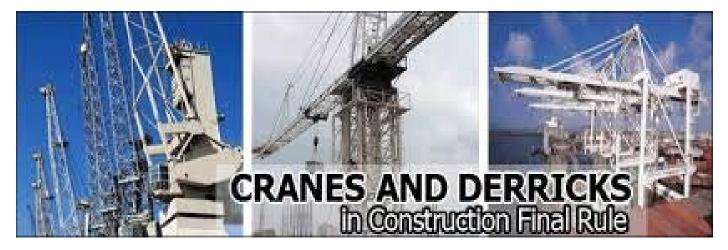


OSHA stated that the proposed rule is based on feedback from stakeholders in the construction industry, who expressed concerns that certification alone, as defined in the 2010 rule, does not verify that crane operators have the knowledge and operating skills to safely perform crane operations at construction sites. Rather, to ensure safety, employers must evaluate a crane operator's competency and provide comprehensive training that supplements the kind of training needed to obtain certification.

The agency estimated that the proposed rule would impact over 100,000 crane operators and cost employers approximately \$1.4 million annually. Costs would primarily stem from performing and documenting operator competency evaluations and providing any additional training needed by crane operators. However, OSHA also anticipates that the proposal would save \$25.6 million by dropping the requirement for crane operators to be certified by capacity, thus eliminating the need for many operators to obtain an additional certification. Overall, the cost impact on employers is projected to be low, as many employers already comply with the rule's provisions.

Comments on the proposed rule may be submitted electronically at http://www.regulations.gov, the Federal e-Rulemaking Portal, or by facsimile or mail. See the Federal Register notice for submission details. Comments must be submitted by June 20, 2018.

OSHA recently published a final rule extending the operator certification compliance date until November 10, 2018, in order to provide the agency with additional time to complete this rulemaking to address stakeholder concerns related to the Cranes and Derricks in Construction standard.





Judith S. Etterer, SE District Staff Assistant, MSHA MNM

MNM Close Call Accident Alert - Surface – Powerline

Surface – Limestone – On April 5, 2018, a concrete pumper truck made contact with a 13.2 KV overhead powerline. The powerline broke and fell on the cab of a tractor trailer truck. The driver of the tractor trailer remained inside the cab of the truck until the powerline was de-energized. This close call accident resulted in no injuries.





Best Practices:

Overhead high-potential powerlines shall be installed as specified by the National Electrical Code.
High-potential powerlines should be visually examined by the mine operator to determine if clearances over roadways, parking lots, walkways or other areas accessible to people may create a hazard.
Clearances of high-potential powerlines above roadways, parking lots and walkways should generally be greater than 18.5 feet.

•Locate all overhead powerlines during a workplace examination.

•Keep people and equipment 10 feet away from all overhead powerlines.

•Lower equipment apparatus before driving under overhead powerlines.

•Do not touch anything that is in contact with an overhead powerline.

•Stay at least 35 feet away from fallen powerlines.

•If a powerline has fallen within 35 feet of your location, and you are not exposed to direct contact, do not move until power is removed. Step potential can be fatal or cause serious injur

For More ASSE Information Contact or visit alabama.assp.org

Newsletter looking for Stories, Pictures & Awards of our Members. Programs need Safety Topics, Speakers and Meeting Locations.







Jamie

Danny Callies Stewart jcstewar001@gmail.com

danny@grplantmaint.com







Paulisha Holt, Alabama Chapter Web Site

pholt@uab.edu

jacob.fannin@troyal.gov

Jacob Fannin, Facebook/Social Media



Charles Campbell has does an excellent job with the ASSE Alabama Chapter's Web Site, but he is moving and Paulisha Holt, Deep South Center will take over the Alabama Chapter's Web Site. Charles, thank you for all your hard work and Service to the Alabama Chapter. Please hurry back to visit us.

Congratulations Frank Lakotich "2018 Legionnaire of the Year Award"

PELHAM REPORTER Lakotich awarded for service

By BRIANA HARRIS Staff Writer

American Legion Matthew Blount Post 555 recently awarded its 2018 Legionnaire of the Year Award to longtime member Frank Lakotich.

The award is given to someone who has exhibited outstanding service within the post and in the community.

As a nine-year veteran of the American Legion and a four-and-a-half-year member of Post 555, Lakotich has served in numerous capacities within the organization and volunteers his time in his community.

He has served as the post's sergeant-at-arms and post trustee. He continues to serve as a member of the event committee, the Flag Replacement Team and the oratorical committee. He helps manage the post's merchandise store and is the assistant to the sergeantings.

He Honorary Member of the vision broadcasting. Frank from 1982 to 1996. Triple Nickel Riders in 2018 for his continued support of the Riders and their pro- and news to U.S. troops. grams. This honor is awarded only once a year and is one of the most coveted awards in the American his broadcasting efforts and rate safety manager.



Commander Tom McDaniel (left) presents the Legionnaire of the Year Award to Post Trustee Frank Lakotich.

Legion organization.

Lakotich was a member at-arms during post meet- of the U.S. Air Force from 1961 to 1969 during which was named an he served in radio and telebroadcasted all over Korea and Turkey, giving support of service, he was employed

> Korean put a bounty on and O'Neal Steel for 20 years Lakotich's head to suppress in which he served as corpo-

pro-American commercials. After a break in service he enlisted in the U.S. Army Reserve and served in radio and television broadcast

After a total of 21 years by U.S. Steel for 20 years, At one time, North Florida Steel for two years

Locally, Lakotich is a member of the Pelham Library Guild, Friends of Helena Public Library,

Support Committee of the National Veterans Cemetery in Montevallo and the Blue Star Support Committee.

He is the fourth member of Post 555 to receive this honor. Other recipients were Ron Koonce, Kenneth Paschal and Anita Bennett.