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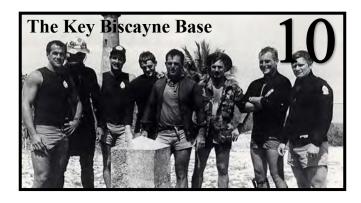
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The Florida Surveyor is an official publication of the Florida Surveying and Mapping Society, Inc. (FSMS) and is published for the purpose of communicating with the membership. The newsletter is financed primarily by the dues of the membership although advertisements are welcome from service and product industries relating to the needs and activities of the profession. Articles and advertising appearing in this publication are not necessarily the official policy of this Society unless specifically stated. FSMS assumes no responsibility for statements expressed in this publication. The Florida Surveyor welcomes contributions from members. Mail correspondence to Administrative Office. Copy all quoted material as it appears in the original. Give credit to the source from which you are quoting. Emailed ads are acceptable. Please send Adobe files, eps, pdf or tif files.

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President's Message



As the hurricane season winds to a close and the fall season is upon us, we can all breathe a cool sigh of relief. But relief from anxiety is probably not completely gone unless you have been out camping and away from all your internet connected devices. I'm talking about the anxiety that results from being subjected to the current political process playing out before us each and every day from our local, state and national future government leaders. To cut that anxiety, we must concern ourselves with things we can control - so get out and vote, and be sure and support the people and efforts

that benefit our families and future.

As a 501(c)(6) non-profit society, we must be involved in the legislative process for the good of our members, families, businesses and the surveying and mapping profession. I have said this before: a very important part of a professional society such as ours is legislative involvement. We outsource with Smith, Bryan & Meyers (a non-partisan government relations firm) in Tallahassee to represent and watch over the surveying and mapping profession and our business here in Florida. They do that by monitoring every new legislation or bill filed that involves the statutes and codes which govern what we do. They also seek out and speak with legislators on both sides of the aisle to inform them on who we are as a profession, and to stress the utmost importance of our relevancy in the future development of Florida and of the security of property rights for all Floridians.

As advancements in technology, mapping and remote sensing dilute the need for our services, it is paramount that we stand strongly united and growing as a professional association. This one aspect alone of what your Society is doing to protect and promote your license and livelihood is surely enough to continue your support, and to strongly encourage others in the mission and purpose of FSMS. The legislative involvement of FSMS is the life blood of our profession; it is as important as our scholarship funds, education programs, networking opportunities and sustaining firms.

Another vital component of an association is a Political Action Committee, or "PAC". We are fortunate to have our own PAC, and it is referred to as the "Florida Surveying & Mapping Political Action Committee" or "FSMPAC". This committee is administered separately outside of the FSMS office, has its own bank account, and does not EVER use any FSMS dues money. We have recently reorganized the FSMPAC and its page on our website. Please go and read about it, and by all means, make yourself a contributor! Again, we do not play politics - this is not about taking sides to ideologies. Contributions to the FSMPAC are used in their entirety for supporting and recognizing campaigns and legislators who are supportive of the surveying and mapping industry, and our industry needs.

Thank you to all that have contributed this year. To those that have not, please take a few minutes and go to our website and do so. The FSMPAC truly needs all of us to dig deep and support our profession right now. A sure way of cutting down on personal and professional anxiety is knowing you did your part in supporting your professional society and its legislative presence. Plain and simple, we can all assist in ensuring our importance, purpose and future livelihood in this state by supporting elected officials who set the rules and guidelines of how we operate as a profession! We do have the ability to make a difference!

"If you do politics the right way, I believe, you can actually make people's lives better. And integrity is the minimum ante to get into the game"

-Joe Biden

Bob Strayer, Jr,

(941) 497-1290 bob@strayersurveying.com

The Florida Surveyor 4 October 2018

Surveyors IIII in Government Richard Allen, PSM, CFM

The trials and tribulations of a government surveyor (as you've read in these articles and those of my predecessor's) are many, as they are with any surveyor. The only difference, though, is it seems that we are always holding up progress. You'll hear things like: "Those dang City or County Surveyors make me do this stupid stuff to get my C.O. (certificate of occupancy)," or "I have to meet this dumb ordinance or requirement." You will hear this for both private work being reviewed by survey staff, and for continuing services work being directed by the government surveyor (not as much by the continuing services surveyor, as they are working for you, and you want to keep them happy for the most part).

Some surveyors are being asked to do ridiculous things to meet these requirements, but most of the time, they are not. The difficulty lies in the different requirements that exist across cities, counties and water management districts.

I understand why some of the stuff I hear causes heartburn, such as: "This county is making me put zoning information on my plat!" and "This city is making me qualify something I did not do!". Most of the time it seems like surveyors just comply to keep their clients happy. I do understand it seems like clients will drop a surveyor like a bad habit if something holds up their project. I see development clients coming in all the time with a new surveyor to do their next project.

Believe me, a number of them don't care about the job you do, they just want it cheap and fast, regardless of how you perform. That is the exception, however, not the rule - I truly see a number of developers and most surveyors trying to do a good job. "Believe me, a number of them don't care about the job you do, they just want it cheap and fast, regardless of how you perform. That is the exception, however, not the rule - I truly see a number of developers and most surveyors trying to do a good job."

I personally try to do my best to interpret the statutes, administrative codes and our own municipal codes down to the letter and hopefully in the intent in which they were designed. There is much confusion as it comes to several things we do; asbuilt surveys (no, they are not a topographic surveys!) and plats come to mind. Some of the requirements are universally interpreted, while others that relate to statutes and administrative codes are interpreted differently.

I have had several discussions on whether a surveyor who prepares a plat must also perform the boundary survey. With that said, the surveyor could be the licensed business who has multiple surveyors performing the work. In this case, they would all have the data, field records and other data in which the boundary was produced with.

177.041 Boundary survey and title opinion or property information report required.—
Every plat or replat of a subdivision submitted to the approving agency of the local governing body must be accompanied by:

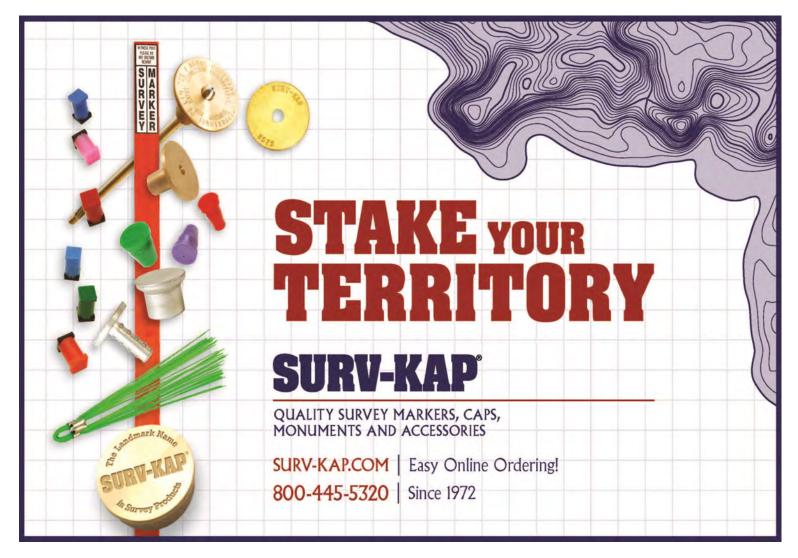
(1) A boundary survey of the platted lands. However, a new boundary survey for a replat is required only when the replat affects any boundary of the previously platted property or when improvements which may affect the boundary of the previously platted property have been made on the lands to be replatted. The boundary survey must be performed and prepared under the responsible direction and supervision of a professional surveyor and mapper preceding the initial submittal of the plat to the local governing body. This subsection does not restrict a legal entity from employing one professional surveyor and mapper to perform and prepare the boundary survey and another professional surveyor and mapper to prepare the plat.

As you can see in 177.041(1) above, the last three sentences address the boundary survey and where some of the confusion arises into the statute. Who is the legal entity? I would say the company or surveyor producing the work. Some believe the legal entity is the client. This is one area that could benefit from some clarification to end confusion. Clarity is important in ensuring that the requirements set forth are fulfilled. My question is,

why would you want to rely on a boundary survey of another company or surveyor? The boundary is the basis of the subdivision plat and what looks good on paper may not be the truth or best evidence of the boundary/plat boundary location.

Until next month my friends...

You can reach Richard at Richard. Allen@cityoforlando.net or 407.246.2788



What's New With Surveying Education

Knud E. Hermansen, PLS, PE, PhD, Esq.

I believe informing survey practitioners about the efforts to educate future surveyors is important. Sharing information is necessary for a productive partnership between practitioners and educators.

In a previous article I have discussed the University of Maine's effort to offer dual degrees, and an on-line education option. The University of Maine is not unique in these efforts. Many surveying programs are pursuing these and other options.

In this article, I would like to provide some insight into the means and methods I use to provide distance education. Before explaining these means and methods, I will state that it is my opinion that the traditional classroom is superior to the learning methods I will describe. In the traditional classroom, the interaction between the student and instructor provides immediate visual and verbal interaction and feedback. Oftentimes, for the 18-22 year old student, the compulsory attendance in a scheduled class is a necessary requirement in order to create an effective learning environment.

Technology and software have allowed faculty to record lectures, integrate audio and visual stimulations, and animate the visual display. Technology and software have allowed faculty to produce videos on a variety of topics.

To date I have prepared over 116 videos. My colleagues in surveying education have created many more. In only one of the 116 videos is my face shown. These videos are not the 'talking head' video comprised of a video taken of a classroom presentation.

Currently, I use Camtasia software to produce education videos. Once the video has been prepared on Camtasia, I convert the video to mp4 format and upload the video on to YouTube. The YouTube address is sent to students who can enter the address into their web browser and view the video.

Students can ask questions via e-mail or using Zoom software.
Zoom software allows face-to-face viewing and conversations much like a Skype connection or Go-To-Meeting software. Zoom allows the entire class to interact with each other and with the instructor.

Exams are scheduled on Blackboard software. The exam is scheduled for a certain date and time period. My exam questions are composed of multiple-choice, multiple answer, and true/false questions. The exam format is very similar to the fundamentals of surveying exam and the principles and practice surveying exam. Question and answer choices are scrambled so that students sitting side-by-side will not likely see the same question at the same time. Even if two students view the same question at the same time, the correct answer to the same question will be in a different order for each student.

There are three general formats for the videos that I prepare. The format depends on the course content. Some courses are predominantly computation or design courses. These videos will display nomenclature, equations, constants, coefficients, and sources for variables followed by example calculations.

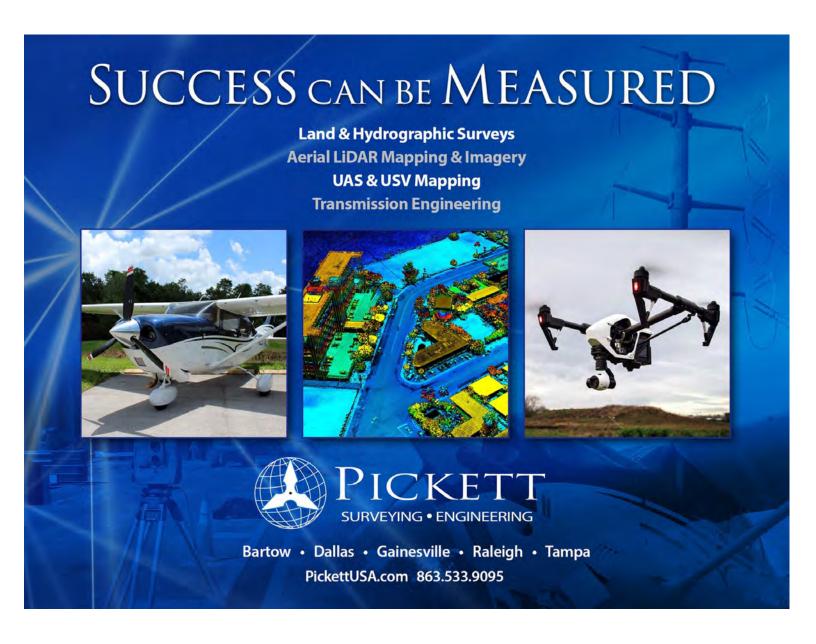
The video I prepared explaining vertical curves is an example of this format. The equations and the equation development for vertical curve equations are presented in one <u>video</u>. In another <u>video</u>, the vertical curve equations are applied using an example.

The second format is used to explain the realities of surveying practice. Background, scope, and matter-of-fact aspects of practice are presented in this video format. The format usually shows an example explaining the procedure along with suggestions, explanations, and practical advice. The video on public record research is an example of this format.

The third and final format I employ is used for explaining legal doctrines and principles that must be utilized by surveyors. The video is an explanation on how the

doctrine or principle applies in a particular situation. This video format explains the elements required for the doctrine and application of the doctrine or principle to be employed by the surveyor. A video explaining practical location is an example of this format.

The near future will bring many more changes and innovations used for the education of surveying students and practitioners. If you want to receive information on earning a surveying degree by taking on-line courses, always contact your local or regional surveying program first. The local surveying program will offer a quality education at a reasonable price. If you don't have a local or regional program offering what you need, contact Dr. Raymond Hintz at the University of Maine. (Raymond.Hintz@maine.edu)



Family Photos



Ia Hall with daughter Charlize at Disney's Hollywood Studios. The arrow and the smiley face point to a Disney Benchmark!



Jack Greene with his daughter Jessica at Fishhawk Ranch in Riverview, Florida.



Russell Hyatt (back), Jeff Cory, Mike Powell, and Jack Breed went scalloping in Steinhatchee the first week of August.



Chris McLaughlin and son Wyatt visiting the Indiana-Michigan state line in July. Wyatt is only 4 and has been to 11 states!



Mike and Janet Whitling at the Peak to Peak Highway in Colorado.

Recovery of the Key Biscayne South Base

This article originally appeared in the Summer 1988 issue of Backsights & Foresights.

by Landon "Alfie" Cross

(Ed. note: This article does not include the historical background for the original setting of this monument. The preceding reprinted article "The Survey of the Key Biscayne Base, 1855" by Blair Conner, although written some years ago, gives an excellent overview of both the North and South Base Monuments. Unless otherwise noted the photos were taken by the author.)

On Tuesday April 12, 1988 the Infamous National Ocean Survey Base No. 7, south monument, was recovered from Biscayne Bay. The 800 pound-plus obelisk was yanked from about 300 feet off shore and 12 foot waters, by an Air Force helicopter.

This rescue was the culmination of many years of effort by the Dade County Chapter of the FSPLS, the Air Force Aerospace Rescue and Recovery Service, the Florida DOT and the Cape Florida State Park Service.

Historically, this one and its sister north monument were set in April 1855 by A.D. Bache, then superintendent of the N.O.S., for accurate loca-



tion of the Florida coast to aid in shipping. Both monuments were reported lost during the early part of this century and it wasn't until 1978 that the north monument was uncovered by a dozer operator when a golf course was under construction.

After the recovery of the north monument, the Dade County Chapter was able to use it to locate its sister. However, because of a 130 year span of tides and rough waters on the tip of Key Biscayne, the south monument was now 12 feet deep and a football field length away. For the next 10 years the chapter would scheme and debate on how best to recover the monument.

The final idea was hatched between Jens Henricksen, president Dade County Chapter FSPLS, and two of his Air Force friends. Jens discussed the use of a helicopter for the recovery with Cliff Kunde, a reservist,

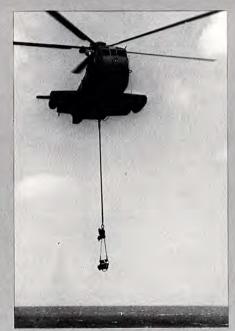
and Bob Stenevik, the then operations supervisor for the 301st ARRS, Homestead Air Force Base. However, because of the change in commanders at the base, Jens' friend Bob moving away and just the old "we'll get to it someday" attitude, the monument stayed put.

Then in early April, Jens and Cliff decided there had been enough talking and planning and approached Bill Pieden, the current commander, and got permission to use one of their helicopters.

The Tuesday afternoon weather was excellent. A slight breeze for the onlookers and although the sea was choppy it was calmer than usual for the bay. Before the helicopter arrived the pararescue divers group had been able to put strapes around the obelisk portion of the monument by rolling it. The full monument itself weighs in excess of 3500 lbs., and the Dade







Recovering the South Base required the coordination of divers underwater, speed boats on the surface, and a helicopter crew in the air, but before long the sunken monument was set down on land.





Pararescue divers pose with the recovered South Base Monument, left to right, Mike Gorsline, Dave Dahl, Cliff Kunde, Paul Miller, Dave McKay, Barry Foster, Craig Kennedy and Joe Johnston.



Dade County FSPCS President Jens Hendriksen inspects the monument close-up.

chapter felt only the obelisk portion of the monument needed to be recovered.

By the time the helicopter arrived the event and the area were covered by 40 to 50 local television reporters, newspaper photographers, surveyors, and general onlookers.

I believe the whole surveying profession should be proud of the Dade County Chapter's tremendous efforts to recover this monument and return it to the surveying community once again.

The Sikorsky heavy-lift helicopter made several passes by the site to burn off extra fuel, it then descended to the water, where the divers attached the rescue cable and slowly lifted. It hovered for a minute or two over the spot, making sure the monument would not come loose, and then even slower moved towards shore. The oblisk made small arcs as it was suspended below the helicopter until gently being set down on the beach.

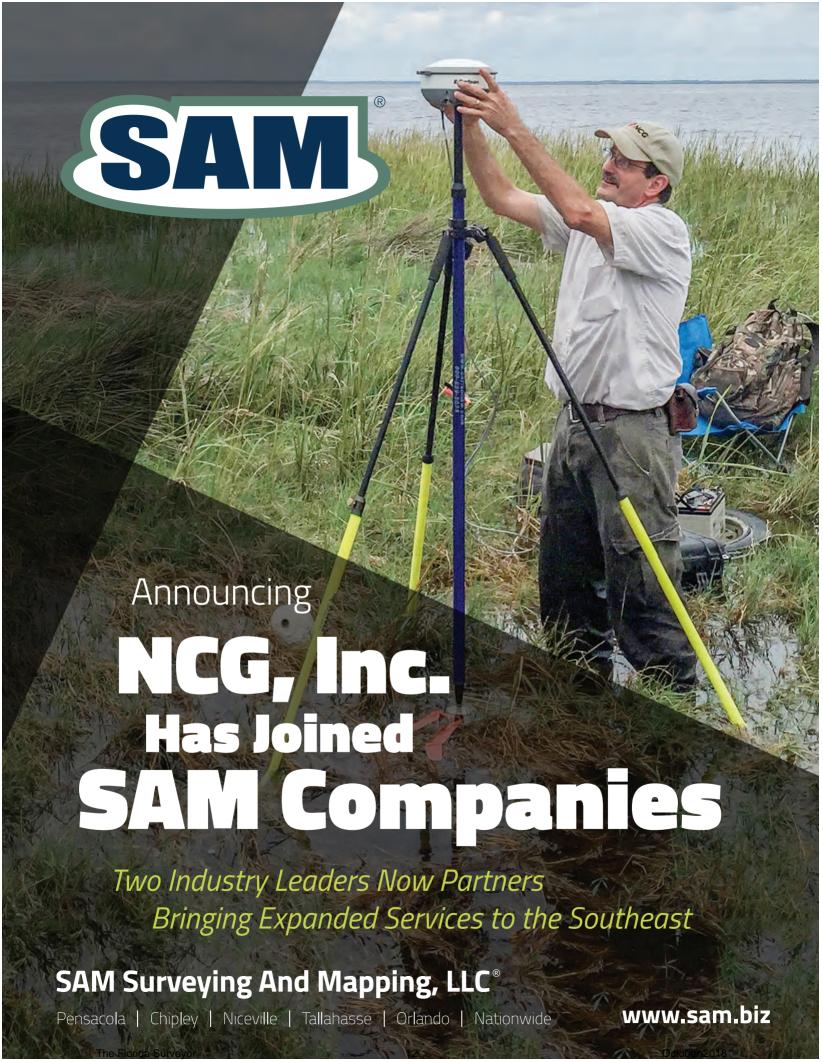
After the sandy beach area settled down, the strapes were removed and except for some recent barnacles that obscured some letters it looked as good as its sister to the north. From there it was an easy pickup by a FDOT truck and transported to the office of John Frosbutter, head of the Cape Florida State Park.

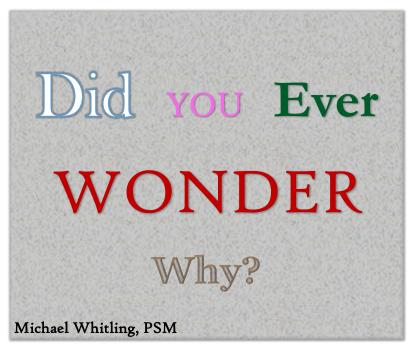
Although the site and the permit have been approved, beside the Cape Florida Lighthouse, the resetting of the monument as of this date has not been announced.

After the recovery and the divers came ashore to look at the monument out of the water, one of them was questioned by the press on how he felt about his work. He simply stated "All in a days work."

I believe the whole surveying profession should be proud of the Dade County Chapter's tremendous efforts to recover this monument and return it to the surveying community once again.

October 2018





Why Aluminum Foil Is Shiny on One Side?"

If you use aluminum foil, you have probably noticed that one side of the foil is shinier than the other. Maybe you see the shiny side as the "right" or "top" one and always have it facing up. Or, if you're often writing labels or cooking instructions on aluminum-foil-covered baking dishes, perhaps you prefer the duller side for that. Have you ever thought about why the two sides have different finishes, though? Luckily, Reynolds Wrap is letting us in on their little secret. As it turns out, the different appearances of each side of aluminum foil are simply a result of how it's manufactured. There's no coating or anything, and as Reynolds Wrap points out, the performance of the foil is the same on both sides. In the factory, the sheets of foil are produced using a process called milling, which heats and stretches the aluminum into the thin layers we buy in store. According to the Reynolds Kitchens website: "We mill two layers in contact with each other at the same time, because if we didn't, the foil would break during the milling process. Where the foil is in contact with another layer, that's the 'dull' side. The 'shiny' side is the side milled without being in contact with another sheet of metal."



Why is the group of stars called the "Milky Way?"

The Milky Way is a galaxy, a huge group of stars, gas, dust, and other matter held together in space by their mutual gravitational pull. The Milky Way is just one of billions of galaxies in the universe. The Romans called our galaxy the Milky Road because it reminded them of milk. The Greeks called it the Milky Circle. In fact, the word "galaxy" is from the Greek word for milk. When a person sees the Milky Way at night, they are seeing only about 0.0000025 percent of the galaxy's hundreds of billions of stars. The Milky Way galaxy is 100,000 light-years from edge to edge. If a rocket could travel at the speed of light, it would take 100,000 years to cross the galaxy. By comparison, light can go from Earth to the moon in just one second. If our solar system were the size of a U.S. quarter, the sun would be a microscopic piece of dust and the Milky Way would be about the size of the United States.



Why do jets sometimes leave a trail of smoke behind its path?

The trail of smoke, called "chemtrails," though more technically known as contrails, first appeared behind planes going all the way back to the earliest days of high altitude flight. Contrails, much like any other cloud, are mostly made up of water suspended in the air, hence the name contrail, which is derived from the two words "condensation" and "trail." They are created in two ways. One is as the plane passes through the air, it creates areas of low pressure. This sudden drop in pressure can cause the air temperature to drop below the dew point around certain parts of the plane. If this happens, water in the air may condense into little droplets. These droplets may even freeze if the air temperature is cold enough; but either way, the result will be a usually very short-lived streak of water vapor behind the plane. Second, the more commonly observed contrails streaming behind jets at high altitude are a byproduct of burning jet fuel in air that is extremely cold, though otherwise aren't really any different than the former contrails. As the jet fuel burns it mostly expels carbon dioxide and water.



Quick Facts:

⇒Jonathan, a Seychelles giant tortoise living on Saint Helena in the South Atlantic, is thought to be 183 years old.



- ⇒350 Slices of Pizza Sell Every Second in America. To keep up with demand, approximately 17 percent of all American restaurants are pizzerias.
- ⇒Inventor Richard James, a naval engineer, was trying to create a spring that could help stabilize equipment on boats in choppy waters. However, his spring's ability to move seemingly on its own proved more interesting, and became the prototype for the Slinky in 1943. More than 300 million Slinkys have been sold since it hit the market in 1945.
- ⇒In the 1800s, ketchup was sold as medicine and was even made into pill form to rid people of stomach ailments.



- ⇒Prolific horror writer Stephen King laughed death in the face when he purchased the van that hit and nearly killed him. "We've got the van, and I'm going to take a sledgehammer and beat it!" King announced to Maine's Bridgton News after shelling out \$1500 for the car.
- ⇒The white fur polar bears seem to sport is actually two layers of clear fur that appear white to the human eye. Underneath that coat, their skin is actually black.



⇒The doll Barbie's full name is Barbara Millicent Roberts. Ken's full name is Kenneth Carson.



- ⇒Lily Dale, a town an hour southwest of Buffalo, New York, has a population of just 275, virtually all of whom are psychics and other spiritualists
- ⇒A hobbit-like species of human lived about 18,000 years ago. About the size of a 3-year-old, they lived with pygmy elephants and 10-foot-long lizards.
- ⇒San Francisco is mostly water. The 232 square miles that make up this Bay Area city are 80 percent water, 20 percent land.



⇒This month over 50 million students will attend public elementary and secondary schools. An additional 5 million students are expected to attend private schools. And public school systems will employ over 3.1 million full-time-equivalent teachers to teach them. A study found that 33 percent of teachers leave within the first three years of beginning their careers and 46 percent leave within the first five. The numbers have been increasing since the late 1980s. The most common reason a person leaves teaching is the low salary. Researchers suggest a teacher should be compared to those of other high stress jobs, such as airtraffic controllers, firefighters, or pilots.

Send your thoughts to drmjw@aol.com

IN MEMORIAM

William E. McDaniel

April 1, 1954 - September 9, 2018



William "Bill" McDaniel, a resident of Lynn Haven, FL, died Sunday, September 9, 2018.

He is survived by one son, Corey McDaniel, of Panama City, FL; one sister, Sue Working, of Gulf Breeze, FL; and one brother, Don McDaniel, of Ft. Walton Beach, FL.

In lieu of flowers, please send donations to FSMS.





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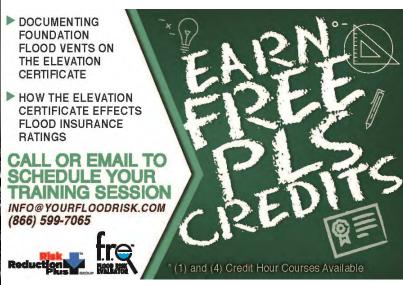
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Florida Surveying and Mapping Society

2018 eLearning Courses



Basics of Real Property Course #8360 (3 General CEC)

\$ 7000



Boundaries in Florida Course #8255 (6 SOP/L&R CEC)

\$ 12000



Contracts for the Professional Course #8412 (3 General CEC)

\$ 7000



Elevation Certificates and the Community Rating System Course #8256 (3 General CEC)

\$ 7000



Ethics for the Design Professional Course #8621 (6 General CEC)

\$ 12000



Florida Laws Course #7149 (6 SOP/L&R CEC)

\$ 12000



Professional Ethics and Professional Courtesy FULL Video Course #8363 (6 General CEC)

\$ 12000



Georgia Technical Standards for Property Surveys Course #8554 (6 General CEC)

\$ 12000



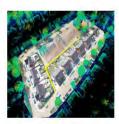
History of Surveying Course #7140 (6 General CEC)

\$ 12000



Identification of Native and Non-Native Trees in Florida Course #8132 (6 General CEC)

\$ 12000



Introduction to Photogrammetry Course #7968 (3 General CEC)

\$ 7000



Land Tenure and Cadastral Systems Course #8260 (6 General CEC)

\$ 12000



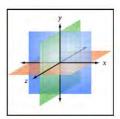
Map Projections and Plane Coordinate Systems Course #8261 (6 General CEC)

\$ 12000



Mean High Water Observations & Computations Course #8262 (6 General CEC)

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Practical Geometry for Surveyors Course #7141 (6 General CEC)

\$ 12000



Public Land Survey System Course #7147 (6 General CEC)

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Remote Sensing Applications to Surveying & Mapping Course #7148 (6 General CEC)

\$ 12000



Writing Boundary Descriptions Course #8362 (3 General CEC)

\$ 7000

The Florida Surveyor 17 October 2018



Correspondence Courses



Step 1: Choose Course(s)

5J-17 Standards of Practice (SOP), #6962, 6 SOP/L&R CEC
A History of the Prime Meridian Marker, #8403, 3 General CEC
Basics of Real Property, #8359, 3 General CEC
Boundaries in Florida, #7667, 6 SOP/L&R CEC
Chapter 177, Platting (Plat Law), #6970, 6 SOP/L&R CEC
Client Satisfaction Excellence for Surveying and Mapping Professionals, #7229, 6 General CEC (Only available by mail)
Contracts for the Professional, #8411, 3 General CEC
Critical Communication for Surveying & Mapping Professionals, #7228, 6 General CEC (Only available by mail)
Digital Signatures for Surveyors, #8491, 3 General CEC
Elevation Certificates and the Community Rating System, #8257, 3 General CEC
Ethics for the Design Professional, #8620, 6 General CEC
Florida Laws, #6966, 6 SOP/L&R CEC
Georgia Technical Standards for Property Surveys, #8553, 6 General CEC
Geographic Information Systems (GIS), #7107, 6 General CEC
History of Surveying, #7108, 6 General CEC
Identification of Native and Non-Native Trees in Florida, #7874, 6 General CEC
Introduction to Photogrammetry, #7887, 3 General CEC
Land Tenure and Cadastral Systems, #7829, 6 General CEC
Map Projections and Plane Coordinate Systems, #7669, 6 General CEC
Mean High Water Observations and Computations, #8220, 6 General CEC
Practical Geometry for Surveyors, #7109, 6 General CEC
Public Land Survey System, #6979, 6 General CEC
Remote Sensing Applications to Surveying & Mapping, #6972, 6 General CEC
Stress Management for Surveyors & Mappers: How to be Productive Under Pressure, #6902, 6 General CEC (Only available by mail)
Time Management for Surveyors & Mappers: How to be Productive & Exercise Time Mastery in A Hectic World, #6901, 6 General CEC (Only available by mail)
Writing Boundary Descriptions, #8361, 3 General CEC



Correspondence Courses Order Form

Step 2: Choose Member Type

FSMS Memb	er
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		Quantity		
\$115 Per Course	Χ		=	\$
\$58 Per Course	Χ		=	\$
\$125 Per Course	Х		=	\$
\$68 Per Course	Х		=	\$
TOTAL				\$
	\$58 Per Course \$125 Per Course \$68 Per Course	\$125 Per Course x \$68 Per Course x	\$115 Per Course x \$58 Per Course x \$125 Per Course x \$68 Per Course x	\$115 Per Course x = \$58 Per Course x = \$125 Per Course x = \$68 Per Course x = \$

Non-Member

<i>EMAILED</i>	Fee		Quantity			Amount
6 CEC	\$135 Per Course	Χ		=	\$_	
3 CEC	\$78 Per Course	Х		=	\$_	
MAILED						
6 CEC	\$145 Per Course	Χ		=	\$_	
3 CEC	\$88 Per Course	Х		=	\$_	
	TOTAL				\$_	

Non-Licensed in ANY State

EMAILED	Fee		Quantity			Amount
6 CEC	\$100 Per Course	Χ		=	\$_	
3 CEC	\$60 Per Course	Χ		=	\$_	
MAILED						
6 CEC	\$110 Per Course	Χ		=	\$_	
3 CEC	\$70 Per Course	Х		=	\$_	
	TOTAL				\$_	

Step 3: Payment Information

Name:	PSM#:	_ State:	_ FSMS Member: _	YES	_ NC
			Sustaining Firm: _	YES	_ NC
Address:					
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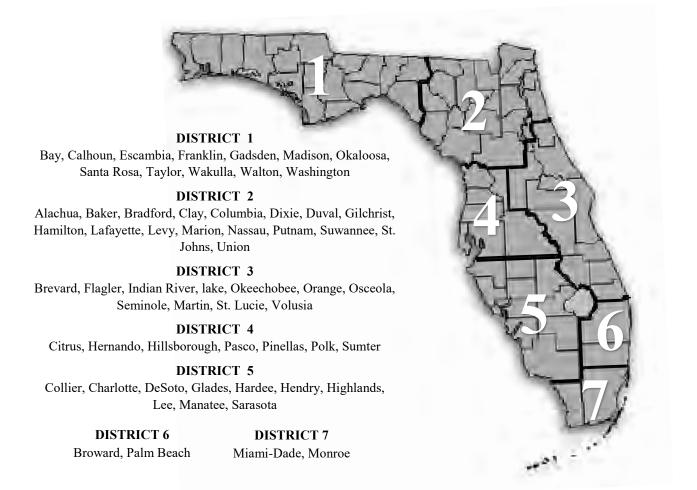
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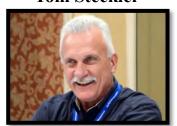
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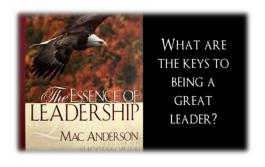


Regional Coordinator cathy@fsmsemail.org

Tom's Tip of the Month

The Essence of Leadership

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October 13, 2018

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