



# EnviroNotes

FET - Federation of Environmental Technologists Newsletter

*Educating and Developing Excellence in Environmental, Health & Safety Professionals*

## • • • President's Message



Normally I would be writing that Fall is in the air and how I love the crisp and bright mornings and perfect 40s to 60s temperatures, but boy Mother Nature has decided to throw us a curve ball. Seven inches of snow on Halloween is just wrong! And these recent and pending cold fronts resulting in temperatures below the 40s makes it feel like December, not November.

This is a great segue into the timely and informative Panel Discussion Session we had on Confronting Climate Change: Looking at the Future of Corporate Citizenship, Regulatory Oversight and Global Impact at the annual Fall Conference. The diverse panel speakers did an excellent job addressing climate change issues and how they impact businesses in Wisconsin. This panel discussion will be followed by an upcoming half-day FET Seminar by the Southcentral WI Chapter in Madison, entitled "*Business Resilience to Climate Change.*" The half day course is designed to further educate businesses on the projected impacts of climate change in Wisconsin and how businesses can be prepared and resilient to a changing climate. What a great opportunity for FET members to further their education and understanding of climate change impacts.

At the Annual Meeting of FET at the Conference, I spoke on our mission at FET which is to be the preferred organization for educating and developing excellence in Environmental, Health and Safety Professionals. I was impressed with the panelists, the keynote speakers and all the presenters at the annual FET Conference who gave of their time to educate us on new rules and regulations, priority issues in Wisconsin (including PFAS and lead in drinking water), and/or cutting edge and innovative approaches. Environment 2019 was definitely a forum for education and collaboration.

I would be remiss if I did not thank all those who made Environment 2019 a success, including the FET Conference Committee, the FET Board, and the FET Operating Committee as well as the effort that Julie Jansett and Barbara Hurula put in during the final weeks leading up to the conference. ***Congratulations Julie on 25 years with FET!*** I am also thankful for all the support provided by past and present FET Presidents and Chapter Officers who volunteer their time and talents to make the conference a success. I also want to thank all of you who have submitted your evaluation forms. The conference planning committee utilizes the feedback from these forms to assist with improving the conference. This feedback is especially important when we introduce a new facet to the conference, look for engaging speakers/topics and seek keynote speakers. Be assured your opinions and comments are valued and your opinion matters.

And finally, to all the FET members who attended, presented, or exhibited at the conference, I extend my thanks for your continued commitment; for without you, there would be no FET. If you did not have the opportunity to attend, present or exhibit in 2019, please consider attending or exhibiting in 2020.

Wishing all of you and your families a safe and wonderful Thanksgiving,

*Jeanne*

Jeanne Tarvin, PG, CPG, Ramboll US Corporation  
Phone: 262-901-0085, jtarvin@ramboll.com

FET Calendar of Events



FET's tagline, "Educating & Developing Excellence in Environmental, Health & Safety Professionals", reflects valuable resources FET offers to benefit your company and staff. Numerous educational and networking opportunities are offered during the year at a reasonable cost. Through seminars, free chapter meetings and our popular annual Conference, FET is an important resource to assist you in enhancing your environmental knowledge and learning.

Check out these upcoming Seminars, Chapter Meetings and Course offerings:

**December 2019**

**Thursday, December 5th - SEWI Chapter End of Year Water Updates – Groundwater, Storm Water, and PFAS**

**Half-Day Seminar:** Held at the Hilton Garden Inn, 11600 West Park Place, Milwaukee. Registration on page 11.

**Thursday, December 5th – Southeast WI Chapter Meeting at**

**12:00pm:** Immediately following the End of Year Water Updates Half-Day Seminar. Hilton Garden Inn, 11600 W Park Place, Milwaukee. Free to attend Chapter Meeting.

**January 2020**

**Thursday, January 9, 2020 - NEWI Chapter Annual RCRA**

**Refresher Seminar:** Liberty Hall, 800 Eisenhower Dr, Kimberly, WI. Registration and other details coming soon.

**State and Federal Annual Air Updates:** These programs will be held in the 3 locations around Wisconsin in January: **Kimberly, Wisconsin Dells and Southeast Wisconsin.** Stay tuned to your email, the FET website and upcoming EnviroNotes for details on location and dates.

Get Calendar Updates on the Web: [www.fetinc.org](http://www.fetinc.org)

*If the Registration deadline has passed for a particular Seminar or program, please contact the FET office to see if registrations are still being accepted.*



## Call for Papers at Environment 2020

Submit Your Paper for the 2020 FET Environment Conference

[Abstracts Due by February 7, 2019](#)

Papers are now being accepted on a variety of topics that have a broad interest across many disciplines and do not include sales-oriented materials. All Abstracts are peer-reviewed and you will be notified of the status of your submission.

Acceptance of an abstract is considered a commitment by the author to present the paper at the 2020 Conference to be held in October 2020.

**Abstract Submittal Information:** Abstracts should be no longer than 250 words; include your name, title, professional affiliations (i.e. CHMM, PE, etc.), company name, address, phone, fax and email address; submit your abstract by email to [info@fetinc.org](mailto:info@fetinc.org)

### An Invitation to Submit Regulatory Update Articles

*We invite submissions of articles on regulatory updates from our members for this newsletter.*

*Note that all articles will be peer reviewed before publication, and should be free of the author's opinion or editorial content except when instructive or useful to the topic at hand, and free of any solicitation or offer of services.*

**Submit your articles to: [info@fetinc.org](mailto:info@fetinc.org)**

## F E T Annual Meeting

### FET ANNUAL MEETING - Held October 22nd

FET held its Annual Meeting as part of the 2019 Conference on October 22, 2019 at The Ingleside Hotel in Pewaukee. The meeting was called to order by Jeanne Tarvin, President, who is serving her second year as President of FET. She welcomed the 21 members in attendance, acknowledging that 2019 is FET's 37th Year since its founding in 1982.

Ms. Tarvin outlined current activities of FET, including that we are embarking on the second year of our 3-year Strategic Plan. Our membership levels have been stable and we continue to present a valued conference, and other programming throughout the year. She recognized Conference Chair Tony Montemurro for his leadership, along with the Conference Committee, to put this year's annual Conference together for another successful event. New this year is a First-time Attendee Orientation, scheduled for Wednesday morning, October 23<sup>rd</sup>. She encouraged FET members to ask their peers and colleagues to join FET and participate in our programs and educational opportunities. Ms. Tarvin also recognized FET Staff members, Julie Jansett and Barbara Hurula.

FET Treasurer Tony Montemurro discussed the financial summary that was distributed at the meeting through June 30, 2019, the end of our most recent fiscal year. He noted that we are currently working with our Audit firm on a formal Financial Review, and the preliminary report shows net revenue of \$6,454 for the fiscal year. He explained the process, including filing of the IRS 990 Tax form for nonprofits that the FET Board is currently reviewing, along with other state reporting that is needed. Our Audit firm will make a formal presentation on the financials at the December 2019 Board meeting.

He noted that costs continue to rise at our seminars and conferences. We appreciate contributions to the FET Scholarship fund, and welcoming new people in the EHS field, and ask our members to continue spreading the word about the benefits of FET membership. He also complimented FET Staff members Julie Jansett and Barbara Hurula, noting that they are terrific assets and fine employees. He encouraged members to contact staff or him during the year as questions arise, and we will do our best to be of assistance.

Recognition Awards were given to the following Chapter Presidents whose terms ended in June 2019: **Jason Martin**, NE Chapter President 2017-2019, and **Troy Stucke**, WI CHMM Chapter President 2018-2019.

All were thanked and applauded for their service. Ms. Tarvin asked other members to consider serving FET through volunteering. The meeting was adjourned on a motion and second.

*Respectfully Submitted,* Barbara Hurula, FET Executive Director

## Upcoming FET Seminars, Webinars and Courses

**The SE WI Chapter is hosting a Half-Day Seminar on December 5, 2019 to discuss the End of Year Updates on Groundwater, Storm Water and PFAS.** This course is designed to provide attendees with a water-related regulatory update and overview of emerging water issues impacting Wisconsin, and to provide tools and strategies to persons dealing with groundwater sampling and storm water compliance. We will be discussing:

- Groundwater Sampling: Learn the strategies to provide a quality sample and how this can lead to cost savings measures.
- Regulatory Updates for Water Quality, Surface Water Quality, Phosphorus TMDL and Revisions to Wetland Mitigation Requirements.
- Stormwater: No Exposure Certification and Criteria. Learn more about WDNR's interpretation of the CWA and how it applies to light industrial facilities that may no longer be exempt under no exposure criteria.
- PFAS: The WDNR will provide a water quality update regarding PFAS Surface Water Quality and how this has affected their Fish Study.

Registration information can be found on page 11.



## We Say “Thank You” Once Again! — Here is a Final Listing of All Exhibitors at the 2019 FET Conference —



- Adler Tank Rentals
- AECOM
- ALS Environmental
- American Engineering Testing
- Anguil Environmental Systems, Inc
- Balestrieri Environmental & Development Inc
- Barton Solvents, Inc
- Brenntag - Great Lakes LLC
- Brownfield Environmental Engineering Resources LLC
- Burns & McDonnell Engineering Inc
- Clean Harbors/Safety-Kleen Systems
- Covanta Environmental Solutions
- Encamp
- Enviro-Safe Resource Recovery
- ERC Midwest/AMS Environmental/Elite Environmental
- Evoqua Water Technologies LLC
- GeoSearch
- Geosyntec Consultants
- GHD
- GPRS, LLC
- Great Lakes Power Vac
- Heritage Environmental Services
- Hydrite Chemical Company
- Institute of Hazardous Materials Mgt (IHMM)
- J. Carpenter Environmental LLC
- Logistics Recycling
- LW Allen
- Milwaukee Area Technical College (MATC)
- Morton Safety
- North Shore Environmental Construction
- Northern Lake Service Inc.
- OSHA
- OSI Environmental
- Pace Analytical Services, Inc.
- Pegex
- Pine Environmental
- Ramboll US Corporation
- SCS Engineers
- SET Environmental
- Symbiont Science, Engineering and Construction
- TestAmerica Inc
- Tetra Tech
- The Sigma Group
- Tradebe
- TRC Environmental Corp
- Trinity Consultants
- United Rentals Fluid Solutions
- US Ecology
- UW Whitewater
- Veolia North America
- Waste Management of Wisconsin Inc.
- Water Integrated Treatment Systems, LLC
- Watertech of America
- Wisconsin CHMM Chapter
- Wisconsin DNR
- WRR Environmental Services Inc.

## Member Spotlights - FET Newest Members: 2019 Scholarship Students

***This month's Member Spotlight features our newest student FET Members: The three 2019 Scholarship Recipients. They received a combined total of \$5,500 in FET Scholarships at the October Conference.***



***JULIA STEFFES is an Undergraduate student at UW-Oshkosh, with a major in Anthropology and Environmental Studies. She was awarded the 2019 Alan Haase Memorial Scholarship.***

***Excerpted comments from her application:*** It is my future goal to go beyond environmental consulting and ensure regulations are being met, but also work with existing and new businesses to make environmentalism a key component in their strategic plans. With my knowledge base and experience, I believe I am uniquely qualified to address positive environmental change at the corporate level while simultaneously growing production and addressing workforce development concerns. Throughout my career, I hope to not only work with businesses but with local organizations and nonprofit groups to expand their outreach through environmentally relevant grant applications and project proposals. There are always great innovators and scholars ready to take on the world, but lack the financial and practical means to implement their ideas. I hope to provide resources and financial opportunities to organizations and individuals that may lack the capacity to implement them through effective environmental consulting.



***LILY KOSS is an Undergraduate student at UW-Stevens Point, with a major in Hazardous Waste.***

***Excerpted comments from her application:*** My experiences with the Marathon County Solid Waste Department and UW- Stevens Point's Risk Management office have provided me with knowledge and appreciation of protecting human health and the environment. Without workers in these fields that I have had the pleasure of being a part of, harmful contaminants could escape into surface waters and soils affecting surrounding ecosystems and communities. Through my positions, my supervisors have educated me not only on how waste is currently managed to protect, but how waste handling systems can or may need to be improved in the future to ensure protection . . . Through my studies at UW- Stevens Point, I found myself particularly drawn to hazardous waste. The effects of mishandled or misused hazardous waste has resulted in many acres of land that are unable to be used or have ecosystems that are still recovering. I would like to continue building my knowledge on hazardous waste degradation and disposal to eventually work in site remediation. Working to make Superfund or Brownfield sites once again usable will allow for economic development of surrounding communities and prevent further spread of the waste through partitioning.



***JANA SURIANO is an Undergraduate student at UW-Stevens Point, with a major in Soil & Waste Resources, with Waste Management option.***

***Excerpted comments from her application:*** I have found that waste, the environment, and social responsibility have always been on my mind. While I have been in Stevens Point for only a year, this has been an awesome time learning about what had always been hiding in plain sight and missing from my education: what happens to our waste? I knew what happened when I lived on the farm, but what happens to the whole rest of the economy? Cities, towns, industries, businesses...and it varies by location. Who measures, regulates, and enforces what? It is complex and we admittedly have some areas for improvement. It is not yet clear to me where I will end up within the environmental field but I want to be a part of the emerging issues and new technology of managing our environmental impact by appropriately managing our wastes. This may take the form of a role in consulting, engineering or planning, permitting, government, or managing the operations of a facility or site. Naturally I tend to be a leader, and I believe I have the capacity for complex information and situations, so I hope to end up in a director-type role someday.

CHMM Corner



### Calling All CHMMs: Looking for Speakers for the Summer 2020 EHMM Course

We are again looking for speakers for the 3.5 day summer EHMM (Essentials of Hazardous Materials) Course. If you have spoken in the past, don't panic . . .we're planning to have you back. But people get busy, conflicts arise, etc. so we are continually looking to keep our pool current and fresh.

FET has been holding this course (in various formats) since 1989 and has successfully trained hundreds of professionals who are now CHMMs. The course will help prepare attendees for the CHMM (Certified Hazardous Material Manager) examination and is also a great way to learn about various EHS topics. We even have people take the course to refresh their EHS (Environmental, Health and Safety) knowledge base.

While we have yet to set the dates or choose a location, the course is typically held in the Milwaukee area in July for 3 and a half days. You would be welcome to attend the course on the day you speak. This is a great opportunity to gain CHMM points.

If you are interested in speaking, please contact Bob at UW Whitewater (262-472-5423), or e-mail him at [evangelr@uww.edu](mailto:evangelr@uww.edu). Oh and let him know what topic you might be interested in speaking on.



### By the Numbers



*Did you know?* We had 56 of Exhibit Booths plus two Outdoor Exhibits this year at our Conference. The ballroom and foyer were full – a great sight for attendees! This is the highest number we've had for many years. Thanks to all for exhibiting in 2019!



### CONGRATULATIONS JULIE!

*We honor and recognize JULIE JANSETT, FET's Executive Assistant for her 25 Years of loyal and exemplary service to the FET Organization, Board, Volunteers and Members. She was hired by FET Administrator Triese Haase in 1994. Julie has served with 26 different FET Presidents in her time here.*

*She was honored at the Welcome Dinner as part of the 2019 Conference last month. We appreciate this remarkable woman who incorporates the mission and spirit of FET in service to our members.*

*Thank You Julie!*



### Membership Minute

Once again, FET featured an **ONLINE JOB BOARD** as part of the 2019 Conference – this was the fourth year we've offered this service, and are grateful to the participants, and those who visited this site. The conference evaluations support us continuing offering the Job Board at future conferences.

## • • • Employment Opportunities

### Employment Desired

**Environmental Geologist:** Experienced geologist seeking positions in geology related fields, particularly as an environmental geologist. With experience as a geologist, a Bachelor's Degree in Geology and a Master's Degree in Environmental Science, this could be a good fit, bringing a different perspective in the job. I currently live in Milwaukee, but able to relocate.

Knowledge and experience in communicating observations and interpretations to make informative recommendations to clients. Extensive experience in mapping, soil and rock sampling and classification, core logging, creating maps and cross sections drafted by hand and digitized into AutoCAD and 3D software, drill planning and more.

My work also included environmental projects working with acid mine drainage, including pH testing of rock, soil and water, assisting with permeability and porosity tests, mapping in trenches to identify potential contamination in the soil and rock, and identifying potential acid generating rocks. Other projects included taking readings of pH and dissolved oxygen of water in collection ponds, mapping depth to bedrock using Tromino and GPS, and research of discharge water at a mine. I have also worked with and supervised contractors and other personnel, including training and mentoring new geologists, and am regularly described as thorough, organized, respected by others, and someone who can quickly gain cooperation. I am also eager to learn, gaining knowledge at each position, not only in the field but also through various training sessions and classes

Most importantly, everything we do in our job is done safely and responsibly. It is not just something we do to follow policies of the company but has become a culture and habit at work and at home.

Please contact David Egerton at 509-822-2025 [degerton@wsu.edu](mailto:degerton@wsu.edu)

### Looking for Environmental Project Sponsors for UW-Whitewater Students

We are looking for organizations to be **Environmental Project Sponsors for University of Wisconsin - Whitewater Students** who will be enrolled in Safety 420: Principles of Environmental Management. It is an undergraduate course taught in Fall and Spring semesters to approximately 40 juniors and/or seniors. Most students are studying Occupational Safety, Environmental Science, Business, Geography, etc.

One of the prime reasons we are looking for Project Sponsors for students is to meet the **desire to provide more hands-on environmental educational experience** and since the work is part of a class, **no monetary compensation is expected or desired**. We are not looking to replace any work that may be done by in-house staff, outside consultants, interns, etc. The project sponsorships will be for educational purposes. We are willing to define and address expectations, on-site safety requirements, etc. Project sponsors may be able to identify possible candidates for potential future internships.

If you are interested in being a project sponsor or would like to learn more, please contact Bob Evangelisti at UW Whitewater, [evangelr@uww.edu](mailto:evangelr@uww.edu); 262-472-5423.

## THUMBS UP



... To **JEFF RAMEY** of TRC for stepping up to run the September 26th FET Seminar in Eau Claire, after Western WI President Jill Schoen's was unable to do so.

*Jeff was scheduled to speak at the event, but he went above and beyond to Chair the seminar at the last minute. Thanks Jeff!*

*(We're happy to report that Jill is on the mend and we wish her well!)*



## Barbara's Buzz

*Barbara Hurula, FET Executive Director*

**ONE OF MY FAVORITE THINGS to do each year** is to personally sign the hundreds of Membership Letters with the updated user name and password for Member Access on the FET website. As I touch each page, I am grateful for all of you - some new and many others renewing, that reflect the true heartbeat of FET . . . OUR MEMBERS!

Speaking of the **Heartbeat of FET – I also extend my appreciation to JULIE JANSETT, Executive Assistant extraordinaire** who has been with FET for 25 Years! She wears many hats: receptionist, accounting, membership knowledge, data wrangler, being the face of FET at the Conference (especially in the Registration area), graphic designer, social media expert, long-term historian for FET. And for those who serve on the Conference Committee, she is our very own *Vanna White* to help us balance topics and presentation times when we finalize the Conference session schedule on the big wall graphic each May.

She makes it look easy – but it's not! I am impressed that with her long-time tenure, she continues to generate new ideas and new ways of doing things year after year. Join me in saluting Julie!

### Sweet Success for FET Scholarships & the Silent Auction

Thanks to a successful Silent Auction last year, a Golf Outing this summer, and other donations received during the past year, we were able to award **three academic scholarships** which were presented at the Conference to college students studying in the EHS field. This year, \$5,500 in Scholarships was awarded. We welcome these students as our newest FET members, and congratulate them on their academic success.

**We also raised another record total of \$2,000 at the 14th annual FET Silent Auction** held at the Conference on October 23rd. With 20 baskets/items to bid on this year, we extend our thanks to all of the bidders and to the businesses that donated items, along with the Scholarship Committee for their initiative in securing donations. Funds raised from this year's auction will be combined with other donations for Scholarships to be awarded in October 2020.



*FET Members  
Say it Best!*

**"I learned things about reporting that I did not know before . . . I have a better understanding of DNR/EPA reporting and how to better handle an OSHA audit."**

*- First time FET Conference attendee*



Are you regularly following FET on social media on Facebook and LinkedIn?

Take a moment to **Like Us** by clicking those buttons and keep up to date on FET news in the community.



<https://www.facebook.com/Federation-of-Environmental-Technologists-Inc-470962769623356/>  
<https://www.linkedin.com/company/fet---federation-of-environmental-technologists>

# Membership Updates

The following people recently joined or renewed their FET Membership. Welcome!

**Jodi Acheson**

Republic Services  
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**Shaun Buntjer**

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**Bailey Juedes**

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**Lily Koss**

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**Eric Lemke**

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**Jamie Nelis**

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**Jonathan Patlak**

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**Peter Polivka**

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**Jana Suriano**

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**Andy Kragness**

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**Mark Panian**

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**Heather Phelan**

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**Julia Steffes**

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**Peter Templeton**

ERIS  
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**Leaders in Environmental, Safety and Resource Recovery Services**

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 262-790-2500  
 info@enviro-safe.com | www.enviro-safe.com

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FET reserves the right to accept or reject any ad placements. Contact FET at [julie@fetinc.org](mailto:julie@fetinc.org) or 262-437-1700.

*Membership Updates continued from page 9*

**Brian Traub**

USG Interiors, LLC  
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**Kenneth Van Horn**

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**FET CHAPTER CONTACTS: 2019-2020**

**Northeast WI Chapter President**

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**South Central WI Chapter President**

**Emily Jones, Madison Metro Sewerage District**  
[emilyj@madsewer.org](mailto:emilyj@madsewer.org), 608-222-1201

**Southeast WI Chapter President**

**Mary Ellen Mortensen, North Shore Env Construction**  
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**Western WI Chapter President**

**Jill Schoen, Wisconsin DNR**  
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**WI CHMM Chapter President**

**Kristi Linsmeier, The Sigma Group**  
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**EnviroNotes**

**The Newsletter of the Federation of  
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*Barbara Hurula, Executive Director*



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# End-of-Year Water Updates Groundwater, Storm Water and PFAS

**FET Half-Day Seminar Sponsored by FET - Southeast WI Chapter**

**Thursday, December 5, 2019** • Hilton Garden Inn, 11600 West Park Place, Milwaukee, WI 53224; 414-359-9823  
Registration 7:45 AM • **Program 8:00 AM – 12:00 Noon** • Fee \$105 FET Member/\$130 Non-Member

**Seminar Co-Chairs:** Mary Ellen Mortensen, North Shore Environmental Construction and Jeff Ramey, TRC Companies

**Seminar Purpose:** This course is designed to provide attendees with a water-related regulatory update and overview of emerging water issues impacting Wisconsin, and to provide tools and strategies to persons dealing with groundwater sampling and storm water compliance.

- 8:00 – 8:15 AM      **Welcome and Introduction:** Mary Ellen Mortensen, North Shore Environmental Construction
- 8:15 – 9:00        **Strategies for Quality and Cost Savings Measures for Groundwater Sampling:** Chris Bonniwell, GHD
- 9:00 – 9:45        **Regulatory Updates: Water Quality, Surface Water Quality, Phosphorus TMDL, and Revisions to Wetland Mitigation Requirements:** Peter Tomasi, Foley & Lardner
- 9:45 – 10:00      Break
- 10:00 – 10:45     **WDNR’s Water Quality Department Update – PFAS Surface Water Quality and Fish Study Update:** Adrian Stocks, Wisconsin DNR
- 10:45 - 11:30     **Storm Water - No Exposure Certification and Criteria:** Jamie Lambert, Wisconsin DNR
- 11:30 – 12:00     **Wrap-Up and Discussion**
- 12:00 NOON        **SE Chapter Meeting** – All are Welcome (No charge to attend the Chapter Meeting)

DNR hours applied for;

Available Hours Include: 3.5 hrs of technical content may be eligible for ABIH CM points and PE hours; 3.5 CHMM hrs, 0.3 CEUs

## **Registration Form for FET Water Updates Half-Day Seminar – December 5, 2019**

**FEE: \$105 FET Member/\$130 Non-Member, includes Printed Materials & Refreshments**

Join FET Now and pay the Member Rate for this Seminar!

FET Member \_\_\_\_\_ Non-Member \_\_\_\_\_ Join Now \_\_\_\_\_

Name: \_\_\_\_\_ Company: \_\_\_\_\_

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**Reservations due by December 2, 2019. REGISTRATION OPTIONS:** Mail this form to FET, W175N11081 Stonewood Dr Ste 203, Germantown, WI 53022; go to [www.fetinc.org](http://www.fetinc.org) for online registration; fax this form to 262-437-1702; or call 262-437-1700 for personal assistance. \*IF PAYING BY CREDIT CARD, SUBMIT VIA MAIL/FAX/PHONE ONLY. Cancellations for refunds must be received by December 2, 2019. If you fail to attend and do not cancel, you are liable for the entire Registration fee. A substitute may be sent. Check payable to FET. Please call the FET office at 262-437-1700 or check the website at [www.fetinc.org](http://www.fetinc.org) in the rare event that the seminar will be canceled due to bad weather or other emergency.

**Federation of Environmental Technologists, Inc.**

W175N11081 Stonewood Dr #203

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[www.fetinc.org](http://www.fetinc.org)

**FET, Inc.**

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Excellence in Environmental  
Professionals**

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