SAPAA’s Board of Directors extends you a special invitation to attend our 2019 Annual Conference: Declaration of Excellence: Established 1992, Trusted Today, Leading Tomorrow. In recognition of our host city’s rich history, SAPAA’s Conference Committee has chosen a theme that is reminiscent of one of America’s founding documents. From the latest on regulatory changes to the most relevant training in the industry, SAPAA strives for excellence!

JOIN US IN PHILADELPHIA!

SAPAA’s Board of Directors

**Declaration of Excellence**

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CannAmm Occupational Testing Services

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**Thank You, Supporters**

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- National Drug Screening, Inc.
- Omega Laboratories, Inc.
- OraSure Technologies
- Psychemedics Corporation
- Quest Diagnostics
- Sobriety Solutions
- USDTL

Sponsor and exhibit opportunities are still available. Please go to www.sapaa.com/exhibitinfo for details.
All of SAPAA’s educational sessions are approved for CEU credit 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 before registering to determine if CEU credit may be available. Events marked with $ have a separate registration fee.

**MONDAY, SEPTEMBER 16, 2019**

<table>
<thead>
<tr>
<th>Time</th>
<th>Session</th>
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<tbody>
<tr>
<td>1:00–3:00 p.m.</td>
<td>A1: Weeding Out Candidates: How to Reduce Legal Risk Under Most Recent Recreational Marijuana and Cardholder Protection Laws $</td>
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<tr>
<td></td>
<td>A2: Drug and Alcohol Audit… What You Don’t Know Can Cost You $</td>
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<tr>
<td></td>
<td>A3: DER Wants to Audit Collection Sites—How Do I Prepare? $</td>
</tr>
<tr>
<td></td>
<td>A4: Roles and Responsibilities—DER, TPA, MRO, Collector: Managing Your Drug Testing Program by Working Together $</td>
</tr>
<tr>
<td></td>
<td>A5: Keys to a Successful Drug Program $</td>
</tr>
<tr>
<td>3:30–5:30 p.m.</td>
<td>B1: FMCSA Clearinghouse Training—Updated 2019 $</td>
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<td>B2: Dealing with Problem Collections: DER and Collector Perspective $</td>
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<tr>
<td></td>
<td>B3: PHMSA How-To: A Guide for DER’s and Service Agents $</td>
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<tr>
<td></td>
<td>B4: What Should a DER Do? Handling Unique and Difficult Drug Testing Situations $</td>
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<td></td>
<td>B5: Principles and Practices of Successful Leadership $</td>
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</tbody>
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**TUESDAY, SEPTEMBER 17, 2019**

(continued on next page)
# Schedule-at-a-Glance

## Tuesday, September 17, 2019

<table>
<thead>
<tr>
<th>Time</th>
<th>Event</th>
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<tbody>
<tr>
<td>5:30–6:30 p.m.</td>
<td>Information Session: CCDAPP Certifications</td>
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<tr>
<td>7:30–9:00 p.m.</td>
<td>Conference Welcome Reception for Attendees, Sponsors, and Exhibitors</td>
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</tbody>
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## Wednesday, September 18, 2019

<table>
<thead>
<tr>
<th>Time</th>
<th>Event</th>
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<tbody>
<tr>
<td>8:00–9:00 a.m.</td>
<td>Breakfast Break with Sponsors and Exhibitors</td>
</tr>
<tr>
<td>9:15–10:30 a.m.</td>
<td>Welcome from SAPAA 2018–2019 SAPAA President</td>
</tr>
<tr>
<td>10:45–11:45 a.m.</td>
<td>Plenary Session: The Grass Isn’t Always Greener: Marijuana at Work</td>
</tr>
</tbody>
</table>
| 11:45 a.m.–1:15 p.m.| Luncheon
| | SAPAA Annual Membership Meeting
| | CCDAPP Presentation of Sue Clark Award for Excellence                |
| 1:15–3:00 p.m.| Dessert Break with Sponsors and Exhibitors                          |
| 3:00–4:00 p.m.| Concurrent Breakout Sessions                                       |
| 4:15–5:15 p.m.| Concurrent Breakout Sessions                                       |
| 6:00–8:00 p.m.| Dinner Reception with Sponsors and Exhibitors                       |
| 8:15–8:45 p.m.| SAPAA Board of Directors Meeting                                   |

## Thursday, September 19, 2019

<table>
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<tr>
<th>Time</th>
<th>Event</th>
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<tbody>
<tr>
<td>8:00–9:00 a.m.</td>
<td>Breakfast Break</td>
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</tbody>
</table>
| 9:00–11:15 a.m.| Welcome from SAPAA 2019–2020 SAPAA President
| | Plenary Session: ODAPC Update                                        |
| | Plenary Session: FMCSA Update with Q & A                             |
| 11:30–12:30 p.m.| Concurrent Breakout Sessions                                        |
| | Workplace Drug Testing Litigation Issues and Trends                 |
| | Accidents at Work: Understanding Post-Accident Testing Guidelines, Fit for Duty, and What Your Policy Can Do to Cover It All |
| | USCG Update with Q & A                                             |
Registration fees for Training Institute Courses vary, and additional details are available on pages 5–9.

The Conference General Session fees are as follows:

**EARLY BIRD REGISTRATION RATES** (Received before 8/12/19)
- 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 8/12/19)
- 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 choosing 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 two years, join at the time you register and receive the remainder of 2019 dues for FREE!

Your membership will expire 12/31/20.

Go to www.sapaa.com to join online or download a membership application.

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**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
### MONDAY, SEPTEMBER 16, 2019

<table>
<thead>
<tr>
<th>Course</th>
<th>Description</th>
</tr>
</thead>
</table>
| **A1:** Weeding Out Candidates: How to Reduce Legal Risk Under Most Recent Recreational Marijuana and Cardholder Protection Laws | Tommy Eden, Esq., Partner • Constangy, Brooks, Smith & Prophete, LLP  
C.B. Thuss, Jr., M.D., CMRO, Medical Director • St. Vincent's Occupational Health Clinics  
New Medical and Recreational Marijuana laws have left many employers in a haze when conducting pre-employment/post-offer 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. How can you prepare now for your state to become a medical marijuana anti-discrimination state? This training will teach employers how to implement a defensible interactive strategy, and will also be a fast-paced walk through of the seven steps employers should take to protect their workplaces from the adverse effects of marijuana use by employees. |
| $345 SAPAA Members | $445 Non-Members |
| **A2:** 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 to 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 |
| **A3:** 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 |
| **A4:** Roles and Responsibilities—DER, TPA, MRO, Collector: Managing Your Drug Testing Program by Working Together | Regina Doural, CSAPA, General Manager, Compliance Services • FSSolutions  
Are you a TPA, Collector, MRO or DER? This session will look at these roles as well as others involved in the drug testing process. We will address the responsibilities of each role and how they interact with each other. Which tasks can you outsource and which are better kept in-house? Will these responsibilities change if you have multiple locations or are managing multiple programs. |
| $175 SAPAA Members | $245 Non-Members |
| **A5:** 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 |
TRAINING INSTITUTE COURSES
MONDAY, SEPTEMBER 16, 2019

3:30–5:30 p.m.

B1: FMCSA Clearinghouse Training—Updated 2019
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 and immediate action steps to be taken.

$345 SAPAA Members
$445 Non-Members

B2: 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

B3: 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

B4: 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

B5: Principles and Practices of Successful Leadership
Joe Plaia, Sales & Marketing Director, Current Consulting Group

In this session, learn how to identify prospective management personnel and how to develop them into leaders. In many cases, staff are promoted to management positions based largely on past performance in non-leadership roles. Your management personnel should have the respect, loyalty, trust, and confidence of their personnel. Also, an employee doesn’t have to be in a management role to be a leader. This session will address these issues through a leadership and management program designed to guide you through this process.

$125 SAPAA Members
$195 Non-Members
C1: 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 a review before taking the CSAPA exam.

$495 SAPAA Members
$595 Non-Members

D1: 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 essential component of any safety program. You will learn how to assess, approach, and document reasonable suspicion situations effectively. 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

E1: 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. 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 stand firm in your workplace and receive sample job description language applicable to safety-sensitive positions.

$345 SAPAA Members
$445 Non-Members

E2: 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 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
### TRAINING INSTITUTE COURSES

**Tuesday, September 17, 2019**

<table>
<thead>
<tr>
<th>Time</th>
<th>Session</th>
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<tr>
<td>8:00 a.m.–10:00 a.m.</td>
<td><strong>E3: Background Screening: Top 10 Things You Need to Know</strong>&lt;br&gt;Shawn P. O’Neil, Executive Vice President Account Management &amp; Chief Compliance Officer • FSSolutions&lt;br&gt;Marc Bourne, CCIP, Director Background Screening Services • FSSolutions&lt;br&gt;This session will address important information every employer needs to know about Background Screening. Topics such as why you should do background checks, the recommended background checks, maintaining compliance with FMCSA and DOT regulations, FCRA compliance, Adverse Action process, and others will be discussed. Everyone will leave knowing the Top 10 things in Background Screening today.</td>
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<td><strong>$175 SAPAA Members</strong> $245 Non-Members</td>
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<td>10:30 a.m.–12:30 p.m.</td>
<td><strong>F1: The Dreaded DOT Safety Concern Letter: Five Steps for Making a Legally Defensible Fitness for Duty Determination</strong>&lt;br&gt;Tommy Eden, Esq., Partner • Constangy, Brooks, Smith &amp; Prophete, LLP&lt;br&gt;C.B. Thuss, Jr., M.D., CMRO, Medical Director • St. Vincent’s Occupational Health Clinics&lt;br&gt;DOT's 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. These regulations are still perplexing employers, MROs, and Medical Examiners, both in regulated and non-regulated industries. 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.</td>
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<td><strong>F2: The Drugs We Test For: Why, What They Do, and Where They Come From</strong>&lt;br&gt;Tom Pool, CSAPA, Executive Administrator • Drug Free Business&lt;br&gt;This training course, taught by a retired DEA Special Agent and 45-year veteran of the “drug business,” provides you, the employer, DER, HR professional, or third-party administrator with the answers to the common questions of &quot;who, what, when, and why are we testing?&quot; Information about the actual drugs involved to justify your specific testing panel, reasons for testing and minimizing the risks involved. Bonus: each attendee will receive a video presentation and license to personally use for the requirement to provide awareness training on the Effects of Alcohol and other Drugs and/or to provide &quot;refresher training&quot; under the DOT rules.</td>
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<td><strong>$175 SAPAA Members</strong> $245 Non-Members</td>
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<td></td>
<td><strong>F3: Advanced Strategies For Buying and Selling in the Employee Screening Industry</strong>&lt;br&gt;Joe Plaia, Director of Sales &amp; Marketing • Current Consulting Group, LLC&lt;br&gt;As a buyer of screening services, are you aware of how to evaluate and select your providers and what to expect from them? As a seller, has your sales staff been formally trained in a sales process? How well have they adapted their process to the complex selling situations they face in this industry? This session will help establish what buyers should expect from their providers and the sales principles and process for developing a solution to establish business partnerships. These business analytics and consultative sales approach will help to promote the value proposition, which facilitates full-service solutions, ROI, favorable pricing and profitability, and creates loyalty and referrals.</td>
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<td><strong>$125 SAPAA Members</strong> $195 Non-Members</td>
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</table>
TRAINING INSTITUTE COURSES
TUESDAY, SEPTEMBER 17, 2019

G1: Program Design and Policy in the Age of Prescription Drug Use
Katherine Miller, Director of Digital Marketing and Compliance • Current Consulting Group

With rapidly changing marijuana laws across the nation, having an up-to-date and compliant drug-free workplace program and substance abuse testing policy is harder and more essential than ever before. This session will review progressing state and federal legislation, state laws and federal regulations, case law, program and policy structure and design, and comprehensive drug testing product offerings, in addition to identifying how to combat drugs of abuse and “legal” marijuana in the workplace.

$175 SAPAA Members
$245 Non-Members

G2: How to Train Super Hero Collectors
Mary E. Hines, Owner • SimplePath
Trish McCoy, Owner • Quick Trax, LLC

This is a course for trainers looking to add new training skills, ounces of prevention, and ongoing training—not just the bare minimum required to be a DOT collector. Learn how to stop being the fireman for the never-ending fatal flaws and correctable flaws.

$175 SAPAA Members
$245 Non-Members

G3: Do You Know What Your SAP Is Supposed To Do?
Linda Richardson, CSAPA, C-SI, Owner • Compliance Review

Do you know what is required of the employer under Subpart O in Part 40? This class is designed to enlighten employers and C/TPAs of the duties required by the Substance Abuse Professional’s (SAPs) in Part 40 regulations. For example, how much knowledge does your current SAP possess, and do they maintain the proper credentials? Or, do you know what to do if a follow-up test is canceled? Have you ever interviewed the SAPs used? This course will also take you through the process and how to know when the process is deemed to have been completed.

$175 SAPAA Members
$245 Non-Members

G4: How to Maximize Your Corporate Partnership with SAPAA (Ends at 2:30 p.m.)
Joe Plaia, Director of Sales & Marketing • Current Consulting Group, LLC

This training session is for all exhibitors, sponsors, TPA’s, marketers, and sales professionals. There is no cost to attend this session, but registration is requested. This session will provide insight into SAPAA as an association, its goals and objectives, its membership, and how to work with SAPAA to maximize your business objectives, networking opportunities, and establishing your brand and how to support SAPAA’s efforts to impact the industry positively.

Information Session:
CCDAPP Certifications

SEPTEMBER 17, 2019
5:30–6:30 P.M.

This session will outline the path to achieving the coveted CSAPA or CDAPA certification. CCDAPP Commissioners 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.
Industry Focus Groups: What’s On Your Mind?  

Join us at one of our new focus groups, where our goal is to gather a small group of professionals for a discussion on specific topics, with the assistance of an informed facilitator, where attendees are asked to participate actively. Expect to discuss challenges, contemplate issues and concerns, and even generate new best practice ideas. Questions that may arise in your focus group that may be applicable to the DOT representatives attending our conference will be provided to them by the group facilitator.

Not only will this opportunity help expand the attendee’s knowledge base, it assists SAPAA in developing training by better understanding challenges those in our industry face.

There is no cost to attend this session, but you must register ahead for your group topic. Space is limited and available to all conference attendees. These focus group discussions are separate from the courses offered by the Training Institute.

Focus Group Topics Offered:

FG1: DER, Facilitated by Julie Daugherty, CSAPA
For the DER’s, here’s your opportunity to benchmark and hear how everyone else does it. Bring your questions, concerns, and challenges to the group to see how other employers navigate their drug and alcohol testing programs. Come share your best practices and creative solutions to the industry challenges when it comes to operationalizing a Drug Free Workplace Program.

FG2: Collector/BAT, Facilitated by Colleen Wienhoff & Trish McCoy
Workplace drug and alcohol testing is constantly changing! Come to this group to share your best practice ideas or discuss your biggest challenges as a collector or BAT.

FG3: Supervisor/Employee Matters, Facilitated by Dennis Kerns, CSAPA & Mary Hines
Mitigate your safety risk and get the most out of your supervisor training and employee training. Open discussion to share your ideas and methods

FG4: SAP, Facilitated by Sandra Serrano and Nicole Hanratty, CEAP, C-Dert, Qualified SAP & SAE
As an Employer, What have you Always wanted to Ask a SAP? What is keeping you up at night if you are an employer? Are there questions you have always wanted to ask a SAP? What’s a better way to discuss the Return-to-Duty process than from a SAP?

FG5: MRO, Facilitated by Donna R. Smith, Ph.D.
This focus group will discuss Medical Review Officer standards of practice, processes and “contemporary conundrums.” A sample of topics include MRO prescription validation methods, safety-concern notifications, MRO refusal to test determinations, and MRO requirements in the FMCSA Clearinghouse implementation. In addition to discussion of MRO topics related to DOT drug tests, we will venture into the non-federal drug test arena with topics related to medical marijuana use, CBD product use, and prescription drug use/misuse/abuse. This session is for anyone interested in the MRO process—not just physicians or MRO staff.

FG6: Workplace Policy, Facilitated by Linda Richardson, CSAPA, C-SI & Joe Plaia
This focus group will explore the various workplace drug use and testing issues employers face when deciding on policy content. For example, how do employers deal with prescription medication in the workplace? Do job descriptions and job duties need to be defined in the employer policy? How is the policy communicated to all employees?
Join us for a welcome 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 sponsors and exhibitors are invited to attend, so this is also a great opportunity to connect with vendors!

**GENERAL SESSIONS**

**WEDNESDAY, SEPTEMBER 18, 2019**

<table>
<thead>
<tr>
<th>Time</th>
<th>Session</th>
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<tbody>
<tr>
<td>8:00–9:00 a.m.</td>
<td>★ Breakfast with Sponsors and Exhibitors &lt;br&gt;We’re kicking our conference off with a delicious breakfast with our sponsors and exhibitors 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. We’ll also start our door prize giveaways off strong—but you must be present to win!</td>
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<tr>
<td>9:00–9:15 a.m.</td>
<td>★ Transition Break</td>
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<tr>
<td>9:15–9:30 a.m.</td>
<td>★ Welcome from SAPAA 2018–2019 President &lt;br&gt;Dan Demers, CSAPA • CannAmm Occupational Testing Services</td>
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<td>9:30–10:30 a.m.</td>
<td>★ The Grass Isn’t Always Greener: Marijuana at Work &lt;br&gt;Albert B. Randall, Jr., J.D. • Franklin &amp; Prokopik &lt;br&gt;This session will focus on the perils of marijuana at work, “legal” or not. With conflicting federal and state law, employers are left in an unenviable spot when making employment decisions. This presentation will also focus on all of the legal concerns regarding marijuana at work—issues pertaining to workers’ compensation and employment decisions. We will go over the most recent federal and state legislative and regulatory developments, the latest in legal decisions from across the country and focus on policy issues that employers must be concerned with when facing this issue.</td>
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<td>10:30–10:45 a.m.</td>
<td>★ Transition Break</td>
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<td>10:45–11:45 a.m.</td>
<td>★ Concurrent Sessions &lt;br&gt;&lt;br&gt;★ History of Drug Testing, Latest Industry Trends, and a Look at DISA’s 2019 Owner Survey &lt;br&gt;Colin Woods • DISA Global Solutions, Inc. &lt;br&gt;Get a complete overview of the drug testing industry. DISA will start by discussing how we got here as we review the history of drug testing in safety-sensitive industries. We’ll talk about the latest trends, changes in the industry, and where DISA believes we’re heading. Finally, we’ll visit the 2019 Owner Survey, an in-depth survey about the best practices that safety-sensitive Owner/Operators are implementing in their facilities and how that impacts contractors.</td>
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Customize your conference experience!

Take a look at our concurrent sessions for your chance to select a topic that most applies to your focus. Select which session you want to attend while you’re completing your registration to help us know space needs, but don’t worry—if you change your mind when you arrive on-site at the conference you can make a change.

*Concurrent sessions continued on next page.*
Concurrent Sessions

Maximize Your DFWP Program to Attract and Retain a Quality Workforce
Karen Pierce • Working Partners

With today's low unemployment rate, it can be challenging to find and keep quality workers. Add to that our society's opioid epidemic, the legalization of marijuana, the recent rise in adult use of cocaine and methamphetamine, and the record-setting increase in positive workplace drug tests, and the challenge explodes. How does—or can—your drug-free workplace (DFWP) policy/program help combat this workforce challenge? Is your company doing all it can to prevent and eradicate substance misuse? This session will increase your understanding of current drug trends impacting your policy/program and offer a practical tool to audit your program against DFWP best practices that can, in turn, help you attract and retain a quality workforce.

FAA Update with Q & A
Margie Rustin, Aviation Safety Manager • FAA

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

1:15–3:00 p.m. ★ Dessert Break with Sponsors and Exhibitors

After lunch, save room for dessert with our sponsors and exhibitors and the first round of a challenge through our conference app.

Impact of Cannabidiol Ingestion on Marijuana Testing for Workplace Drug Testing
David J. Kuntz, Ph.D., F-ABFT • Clinical Reference Laboratory

Cannabidiol (CBD) has become widely accepted for the treatment of various physical ailments or conditions. The impact of CBD on marijuana testing is not well characterized and is often provided as a medical explanation for a marijuana positive for non-regulated testing. This creates an interpretation issue for the MRO in the evaluation of the positive result. Crude extracts of marijuana often contain THC in addition to CBD. CBD also has the potential to convert to THC in the body in the presence of gastric acid. The presentation will review the parameters of the CBD conversion and metabolism of CBD. Data will also be provided on CBD levels in positive marijuana urine samples and the urine levels of CBD in these donors.

Concurrent sessions continued on next page.
3:00–4:00 p.m. ★ Concurrent Sessions

Under the Influence or Impaired? What is the Difference?
Brian Feeley • OraSure Technologies

OraSure Technologies was ranked as the #1 recognized brand name in oral fluid testing in a 2017 national drug testing industry survey. Drawing on Orasure’s 20 years of experience with drug testing, they will present the nuances of Under the Influence versus Impairment. The distinction is not widely understood and has a large impact on policies and testing programs. Clarifying how this distinction impacts various sectors will benefit numerous attendees.

PHMSA Update with Q & A
Wayne Lemoi, Drug & Alcohol Program Manager • PHMSA

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

4:00–4:15 p.m. ★ Transition Break

4:15–5:15 p.m. ★ Concurrent Sessions

Drug Testing Industry Insights
R.H. Barry Sample, Ph.D. • Quest Diagnostics

The Quest Diagnostics Drug Testing Index™ provides insights into drug use trends in the American workforce based on positivity results for de-identified laboratory testing for a range of illicit, legal, and prescription drugs. The inaugural report, featuring industry analysis based on distinct industry sectors using NAICS codes for the U.S. general workforce, debuted in 2018. This session will present the most recent positivity rates by industry sector and reveal the most detected drugs in those sectors.

Working with Addiction
Ruth Bowdish • On Demand Drug Testing & Work Solutions

This presentation will include statistical data relating to the increasing use of substances on the job as well as signs and symptoms of addiction. We will explore a thorough understanding of the difference between use, abuse, dependency, and addiction and the implications of those differences in the workforce. We will look at how overdose deaths can affect those left behind to pick up the pieces. Additionally, we will discuss what to expect working alongside those battling addiction and how they are developing the skills to re-enter the workforce including: managing MAT and employment, the importance of skill building and education while in treatment, and ADA compliance with addiction treatment.

FRA Update with Q & A
Jerry Powers, Drug & Alcohol Program Manager • FRA

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

6:00–8:00 p.m. ★ Dinner Reception with Sponsors and Exhibitors

Join our sponsors and exhibitors for a dinner experience that is classic Philadelphia! Use this opportunity to participate in round two of our conference app challenge along with vendor bingo for a chance to win some amazing SAPAA bucks to use at future conferences and awesome prizes from our exhibitors.

8:15–8:45 p.m. ★ SAPAA Board of Directors Meeting

Current, outgoing, and newly elected Board members are asked to attend this meeting to elect Officers.
GENERAL SESSIONS
THURSDAY, SEPTEMBER 19, 2019

8:00–9:00 a.m. ★ Breakfast Break

9:00–9:15 a.m. ★ Welcome from SAPAA 2019–2020 President
Faye Caldwell, J.D. • Caldwell Everson PLLC

9:15–10:15 a.m. ★ ODAPC Update
Patrice M. Kelly, Director • ODAPC
Updates and horizon issues from the Office of Drug and Alcohol Policy and Compliance.

10:15–11:15 a.m. ★ FMCSA Update with Q & A
Juan Moya, Drug & Alcohol Program Manager • FMCSA
Barbara Baker, Transportation Specialist • FMCSA
Gian Marshall, Management Analyst • FMCSA
Updates from the Federal Motor Carrier Safety Administration, including the opportunity for questions from the audience. Includes a focus on the upcoming implementation of the Clearinghouse.

11:15–11:30 a.m. ★ Transition Break

11:30 a.m.–12:30 p.m. ★ Concurrent Sessions

★ Workplace Drug Testing Litigation Issues and Trends
Faye Caldwell, J.D. • Caldwell Everson PLLC
Overview of trends in litigation at both the state and federal levels and the impact of the laws such as medical marijuana legislation on administrators of workplace drug testing programs. A summary of ongoing marijuana-related initiatives, including decriminalization laws, legalization of Hemp in the 2018 Farm Bill, and CBD oil use. Updates to other laws affecting workplace drug testing, including updates in federal testing requirements and regulations, mandatory state programs, OSHA, and workers compensation testing, etc.

★ Accidents at Work: Understanding Post-Accident Testing Guidelines, Fitness for Duty, and What Your Policy Can Do to Cover It All
Nina French • Current Consulting Group
Two things are clear. Accidents in the workplace happen. And accidents are expensive. The rest is complicated. Accidents, legal drug use, drug abuse, legal marijuana, fitness for duty, defining safety-sensitive, state laws – all play a role in understanding accidents in the workplace and the best way to address them. This session will review each of these topics and guide how employers and providers can address accidents to limit liability and improve safety in the workplace.

★ USCG Update with Q & A
Patrick Manion • USCG
Updates from the U.S. Coast Guard, including the opportunity for questions from the audience.
**GENERAL SESSIONS**  
**THURSDAY, SEPTEMBER 19, 2019**

12:30–1:30 p.m. ★ **Luncheon**  
Sponsored by Clinical Reference Laboratory & FormFox

Don’t miss out on your chance to win our biggest door prizes! Must be present to win.

1:30–2:30 p.m. ★ **Balancing Workplace Safety and Employee Rights in the Age of Marijuana Legalization**  
Mike Lynn, M.D. • Hound Labs

As marijuana legalization continues to spread, employers struggle with how to maintain a safe workplace while allowing employees to exercise their legal right to use marijuana outside of work. Screening providers are challenged with providing answers to their clients. Today, employers are more interested in knowing if an employee may be impaired on the job—not whether he or she used marijuana the evening, weekend, or month before. While this sounds easy, it is hard to implement in practice given existing drug testing technologies. This presentation will look into the science behind THC and the challenge of detecting it. Additionally, Dr. Lynn will discuss the drug testing options employers have to objectively determine whether an employee is likely high on the job.

2:30–2:45 p.m. ★ **Transition Break**

2:45–3:45 p.m. ★ **Concurrent Sessions**

★ **The Addiction Commonly Forgotten: Alcohol**  
Nicole Hanratty • ASAP

Alcohol misuse is one of the leading reasons for lost workplace productivity and absenteeism. Data and statistics tell the story that alcohol is still a true problem across the workforce. Do you know how much is really in 1 drink? How does alcohol affect women and men differently? Join Nicole as she engages you in alcohol awareness and new insight on this topic that may have been forgotten, but is not very far away!

★ **2019 Drug Testing Employer & Industry Surveys**  
Bill Current • Current Consulting Group

Now in its 21st 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 manufacturers, 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, the 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.

★ **FTA Update with Q & A**  
Iyon Rosario • FTA

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

4:30–6:30 p.m. ★ **SAPAA Board of Directors Meeting**

Current, outgoing, and new Board members are asked to attend this business meeting.

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**FRIDAY, SEPTEMBER 20, 2019**

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.
Expect a warm welcome and outstanding service at the DoubleTree by Hilton Hotel Philadelphia Center City, a top choice in Philadelphia hotels. Located on the Avenue of the Arts and nine miles from Philadelphia International Airport, this comfortable hotel provides views of the Delaware River and downtown Philadelphia. Stay at this hotel and be near attractions such as the Pennsylvania Convention Center, City Hall, and the Liberty Bell.

A room block is available for $179/night plus applicable taxes and fees. Reservations must be made prior to 8/21/19 to qualify for the SAPAA conference rate.

To make your reservation, contact the hotel at (215) 893-1600 or access the online portal through the link at www.sapaa.com/2019conference.
TO REGISTER: SAPAA offers several ways to register for the conference. Register online at www.sapaa.com/2019conference (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 18th and 19th, the Welcome Reception on September 17th, the Exhibitor Dinner Reception on September 18th, and refreshments and meals on September 18th and 19th. All other meals and entertainment are at the expense of the attendee.

ADA ACCOMMODATION: If you require an accommodation to facilitate conference participation, please provide a request at the time you submit your completed conference registration and payment. Please register before 8/12/19 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 8/12/19 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, before 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 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 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.
One registration per form, please.

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

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<th>Training Institute Course Registration</th>
<th>General Session Registration</th>
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<tr>
<td>☐ A1: Weeding Out Candidates: How to Reduce Legal Risk... ($345/$445)</td>
<td>Registration Rates (Before 8/12/19/After 8/12/19)</td>
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<tr>
<td>☐ A2: Drug and Alcohol Audit ($175/$245)</td>
<td>□ SAPAA Member ($495/$550)</td>
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<tr>
<td>☐ A3: DER Wants to Audit Collection Sites—How Do I Prepare? ($175/$245)</td>
<td>□ SAPAA Member—additional attendee ($395/$495)</td>
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<td>☐ A4: Roles and Responsibilities—DER, TPA, MRO, Collector ($175/$245)</td>
<td>□ Non-Member ($595/$675)</td>
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<td>☐ A5: Keys to a Successful Drug Program ($175/$245)</td>
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<td>☐ B3: PHMSA How-To: A Guide for DER’s and Service Agents ($175/$245)</td>
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<td>☐ B5: Principles and Practices of Successful Leadership ($125/$195)</td>
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<td>☐ C1: Drug and Alcohol Industry Training Course ($495/$595)</td>
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<td>☐ E1: Workplace Solutions for Opiate Use and Abuse ($345/$445)</td>
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<td>☐ E2: Real World Collections: Beyond the Facts ($175/$245)</td>
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<td>☐ E3: Background Screening: Top 10 Things You Need to Know ($175/$245)</td>
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<td>☐ F2: The Drugs We Test For... ($175/$245)</td>
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<td>☐ F3: Strategies For Buying/Selling in the Employee Screening Ind. ($125/$195)</td>
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<td>☐ G1: Program Design &amp; Policy in the Age of Prescription Drug Use ($175/$245)</td>
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<td>☐ G2: How to Train Super Hero Collectors ($175/$245)</td>
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<td>☐ G3: Do You Know What Your SAP Is Supposed To Do? ($175/$245)</td>
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<td>☐ G4: How to Maximize Your Corporate Partnership with SAPAA (No charge)</td>
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<td>☐ Information Session: CCDAPP Certifications (No charge)</td>
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Total Fees—Training Institute: $__________
Total Fees—General Session: $__________
Amount Due: $__________

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<td>☐ FG5: MRO</td>
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<td>☐ FG3: Supervisor/Employee Matters</td>
<td>☐ FG6: Workplace Policy</td>
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| Information Session: CCDAPP Certifications (No charge)                     |                                                                 |

Payment Details
☐ Check (Mail to SAPAA, P.O. Box 6203, Tallahassee, FL 32314.)
☐ Credit Card (Complete below.)
CC#: ___________________________ CVV: ___________ Exp. Date: ___________
Billing Address (if different from above): __________________________________

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

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