

SAPAA

Meeting The
CHALLENGES OF
CHANGE

SUBSTANCE ABUSE PROGRAM ADMINISTRATORS ASSOCIATION

ANNUAL
CONFERENCE

SEPTEMBER 25-28, 2018

KANSAS CITY, MO

Platinum Level Sponsors



JOIN US IN SEPTEMBER!

SAPAA's Board of Directors extends you a special invitation to attend our 2018 Annual Conference: *Meeting the Challenges of Change*. It's been said the only thing that stays the same is that everything changes. Our Conference Committee selected this theme to reflect the multitude of changes facing our industry this year. From the latest on regulatory changes to the most relevant training in the industry, SAPAA is here for you!

Did you know that Kansas City's downtown has a rich architectural history? It was largely built during the art deco movement, and our conference logo draws from this defining element of our host city.

The goal of this event continues to be serving our members by providing high quality educational content and networking opportunities, and this year is no exception!



GUIDED LAB TOURS

SAPAA is thrilled to partner with Clinical Reference Laboratory and Quest Diagnostics to provide attendees with tours of their labs. Shuttle service to and from the hotel will be provided.

CHECK OUT PAGES 6 & 14 FOR DETAILS!

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SCHEDULE AT-A-GLANCE

All of SAPAA's educational sessions are pending CEU approval from the Certification Commission for Drug and Alcohol Program Professionals (CCDAPP). If you hold a license or certification through a different organization, please contact SAPAA prior to registering to determine if CEU credit may be available.

Tuesday, September 25, 2018

8:00 a.m.–5:00 p.m.	A1: Drug and Alcohol Industry Training Course
8:00 a.m.–12:00 p.m.	B1: Supervisor Train-the-Trainer
8:00–10:00 a.m.	C1: Standing Firm: Workplace Solutions for Opiate Use and Abuse C2: DER Wants to Audit Collection Sites—How Do I Prepare? C3: After the BAT and/or Collector Class: Frequently Asked Questions
8:30–11:30 a.m.	Guided Lab Tours of Clinical Reference Laboratory
10:15 a.m.–12:15 p.m.	D1: The Dreaded DOT Safety Concern Letter: Five Steps for Making a Legally Defensible Fitness for Duty Determination D2: Drug and Alcohol Audit... What You Don't Know Can Cost You D3: Introduction to SAPAA—Open to Everyone! (<i>Ends at 11:15 a.m.</i>)
12:00–3:00 p.m.	Guided Lab Tours of Quest Diagnostics
1:15–3:15 p.m.	E1: FMCSA Clearinghouse Training— <i>Updated 2018</i> E2: PHMSA How-To: A Guide for DER's and Service Agents E3: Promoting a Healthy Work Environment: Preventing Harassment and Discrimination E4: <i>Oh No!</i> What Should a DER Do? Handling Unique and Difficult Drug Testing Situations
3:30–5:30 p.m.	F1: Weeding Out Candidates While Reducing the Legal Risk in Marijuana States F2: Breath Alcohol Testing: Beyond the Basics F3: Real World Collections: Beyond the Basics F4: Keys to a Successful Drug Program
5:30–6:30 p.m.	Bonus Session: Why Should I Be Certified by CCDAPP and How?
8:00–9:00 p.m.	Welcome Reception

Wednesday, September 26, 2018

7:00–7:45 a.m.	Breakfast Buffet
7:45–8:00 a.m.	Welcome from 2017–2018 SAPAA President
8:00–9:00 a.m.	ODAPC Update
9:00–10:00 a.m. <i>Concurrent Sessions</i>	Restoring B.E.L.I.E.F. in the Resiliency of the Human Spirit: Envisioning and Enacting an Effective Work World for Everyone You Don't Know What You Don't Know: Drugs and Safety Don't Mix!
10:00–10:15 a.m.	Morning Break

SCHEDULE AT-A-GLANCE

Wednesday, September 26, 2018 *(continued)*

10:15–11:15 a.m. <i>Concurrent Sessions</i>	Making Compliance/Legal a Competitive Advantage with Customers FTA Update with Q & A
11:15–11:45 a.m.	Annual SAPAA Membership Meeting
11:45 a.m.–12:00 p.m.	CCDAPP Presentation of Sue Clark Award for Excellence
12:00–1:00 p.m.	Luncheon
1:00–3:00 p.m.	Exhibit Break
3:00–4:00 p.m. <i>Concurrent Sessions</i>	FRA Update with Q & A Responding to Positive Drug Tests in Turbulent Times: An Employer's Dilemma
4:00–5:00 p.m. <i>Concurrent Sessions</i>	Interview with Sandra Sapp USCG Update with Q & A
6:00–8:00 p.m.	Reception with Exhibitors

Thursday, September 27, 2018

8:00–9:00 a.m.	Breakfast with Exhibitors
9:15–10:15 a.m.	FMCSA Update with Q & A
10:15–11:15 a.m. <i>Concurrent Sessions</i>	Amphetamines—The History And The Mystery PHMSA Update with Q & A
11:15–11:30 a.m.	Morning Break
11:30 a.m.–12:30 p.m. <i>Concurrent Sessions</i>	FAA Update with Q & A The Impact of Marijuana and Prescription Drugs on TPAs—Business and Growth Strategies
12:30–1:30 p.m.	Luncheon
1:30–2:30 p.m. <i>Concurrent Sessions</i>	Medication Safety Concerns—2 Perspectives: MRO and Employer 2018 Drug Testing Employer and Industry Surveys
2:30–3:30 p.m. <i>Concurrent Sessions</i>	The Hero's Journey: How Drug Testing and Accountability Improves Outcomes and Saves Lives Workplace Negativity: Tips For Defeating Defeatists In Your Organization
3:30–3:45 p.m.	Afternoon Break
3:45–4:45 p.m.	Problem Collections: What's Really Happening out There with Non-DOT Testing?
4:45–5:00 p.m.	Adjournment from 2018–2019 SAPAA President

SCHEDULE AT-A-GLANCE

Friday, September 28, 2018

	Guided Lab Tours of Quest Diagnostics
8:00 a.m.–12:00 p.m.	CSAPA Exam Administration
	G1: Collection Personnel Training Course Train-the-Trainer
	H1: Standing Firm: Workplace Solutions for Opiate Use and Abuse
8:00–10:00 a.m.	H2: MRO Assistant Update to New Rules
	H3: Managing Multi-Agency Programs: What's a DER and TPA To Do?
	J1: The Dreaded DOT Safety Concern Letter: Five Steps for Making a Legally Defensible Fitness for Duty Determination
10:15 a.m.–12:15 p.m.	J2: Real World Collections: Beyond the Basics
	J3: Dealing with Problem Collections: DER and Collector Perspective

REGISTRATION FEES

Registration fees for our Training Institute Courses vary, and additional details are available on pages 5–8 and 13–14.

The Conference General Session fees are as follows:

EARLY BIRD REGISTRATION RATES (Received before 8/20/18)

- SAPAA Member: \$495
- SAPAA Member—additional attendee*: \$395
- Non-Member: \$595
- Non-Member—additional attendee*: \$495
- Non-Industry Guest: \$125

REGULAR REGISTRATION RATES (Received after 8/20/18)

- SAPAA Member: \$550
- SAPAA Member—additional attendee*: \$495
- Non-Member: \$675
- Non-Member—additional attendee*: \$575
- Non-Industry Guest: \$195

*SAPAA offers a discount for organizations that register more than one attendee. Please be sure that another individual has already registered before selecting this rate.

ATTENTION NON-MEMBERS:



Thinking of joining SAPAA? Now's a great time! If your organization hasn't been a member of SAPAA for at least 2 years, join at the time you register and receive the remainder of 2018 dues for FREE!

Your membership will expire 12/31/19.

Go to www.sapaa.com or complete the application in this brochure.

SAVE YOUR CONFERENCE PINS!

Collect five pins and redeem them for a free conference registration! Contact SAPAA at 1-800-672-7229 or info@sapaa.com for details.



TRAINING INSTITUTE COURSES

Tuesday, September 25, 2018

8:00 a.m.–5:00 p.m.

A1: Drug and Alcohol Industry Training Course

Jeff Sims, CSAPA, President • a'TEST Consultants, Inc.

This full-day course covers topics related to both regulated and non-regulated drug and alcohol testing. Discussion topics will include the history of workplace testing, specimen collection, laboratory procedures, the role of the Medical Review Officer and Substance Abuse Professional, alcohol testing, emerging technologies, and DOT modal differences. May be used as a study course or as review before taking the CSAPA exam.

\$495 SAPAA Members

\$595 Non-Members

8:00 a.m.–12:00 p.m.

B1: Supervisor Train-the-Trainer

Mary E. Hines, Owner • SimplePath

Dennis Kerns, BT, MT (ASCP), CSAPA, Senior Consultant • Current Consulting Group, LLC
President/CEO • GDK Global Consulting, LLC

Supervisor training does not need to be dull! In this class, you will learn to prepare for DOT or non-DOT supervisor training classes. You will leave with a basic understanding of the effects of drug and alcohol use, how to recognize signs and symptoms, the health and safety risks they present, and why reasonable suspicion testing is an important component of any safety program. You will learn how to effectively assess, approach, and document reasonable suspicion situations. This training will include all the materials you need to teach your own class, including paperwork, PowerPoint presentation, mock scenarios, and enough entertainment value to keep your students engaged and ensure they will retain the information.

\$395 SAPAA Members

\$495 Non-Members

8:00–10:00 a.m.

C1: Standing Firm: Workplace Solutions for Opiate Use and Abuse

Tommy Eden, Esq., Partner • Constangy, Brooks, Smith & Prophete, LLP

C.B. Thuss, Jr., M.D., CMRO, Medical Director • St. Vincent's Occupational Health Clinics

Impairing effect prescription medication use and abuse in the workplace is rampant, per a July 2014 CDC report. Medications can affect an employee's ability to make decisions, exercise good judgment, and operate equipment, and employers may have a legitimate interest in addressing the use of prescription and over-the-counter medications in their drug-free workplace policy and safety risk reduction program. There is a right and wrong way for employers who institute drug-free workplace programs to fulfill their duty to provide a safe workplace, reduce accidents, be respectful of employees' privacy, and not run afoul of the ADA and Rehabilitation Act. By the end of the course you will know the seven steps to standing firm in your workplace and receive sample job description language applicable to safety sensitive positions.

\$345 SAPAA Members

\$445 Non-Members

C2: DER Wants to Audit Collection Sites—How Do I Prepare?

Mary Brown-Ybos, CSAPA, Director of Regulatory Compliance • Integrity Testing & Safety Administrators

Auditing collection sites can be a daunting task for DERs, especially if the company has thousands of employees throughout the country. In this class, there will be several different avenues discussed so the DER can decide what works for them. The DER will walk away with tools they can use for performing a desk audit and an on-site audit of their facilities. Collectors will also benefit from the class so they can be prepared when a DER requests an audit of their facility.

\$175 SAPAA Members

\$245 Non-Members

TRAINING INSTITUTE COURSES

Tuesday, September 25, 2018

C3: After the BAT and/or Collector Class: Frequently Asked Questions

Mike Dyer, BA, President • Alpha Pro Solutions

This class will go through the many questions and scenarios that arise after your Breath Alcohol Technician or Urine Drug Collection class. As a training company, we have had many of our clients call us after class and ask questions about situations that are seen in their local markets. As we know, different markets have different issues, and this class will be a great forum to get answers to your questions that may arise in your own markets. Bring your questions and experiences as this is a full participation class. We want to get your different thoughts, ideas but most importantly solutions to your specific clientele.

\$175 SAPAA Members

\$245 Non-Members

10:15 a.m.–12:15 p.m.

D1: The Dreaded DOT Safety Concern Letter: Five Steps for Making a Legally Defensible Fitness for Duty Determination

Tommy Eden, Esq., Partner • Constangy, Brooks, Smith & Prophete, LLP

C.B. Thuss, Jr., M.D., CMRO, Medical Director • St. Vincent's Occupational Health Clinics

DOT's new drug and alcohol testing regulations, which became effective January 1, 2018, included expanded opioid testing and a revised significant safety concern procedure under 49 CFR Part 40.135. Dealing with the significant safety concern letter issued by the MRO to the DER is leaving MROs, TPAs, employers, and medical examiners confused and concerned. By the end of the course, you will understand the five steps for making a legally defensible fitness for duty determination, and receive 29 pages of template forms.

\$345 SAPAA Members

\$445 Non-Members

D2: Drug and Alcohol Audit... What You Don't Know Can Cost You

Linda Richardson, CSAPA, C-SI, Owner • Compliance Review

Did you know...what you don't know can cost you when it comes to drug and alcohol compliance? This class will break down compliance into two components: third party activities and employer programs. We will look at everything from policy to training, and everything in between. Come prepared share your experiences! The information will be limited to drug and alcohol compliance issues and will not include additional items such as DQ files, log books, etc.

\$175 SAPAA Members

\$245 Non-Members

D3: Introduction to SAPAA—Open to Everyone! (Ends at 11:15 a.m.)

Joe Plaia, President • Substance Abuse Program Administrators Association

Anne Kelly, CAE, CMP, Executive Director • Substance Abuse Program Administrators Association

Are you new to SAPAA? Is it your first time attending our conference? Or are you not a current member and want to know more about our organization? Join us for this overview of SAPAA and how to get around our annual event. Sponsors and exhibitors are welcome to attend this session and learn about our organization as well.



GUIDED LAB TOURS

Clinical Reference Laboratory: 8:30–1:30 p.m.

Quest Diagnostics: 12:00–3:00 p.m.

Clinical Reference Laboratory tours will last 2 hours, including drive time. Shuttles will depart every hour beginning at 8:30 a.m. SAPAA staff will contact you to coordinate which tour you'll attend.

Quest tour shuttle will depart the hotel at 12:00 p.m. and attendees will return at 3:00 p.m. Refreshments will be provided.

Attendees must pre-register using the registration form at the back of this brochure.

TRAINING INSTITUTE COURSES

Tuesday, September 25, 2018

1:15–3:15 p.m.

E1: FMCSA Clearinghouse Training—Updated 2018

Tommy Eden, Esq., Partner • Constangy, Brooks, Smith & Prophete, LLP
C.B. Thuss, Jr., M.D., CMRO, Medical Director • St. Vincent's Occupational Health Clinics

DOT Clearinghouse database goes live January 6, 2020! In December 2016, the U.S. DOT's FMCSA issued its long-awaited Final Rule establishing a drug and alcohol clearinghouse for holders of commercial driver's licenses. Transportation employers will be required to search the clearinghouse to determine whether current or prospective employees have "unresolved violations of the federal drug and alcohol testing regulations that prohibit them from operating a commercial motor vehicle." Employers and their medical review officers will also be required to report to the clearinghouse any violations of the drug and alcohol testing regulations by their current or prospective employees. Clearinghouse regulation affects every transportation employer, holder of a commercial driver's license, and "service agent" (C/TPAs, MROs, collectors, SAPs, labs). This course will cover the five things DOT employers need to know now to be clearinghouse ready. Registrants will also receive the "Top 5 DOT Policy Language Update Addendum for 2018."

\$345 SAPAA Members

\$445 Non-Members

E2: PHMSA How-To: A Guide for DER's and Service Agents

Mary Brown-Ybos, CSAPA, Director of Regulatory Compliance • Integrity Testing & Safety Administrators

Pipeline programs have evolved over the years where now more contractor companies are being utilized to perform maintenance, emergency response, and operation functions of the pipelines. The pipeline operators are the responsible party for ensuring compliance of the contractor company's drug and alcohol testing program. Opinion letters from PHMSA will be discussed and provided so the pipeline operators, contractor companies, and service agents servicing these clients will have the tools in which to understand the "in's and out's" of having a compliant drug and alcohol testing program.

\$175 SAPAA Members

\$245 Non-Members

E3: Promoting a Healthy Work Environment: Preventing Harassment and Discrimination

Sandra Brown, LMSW, LCSW, SAP, Owner • The Employer's Resource, LLC

Do you ever find yourself saying, 'I can't believe people behave that way at work!?' Employers face increasing challenges to workplace civility. This program will explore strategies for addressing conflict issues, bullying behavior, and harassment/discrimination. You will be provided tools for proactive responses, which may help to prevent problems from getting bigger.

\$175 SAPAA Members

\$245 Non-Members

E4: Oh No! What Should a DER Do? Handling Unique and Difficult Drug Testing Situations

Regina Doural, CSAPA, General Manager, Compliance Services • FSSolutions

Whether you are new to the industry or a seasoned veteran everyone encounters difficult situations. Has one of your supervisors sent the wrong employee for a random test? Did you have a random test that was completed late? Did you just discover that a collector never notified you on an employee's attempt at cheating? Have you had trouble getting test results? Do you know what you should do? New unique situations come up every day. We will review these and other scenarios and discuss options for handling them.

\$175 SAPAA Members

\$245 Non-Members



WELCOME RECEPTION: 8:00–9:00 p.m.

Join us for a reception to kick off our conference! We'll have music, drinks, and hors d'oeuvres. Drop by to reminisce with colleagues and friends and make new acquaintances with first-time attendees. Our exhibitors and sponsors are invited to attend, so this is also a great opportunity to connect with vendors!

TRAINING INSTITUTE COURSES

Tuesday, September 25, 2018

3:30–5:30 p.m.

F1: Weeding Out Candidates While Reducing the Legal Risk in Marijuana States

Tommy Eden, Esq., Partner • Constangy, Brooks, Smith & Prophete, LLP

C.B. Thuss, Jr., M.D., CMRO, Medical Director • St. Vincent's Occupational Health Clinics

Medical and recreational marijuana laws have left many employers in a haze when conducting pre-employment drug screening in some states. The ever-increasing patchwork of medical marijuana cardholder protection statutes and court cases have further complicated the legal landscape. Blanket "no marijuana" policy language is under siege in many jurisdictions and the Federal Controlled Substances Act is no longer the dome of employer protection. There is a right and wrong way for employers who institute drug-free workplace programs to fulfill their duty to provide a safe workplace, reduce accidents, be respectful of employees' privacy and not run afoul of the ADA and Rehabilitation Act.

\$345 SAPAA Members

\$445 Non-Members

F2: Breath Alcohol Testing: Beyond the Basics

Amy Evans, Director of Law Enforcement, Workplace and Training Business • Lifeloc Technologies, Inc.

This session will examine how to maintain the integrity of your alcohol testing program by addressing topics such as unique testing circumstances, common mistakes, the role of the QAP, the equipment approval process and maintenance, myths and misconceptions, and reasons positive test results may be disregarded. Participants will have an opportunity to ask questions and share unusual testing situations they have experienced.

\$175 SAPAA Members

\$245 Non-Members

F3: Real World Collections: Beyond the Basics

Mary E. Hines, Owner • SimplePath

Trish McCoy, Owner • Quick Trax, LLC

This comprehensive training program is designed to prepare collectors for things they are likely to encounter in the REAL WORLD of specimen collection. Our country is in a battle, and collection personnel are on the front lines as the first defense against people who risk their own safety and the safety of others by impaired work performance. The internet is full of advice for drug users seeking a way to "beat" their drug tests, and the unfortunate truth is the vast majority of certified collectors do not know what they are watching for or how to handle DIFFERENT problem collections. In this course, collectors will not only receive the knowledge of the basics required for certification to perform DOT collections, but will have the opportunity to identify cheating devices, distinguish synthetic urine from the real thing, and to inspect adulterated specimens from a series of mock scenarios and how to handle difficult collection issues.

\$175 SAPAA Members

\$245 Non-Members

F4: Keys to a Successful Drug Program

Dennis Kerns, BT, MT (ASCP), CSAPA, Senior Consultant • Current Consulting Group, LLC

President/CEO • GDK Global Consulting, LLC

Take your drug testing program to the next level. Grow buy-in and excitement about your drug testing program. Develop data to show the drug testing program as a revenue center not as a cost center. Ideas and suggestions will be covered to help you meet the goals outlined above. This class is for DER's and service agents that want to help improve and strengthen you or your client's drug testing programs.

\$175 SAPAA Members

\$245 Non-Members

5:30–6:30 p.m.

Bonus Session: Why Should I Be Certified by CCDAPP and How?

CCDAPP Commissioners

This session will outline the path to achieving the coveted CSAPA or CDAPA certification. Presenters will discuss the Commission's purpose and provide answers to frequently asked questions. Participants will earn a voucher for reduced exam fees that can be used when they are ready to take the plunge and boost their career credentials! **There is no cost to attend this session, but registration is requested.**

GENERAL SESSIONS

Wednesday, September 26, 2018

7:00–7:45 a.m. ★ Breakfast Buffet

7:45–8:00 a.m. ★ Welcome from SAPAA 2017–2018 President

Joe Plaia, Director of Sales & Marketing • Current Consulting Group, LLC

8:00–9:00 a.m. ★ ODAPC Update

Patrice M. Kelly, Director • ODAPC

Updates and horizon issues from the Office of Drug and Alcohol Policy and Compliance.

9:00–10:00 a.m. ★ Restoring B.E.L.I.E.F. in the Resiliency of the Human Spirit: Envisioning and Enacting an Effective Work World for Everyone*

Ileana Vassiliou, MBA, Executive Coach • Creating Effective Organizations

Despite the prevalence of substance use disorders, there is hope for workplace solutions, and it lies in restoring the B.E.L.I.E.F. in the human spirit. Proof positive of this lies in comprehensive programs including policy, education, training, testing, and access to treatment through EAP and other resources. When we zoom out to see what we can do to take steps in restoring possibilities as peers, leaders and human beings in our relationships and in our lives, innovative approaches reveal themselves. What can we each do to envision and enact an effective work world for everyone?

You Don't Know What You Don't Know: Drugs and Safety Don't Mix!*

Richard Clay, Vice President of National Accounts • Psychemedics Corporation

As new drug trends and laws are impacting companies struggling to achieve a drug-free environment, selecting the right tools to address current challenges has never been more important. America is in the midst of an unprecedented epidemic of drug addiction, being called by many experts the worst drug addiction epidemic in U.S. history. Safety professionals are asking themselves many questions, including: Should I add detection for drugs like Adderall, K2/Spice and Benzo's? Should these be added to my standard panel, or just on an exception basis? How will the legalization of marijuana affect my company? Is it driving K2 use? Are we still in the midst of a synthetic opiates drug epidemic? In this presentation, we will discuss these questions, along with other topical challenges that companies may be facing. We will also take a look at the various tools and services that are available to address these challenges, which in turn will result in a safer and more reliable workplace.

*These workshops will be held concurrently. Registrants may choose which presentation to attend.

10:00–10:15 a.m. ★ Morning Break

10:15–11:15 a.m. ★ Making Compliance/Legal a Competitive Advantage with Customers*

Faye Caldwell, Esq., Managing Partner • Caldwell Everson PLLC

David Porter, JD, CHC, CMQ/OE, CBRM, CPP-Champion, Chief Compliance Officer • CRL

In today's fragmented, fast-paced, evolving business environment, a proactive, preventive compliance/legal program can be a competitive advantage for your business. Clients work with you because you solve a risk they face in delivering to their customers. In doing so, clients understand you present risk to them in the delivery of products and services to those customers. This session explores how integrating a proactive compliance/legal program helps you avoid difficulties and instills confidence and trust in your clients as well. Far from being an out of sight program, this session advocates bringing your compliance/legal program front and center as a cornerstone of your value proposition.

FTA Update with Q & A*

Michael Redington, Drug & Alcohol Audit Team Member • FTA

Updates from the Federal Transit Administration, including opportunity for questions from the audience.

*These workshops will be held concurrently. Registrants may choose which presentation to attend.

11:15–11:45 a.m. ★ Annual SAPAA Membership Meeting

All registrants are invited to attend this annual recap of the organization, which includes committee updates, recognition of volunteers, and the conclusion of election of open positions on SAPAA's Board of Directors.

GENERAL SESSIONS

Wednesday, September 26, 2018

11:45 a.m.–12:00 p.m. ★ CCDAPP Presentation of Sue Clark Award for Excellence

This prestigious award is given annually by CCDAPP to a past or present Commissioner or certified administrator (CSAPA or CDAPA) who is a recognized leader and who has demonstrated the organization and administration to promote drug-free workplaces. Recipients operate or have operated programs which comply with all federal and state regulations as well as company policies. Sue Clark Award winners are respected by their peers for demonstrating leadership, integrity, and high ethical standards throughout their careers and for having assisted in the professional development of future leaders in the field of substance abuse program administration.

12:00–1:00 p.m. ★ Luncheon

1:00–3:00 p.m. ★ Exhibit Break

Enjoy a delicious dessert and take a break from the conference sessions to mingle with our exhibitors and sponsors who not only make our conference possible, but are available to share information about products and services that can help you do your job more efficiently and introduce you to the latest technology, trends, and services.

3:00–4:00 p.m. ★ FRA Update with Q & A*

Jerry Powers, Drug & Alcohol Program Manager • FRA

Updates from the Federal Railroad Administration, including opportunity for questions from the audience.

Responding to Positive Drug Tests in Turbulent Times: An Employer's Dilemma*

Karen Pierce, Managing Director • Working Partners

For many employers, finding drug-free workers is tough. So what if a current employee tests positive? Does it make more business sense to cut losses and terminate or offer a second chance? Does treatment even work? In this session, discover the challenges employers face when an employee tests positive, including considerations around writing a second-chance policy, and the three elements of an effective second-chance system that can benefit both employers and their workforce.

*These workshops will be held concurrently. Registrants may choose which presentation to attend.

4:00–5:00 p.m. ★ Interview with Sandra Sapp*

Laura Lacey Dashner, CEO and President • American Substance Abuse Professionals, Inc.

Sandra Serrano, Chief Development Officer • American Substance Abuse Professionals, Inc.

The Substance Abuse Professional (SAP) plays a huge role in the Return-to-Duty process. This presentation is a mock interview featuring Sandra Sapp, sharing her expert knowledge, training, recommendations, and a touch of humor to guide us through the DOT Return-to-Duty SAP process with a DOT-covered employee. This interactive presentation with both parties highlights the clinical process a SAP goes through on an initial evaluation and potential pitfalls that a SAP encounters in a case. The DOT Return-to-Duty SAP process is not considered a form of treatment, but a format for treatment, a framework for the delivery of any kind of treatment recommended by the SAP. Join us in exploring the ins and outs of a SAP Return-To-Duty case!

USCG Update with Q & A*

Patrick Mannion, Drug & Alcohol Program Manager • USCG

Updates from the U. S Coast Guard, including opportunity for questions from the audience.

*These workshops will be held concurrently. Registrants may choose which presentation to attend.

RECEPTION WITH EXHIBITORS: 6:00–8:00 p.m.

Join our exhibitors for a dinner that explores the cuisine that Kansas City is best known for! Use this opportunity to play *Vendor Bingo* and get a chance to win some amazing SAPAA bucks to use at future conferences and awesome prizes from our exhibitors.



GENERAL SESSIONS

Thursday, September 27, 2018

8:00–9:00 a.m. ✦ Breakfast with Exhibitors

9:15–10:15 a.m. ✦ FMCSA Update with Q & A

Juan Moya, Drug & Alcohol Program Manager • FMCSA

Updates from the Federal Motor Carrier Safety Administration, including opportunity for questions from the audience.

10:15–11:15 a.m. ✦ Amphetamines—The History And The Mystery*

Stuart B. Hoffman M.D., F.A.C.P., Chief Medical Review Officer • First Advantage

This presentation highlights one of the major classes of drugs of abuse. It will describe the origins of the drugs, natural or synthetic, how they were originally used, discovered to be dangerous, and aggressively advertised and promoted by the pharmaceutical companies leading to a drug abuse epidemic in the U.S., as well as their use by famous people and their impact on the social culture of the U.S.

PHMSA Update with Q & A*

Wayne Lemoi, Drug & Alcohol Program Manager • PHMSA

Updates from the Pipeline and Hazardous Materials Safety Administration, including opportunity for questions from the audience.

*These workshops will be held concurrently. Registrants may choose which presentation to attend.

11:15–11:30 a.m. ✦ Morning Break

11:30 a.m.–12:30 p.m. ✦ FAA Update with Q & A*

Chet Stevenson, Drug Abatement Supervisor for the Central Compliance & Enforcement Center • FAA

Updates from the Federal Aviation Administration, including opportunity for questions from the audience.

The Impact of Marijuana and Prescription Drugs on TPAs—Business and Growth Strategies*

Nina French, Managing Partner • Current Consulting Group, LLC

With legalized marijuana in more than half of the states in the U.S. and the prescription drug epidemic gripping the nation, it has never been more challenging to maintain a drug-free workplace. This presentation provides insight into the complexities of drug testing policy, laws that impact workplace policies, and how screening companies can continue to grow and thrive in this challenging environment.

*These workshops will be held concurrently. Registrants may choose which presentation to attend.

12:30–1:30 p.m. ✦ Luncheon

1:30–2:30 p.m. ✦ Medication Safety Concerns—2 Perspectives: MRO and Employer*

Donna R. Smith, Ph.D., DFWP Best Practices Consultant • Current Consulting Group, LLC

The presentation will provide information from MROs and from employers on: what medication safety information MROs disclose; to whom they routinely disclose it and how they disclose it; and what employers do with the MRO disclosure information, how they address/resolve medication fitness for duty issues, how they track and administer their medication disclosure policies. The presentation will compare and contrast differences with non-DOT testing and DOT testing where medication disclosure is a factor.

2018 Drug Testing Employer and Industry Surveys*

Nina French, Managing Partner • Current Consulting Group, LLC

Now in its 20th year, the Current Consulting Group's (CCG) Industry Survey determines trends in the drug testing industry as reported by laboratories, Third Party Administrators (TPAs), device manufactures, and more. In 2017, CCG added the first Employer Survey, collecting benchmarking data on drug testing trends by industry type. The results of these surveys provide insight into the state of the industry, direction of sales, areas of growth, current and future testing patterns, as well as information on pertinent areas of concern such as marijuana and prescription drugs in the workplace.

*These workshops will be held concurrently. Registrants may choose which presentation to attend.

GENERAL SESSIONS

Thursday, September 27, 2018

2:30–3:30 p.m. ★ **The Hero's Journey: How Drug Testing and Accountability Improves Outcomes and Saves Lives***

Jeff Mangrum, Director of National Accounts and Payer Relations • Cornerstone of Recovery

Joseph Campbell published his landmark body of research, "The Hero with a Thousand Faces," in 1949, in which he revealed that all "heroes" in myth, legend, folktale, and religious parable must follow a very specific six-step process to succeed. Campbell revealed that if one of these steps were missed or taken out of order, rarely do these "heroes" succeed. Mangrum adapted "The Hero's Journey," to look at the path addicted employees must take in order to be successful in their long-term recovery and the important role that testing and accountability play in supporting their efforts.

Workplace Negativity: Tips For Defeating Defeatists In Your Organization*

Tom Fulmer, CPCT, Vice President of Business Development • National Drug Screening, Inc.

Nothing affects employee morale more insidiously than persistent workplace negativity. It may occur in the attitude, outlook, and talk of one department member, or more, in response to a workplace decision or event or on an ongoing basis. Negativity saps the energy of your organization and diverts critical attention from work and performance and also drives good people to seek more positive work situations in other departments or even with another company.

*These workshops will be held concurrently. Registrants may choose which presentation to attend.

3:30–3:45 p.m. ★ **Afternoon Break**

3:45–4:45 p.m. ★ **Problem Collections: What's Really Happening out There with Non-DOT Testing?**

Mary E. Hines, Owner • SimplePath

Mary Brown-Ybos, CSAPA, Director of Regulatory Compliance • Integrity Testing & Safety Administrators

Linda Richardson, CSAPA, C-SI, Owner • Compliance Review

So many times the collection process and collector issues are overlooked, particularly in non-DOT testing. Attend this session to learn what collectors and DER's face in the real world of drug and alcohol testing collections. If you are an employer, do you know if your collectors know how to properly deal with problems or issues during the collection process? Do your collectors know what situations require DER contact, and more importantly, when to contact them? If you are a collector, does the DER know how to address issues with their employee or applicant? We encourage you to stay for the entire conference to hear experts in the field as they address these issues through mischievous role playing. It will be worth the wait!! Audience participation is encouraged as questions will be displayed during the presentation and can be answered using the conference app .

4:45–5:00 p.m. ★ **Adjournment from SAPAA 2018–2019 President**

Dan Demers, BSc, Senior Manager of Strategic Business Development

CannAmm Occupational Testing Services

Closing thoughts and announcement of our 2019 Annual Conference details.

Opportunities are still available to be a sponsor or exhibitor at SAPAA's Annual Conference!
Visit www.sapaa.com/exhibitinfo for more information, including the latest booth availability and underwriting opportunities.



TRAINING INSTITUTE COURSES

Friday, September 28, 2018

8:00 a.m.–12:00 p.m.

CSAPA Exam Administration

Certification Commission for Drug and Alcohol Professionals

For information on taking the exam during the SAPAA conference, please contact CCDAPP directly at (443) 906-6061 or administrator@ccdapp.org.

G1: Collection Personnel Training Course Train-the-Trainer

Mary E. Hines, Owner • SimplePath

Participants will learn the proper and effective techniques for training collection personnel in the USDOT Urine Specimen Collection Guidelines. Attendees must complete the associated online training course (included in cost of workshop) and present their qualification certificate to the instructor at the beginning of class. A Certificate of Proficiency, good for five years, will be issued following the workshop. All training materials will be provided for each instructor who completes the course.

\$395 SAPAA Members

\$495 Non-Members

8:00 a.m.–10:00 a.m.

H1: Standing Firm: Workplace Solutions for Opiate Use and Abuse

Tommy Eden, Esq., Partner • Constangy, Brooks, Smith & Prophete, LLP

C.B. Thuss, Jr., M.D., CMRO, Medical Director • St. Vincent's Occupational Health Clinics

Impairing effect prescription medication use and abuse in the workplace is rampant, per a July 2014 CDC report. Medications can affect an employee's ability to make decisions, exercise good judgment, and operate equipment, and employers may have a legitimate interest in addressing the use of prescription and over-the-counter medications in their drug-free workplace policy and safety risk reduction program. There is a right and wrong way for employers who institute drug-free workplace programs to fulfill their duty to provide a safe workplace, reduce accidents, be respectful of employees' privacy, and not run afoul of the ADA and Rehabilitation Act. By the end of the course you will know the seven steps to standing firm in your workplace and receive sample job description language applicable to safety sensitive positions.

\$345 SAPAA Members

\$445 Non-Members

H2: MRO Assistant Update to New Rules

Jeff Sims, CSAPA, President • aTEST Consultants, Inc.

This course is designed to properly train the support staff of a Medical Review Officer office. Training will focus on the key industry knowledge areas that will include the history, industry terms and definitions, collection process, laboratory analysis and alternative specimen, medical review officer responsibilities, and troubleshooting problems throughout the drug testing process. After completion of the course, the student will be prepared for and eligible to take the MRO Assistant certification exam through the Medical Review Officer Certification Council. Registration and completion of the MRO Assistant certification must be handled directly through the MROCC. The MRO Assistant Training Course is a must for all who work in the MRO environment!

\$175 SAPAA Members

\$245 Non-Members

H3: Managing Multi-Agency Programs: What's a DER and TPA To Do?

Regina Doural, CSAPA, General Manager, Compliance Services • FSSolutions

Employers with safety-sensitive employees covered by more than one agency face unique challenges in managing their DOT drug and alcohol program. Do you need to handle the program differently if some employees spend part of the time performing safety-sensitive duties under one agency and the rest of their time with duties under a different agency? Are there other considerations when three agencies are involved? How can a third party administrator help their clients in this situations? Questions like these and the differences that may need to be addressed in your policy, testing, previous employer testing history, training and MIS reports will all be covered in this workshop.

\$175 SAPAA Members

\$245 Non-Members

TRAINING INSTITUTE COURSES

Friday, September 28, 2018



GUIDED LAB TOURS

Quest Diagnostics: 8:00 a.m.–12:00 p.m.

A second time to tour Quest Diagnostics is available. The shuttle will depart the hotel at 8:00 a.m. and attendees will return to either the conference hotel or the Kansas City International airport at 12:00 p.m. Breakfast will be provided.

Tour has limited seating, so register early to ensure space is available. Attendees must pre-register using the registration form at the back of this brochure.

Tours of Clinical Reference Laboratory are available on Tuesday, September 25th. Please see page 6 for details.

10:15 a.m.–12:15 p.m.

J1: The Dreaded DOT Safety Concern Letter: Five Steps for Making a Legally Defensible Fitness for Duty Determination

Tommy Eden, Esq., Partner • Constangy, Brooks, Smith & Prophete, LLP
C.B. Thuss, Jr., M.D., CMRO, Medical Director • St. Vincent's Occupational Health Clinics

DOT's new drug and alcohol testing regulations, which became effective January 1, 2018, included expanded opioid testing and a revised significant safety concern procedure under 49 CFR Part 40.135. Dealing with the significant safety concern letter issued by the MRO to the DER is leaving MROs, TPAs, employers, and medical examiners confused and concerned. By the end of the course, you will understand the five steps for making a legally defensible fitness for duty determination, and receive 29 pages of template forms.

\$345 SAPAA Members

\$445 Non-Members

J2: Real World Collections: Beyond the Basics

Trish McCoy, Owner • Quick Trax, LLC

This comprehensive training program is designed to prepare collectors for things they are likely to encounter in the REAL WORLD of specimen collection. Our country is in a battle, and collection personnel are on the front lines as the first defense against people who risk their own safety and the safety of others by impaired work performance. The internet is full of advice for drug users seeking a way to "beat" their drug tests, and the unfortunate truth is the vast majority of certified collectors do not know what they are watching for or how to handle DIFFERENT problem collections. In this course, collectors will not only receive the knowledge of the basics required for certification to perform DOT collections, but will have the opportunity to identify cheating devices, distinguish synthetic urine from the real thing, and to inspect adulterated specimens from a series of mock scenarios and how to handle difficult collection issues.

\$175 SAPAA Members

\$245 Non-Members

J3: Dealing with Problem Collections: DER and Collector Perspective

Linda Richardson, CSAPA, C-SI, Owner • Compliance Review

Collection events can be riddled with problems. This could be the result of inadequate collector training or simply that the DER does not know how to handle difficult situations between the collector and donor. This course is a must for DER's and collectors! Come prepared to share situations you have encountered and how you dealt with them. This will be an informative session so plan to participate in some interesting discussions!

\$175 SAPAA Members

\$245 Non-Members

LOCATION INFORMATION

**Sheraton Kansas City
Hotel at Crown Center**
2345 McGee St.
Kansas City, MO 64108
(816) 841-1000
www.sheratonkansascityhotel.com



**A room block is available for \$175/night
plus applicable taxes and fees.**

Reservations must be made prior to 9/4/18 to qualify for the SAPAA conference rate.

Sheraton Kansas City is the ideal downtown destination you've been looking for. Offering guests a compelling blend of accessibility and luxury, this hotel is attached via *The Link* to Crown Center, one of the city's most vibrant dining, shopping and entertainment destinations.

Take advantage of the well-placed downtown location to explore nearby points of interest, including Arrowhead Stadium, SeaLife Aquarium, Kauffman Stadium and the Kansas City Zoo. The hotel also offers guests a complimentary shuttle service to the neighboring Power & Light District's many attractions and local businesses.

**To make your reservation, access the online portal at
www.sapaa.com/2018conference or call the hotel at
(816) 841-1000 and let them know you're booking
for the SAPAA Annual Conference.**



POLICIES & GUIDELINES

TO REGISTER: SAPAA offers several ways to register for the conference. Register online at www.sapaa.com/2018conference (credit card payments only), complete the form in the back of this brochure and fax to (281) 664-3152, mail to SAPAA, P.O. Box 6203, Tallahassee, FL 32314, e-mail to info@sapaa.com, or call SAPAA at 1-800-672-7229 to register over the phone. Please only submit one registration per form, and be sure to complete all applicable sections of the form. Full payment must accompany registration unless prior arrangements have been made. Conference registration fees include admission to the General Sessions on September 26th and 27th, the Welcome Reception on September 25th, the Exhibitor Dinner Reception on September 26th, and refreshments and meals on September 26th and 27th. All other meals and entertainment are at the expense of the attendee.

ADA ACCOMODATION: If you require accommodation to facilitate conference participation, please provide a request at the time you submit your completed conference registration and payment. Please register prior to 8/20/18 to specify accommodation requests. Requests received after this date may not allow adequate time to make arrangements.

CANCELLATIONS AND REFUNDS: Requests for cancellation received in writing (e-mail is acceptable) before 8/20/18 will be granted to the original payment method used, less a \$50 administrative fee. No refunds will be made after that time, however an organization may transfer a registration to another representative without penalty by contacting SAPAA in writing and providing the new representative's name. Transfers of registration may only be granted for the same conference—carry over to a later year is not permitted. Please contact SAPAA at 1-800-672-7229 if you have any questions, prior to registering.

LIABILITY STATEMENT: The conference schedule is subject to change without notice. SAPAA is not responsible for losses experienced due to schedule changes, weather/travel restrictions, or loss or injury due to theft or negligence. Your registration implies agreement with these terms.

CONFERENCE ENJOYMENT TIPS: Most participants dress in business casual attire. Dressing in layers is recommended to adjust for varying room temperatures, which are usually cool to accommodate the large group. Cologne and perfumes may cause respiratory reactions in other attendees, so please don't wear them. Please turn off or silence cell phones and tablets during all sessions, and quietly excuse yourself before taking a call.

ANTITRUST: SAPAA is committed to ensuring that you, your organization, and SAPAA fully comply with the relevant antitrust laws as they pertain to the activities of the association. Trade associations, although well recognized as valuable tools of business, are subject to close scrutiny by both federal and state governments. The primary areas of concern relating to antitrust are price fixing, membership limitation, standardization/certification, and industry self-regulation. Antitrust compliance is important because the consequences of violations can be serious to SAPAA, to your organization, and to you. Violations of the Sherman Antitrust Act are felonies which can subject an individual to fines of up to \$100,000 and imprisonment for as long as three years, and subject SAPAA or your company to civil liability for treble damages and to injunctions that could impair your company's ability to compete effectively. Please remember that SAPAA may be held liable for your activities at a SAPAA function or even elsewhere. If you would like additional information on what constitutes an antitrust violation, please contact the SAPAA office at 1-800-672-7229 or info@sapaa.com.



Membership Application

If you have any questions about membership, please contact SAPAA at 1-800-672-7229 or info@sapaa.com.

JOINING SAPAA IS AS EASY AS 1-2-3!
member is entitled to one vote.

MEMBERSHIP TYPES (check one)

1 **Classification A (\$550):** Any firm or corporation, with 6 or more employees, primarily engaged in the administration of workplace substance abuse programs or the supply of products and services ancillary to the substance abuse prevention industry. This category includes, but is not limited to, in-house administrators, consortium, other third-party program administrators, vendors (such as producers and manufacturers of equipment or products related to biochemical testing services; drug testing laboratories; medical, mental health, and employee assistance service providers; or collection sites), and government entities. A firm or corporation may join in its own right or as a part of a larger corporate umbrella structure that is a member, but *Class A* membership is limited to no more than 10 employee representatives. Each organizational

Classification B (\$175): Any firm or corporation only engaged in specimen collection services (including alcohol testing or POCT services), government entity or a not-for-profit organization with a significant interest in the prevention of substance abuse and who does not derive the main source of its income from the provision of drug and alcohol testing programs, or small vendors (as outlined in *Class A*) and service agents with 5 employees or less. Class B membership is limited to no more than 5 employee representatives. Each organizational member is entitled to one vote.

Membership in SAPAA has been established on a calendar year, and is valid from January 1–December 31.

ORGANIZATION/COMPANY INFORMATION

Membership in SAPAA is based on the organization. A lead employee representative should be designated below, but additional representatives may be added once your membership is processed.

2 Lead Rep Name: _____ Job Title: _____

Please list your name as you'd like it to appear in the membership directory, including any certifications or credentials.

Phone: _____ E-mail: _____

Company Name: _____

Full Mailing Address: _____

TELL US ABOUT YOUR ORGANIZATION (check all that apply)

- International National Regional TPA under 6 employees TPA over 5 employees Collections
- SAP EAP Consortium MRO Background Checks Training Random Selections MRO

Primary Source of Business: _____

By signing below, I certify that the information listed here is correct to the best of my knowledge, and that as a member of the Substance Abuse Program Administrators Association agree to abide by the Association Bylaws and Code of Ethics.*

Lead Rep Signature: _____ Date: _____

PAYMENT DETAILS

3 Method of Payment: Credit Card (complete below) Check (enclosed) Other (must be pre-arranged)

Complete the section below only if paying by credit card

Card Type: Visa MasterCard American Express Discover

Card Number: _____ Exp. Date: _____

Name on Card: _____ Sec. Code: _____

Full Billing Address: _____

Authorized Signature: _____

If paying via check, you may fax this complete application to (281) 664-3152 to expedite your membership processing. Please include a copy of this application when mailing your payment to SAPAA, P.O. Box 6203, Tallahassee, FL 32314.

A welcome e-mail will be sent to the address listed on this application once membership has been processed. Please allow up to 3 business days from the time payment is received. If you have any questions, please contact SAPAA at 1-800-672-7229 or info@sapaa.com

*Association Bylaws and Code of Ethics are available by request.

Registration Form

If you have any questions, contact SAPAA
at 1-800-672-7229 or info@sapaa.com.

One registration per form, please.

Registrant Details

**Registrant must have unique e-mail to use the conference app.*

Full Name (include any credentials you'd like on badge): _____

Badge Name/Nickname: _____ Job Title: _____

Organization Name: _____

Mailing Address: _____

Business Phone: _____ E-mail*: _____

What is the best phone number to reach you at while you're onsite at the Conference?: _____

Is your organization a SAPAA Member? Yes No

Is this your first SAPAA Conference? Yes No

Training Institute Course Registration

- A1: Drug and Alcohol Industry Training Course (\$495/\$595)
- B1: Supervisor Train-the-Trainer (\$395/\$495)
- C1: Workplace Solutions for Opiate Use and Abuse (\$345/\$445)
- C2: DER Wants to Audit Collection Sites—How Do I Prepare? (\$175/\$245)
- C3: After the BAT and/or Collector Class (\$175/\$245)
- D1: The Dreaded DOT Safety Concern Letter (\$345/\$445)
- D2: Drug and Alcohol Audit... (\$175/\$245)
- D3: Intro to SAPAA —Open to Everyone! (No charge)
- E1: FMCSA Clearinghouse Training—*Updated 2018* (\$345/\$445)
- E2: PHMSA How-To: A Guide for DER's and Service Agents (\$175/\$245)
- E3: Promoting a Healthy Work Environment (\$175/\$245)
- E4: *Oh No!* What Should a DER Do? (\$175/\$245)
- F1: Weeding Out Candidates While Reducing the Legal Risk (\$345/\$445)
- F2: Breath Alcohol Testing: Beyond the Basics (\$175/\$245)
- F3: Real World Collections: Beyond the Basics (\$175/\$245)
- F4: Keys to a Successful Drug Program (\$175/\$245)
- *** Why Should I Be Certified by CCDAPP and How? (No charge)
- G1: Collection Personnel Training Course Train-the-Trainer (\$395/\$495)
- H1: Workplace Solutions for Opiate Use and Abuse (\$345/\$445)
- H2: MRO Assistant Update to New Rules (\$175/\$245)
- H3: Managing Multi-Agency Programs (\$175/\$245)
- J1: The Dreaded DOT Safety Concern Letter (\$345/\$445)
- J2: Real World Collections: Beyond the Basics (\$175/\$245)
- J3: Dealing with Problem Collections: (\$175/\$245)

Lab Tours

- 9/25/18 CRL Tour 9/25/18 Quest Tour
- 9/28/18 Quest Tour (Hotel Return) 9/28/18 Quest Tour (Airport Return)

Conference General Session Registration

Early Bird Registration Rates (Before 8/20/18)

- SAPAA Member (\$495)
- SAPAA Member—additional attendee (\$395)
- Non-Member (\$595)
- Non-Member—additional attendee (\$495)
- Non-Industry Guest (\$125)

Regular Registration Rates (After 8/20/18)

- SAPAA Member (\$550)
- SAPAA Member—additional attendee (\$495)
- Non-Member (\$675)
- Non-Member—additional attendee (\$575)
- Non-Industry Guest (\$195)

Total Fees—Training Institute: \$: _____

Total Fees—General Session: \$: _____

Total Amount Due: \$: _____

Payment Details

Check
(Mail to SAPAA, P.O. Box 6203, Tallahassee, FL 32314.)

Invoice Me
(Contact SAPAA to confirm invoice/payment procedure.)

Credit Card

CC#: _____

CVV: _____ Exp. Date: _____

Billing Address (if different from above):

Send completed form to info@sapaa.com or fax to (281) 664-3152.

If paying by credit card, you may also visit www.sapaa.com/2018conference to register online.

