

First/Second Quarter 2023

The Great Resignation and Its Impact on the Fire Service

Posted by Chief T. John Cunningham in Chief's Corner

When COVID-19 restrictions across the country began to lift, restaurants started preparing delicious meals, store shelves were being stocked again, and office lights were gradually being turned on. Despite the enthusiasm and optimism to return to a "new normal," a big problem began to emerge: people weren't coming back to work.

While scholars and economics are still debating the root causes of what has been termed the Great Resignation, most will agree that it is a multifaceted problem that is impacting just about every workplace sector. Employers are facing the daunting task of recruiting and retaining employees in a very competitive environment. Restaurants can't find cooks, stores can't find cashiers, and some employees are opting to stay home instead of returning to the typical office environment.

In many cases, employees are choosing to leave the stresses of their previous job in the rear-view mirror and choosing a path that fits the true spirit of a meaningful "work-life" balance. The fact that our national park systems are seeing historic visitor number is just one indication that peoples' (and their families) priorities have shifted. The service sector has probably taken the biggest hit.

Throughout the past several decades, recruitment and retention has been one of the most significant challenges facing the United States fire service. For communities that rely primarily on volunteer, on-call, or part-time emergency responders, leaders have long been sounding the alarm for some time. In Minnesota, where most of the state

relies on a volunteer or on-call firefighting workforce, chiefs struggle with recruiting new members and keeping the experienced ones they have.

Similarly, even large, career-staffed departments are reporting significant drops in the number of applicants taking civil-service exams. For those that make the top cut after intensive testing and interviews, leaders are seeing applicants drop out at the last minute to pursue other career opportunities altogether, leaving the opportunity of a career in the fire service behind.



Forced with immediate vacancies, departments are now turning to lateral hiring processes to bring onexperienced talent. While lateral hiring provides a quick fix to fill a hole in one

department, it leaves a hole in another. This is a reality that has magnified itself in law enforcement where experienced officers are leaving one department for another. Some metropolitan law enforcement agencies are seeing massive numbers of retirements, resignations, or lateral transfers out.

Our partners in EMS struggle to recruit and keep EMTs and paramedics; wages, benefits, and burnout have new and experienced medical professionals seeking alternative careers. Some agencies are offering thousands of dollars in hiring bonus incentives to attract talent.

As a core, essential public service, our communities rely on



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our ability to deliver aid in times of crisis. As it has always been, the most important and valuable asset to any fire department is its people. While we can – and should – continue to make investments into modern fire stations, safer equipment, and technology, we can't ignore the investment that we need to make into our people, including the systems that support them. The success of any modern-day fire departments relies on the collective training, education, and experience of the men and women that answer that call for help, and their ability to do so in a timely and efficient manner.

Public safety leaders and elected officials need to work in harmony to address the staffing challenges that face fire departments across the state. While these challenges are certainly not new to many of us, I fear that it will only further evolve into a crisis if we don't work collaboratively on finding creative and meaningful solutions. We can't afford to let the calls of those that need us to go unanswered.

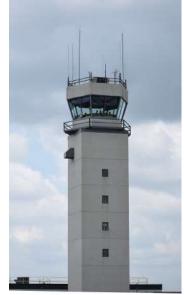
This article first appeared in the Winter 2022 issue of the Minnesota State Fire Chiefs Association magazine.

Tulsa International Airport Upgrades Crash Phone System

Submitted by Fire Chief Mark Stuckey via Tulsa International Airport website https://flytulsa.com/news/tulsa-international-airport-upgrades-crash-phone-system/

TULSA, Oklahoma – February 7, 2023 – Tulsa International Airport has upgraded their crash phone system, which in the case of an emergency, is the primary line of communication for mobilizing first responders. As part of the airport's ongoing commitment to safety and continuous improvement, the upgrade replaced an aging system, and also provides more clear service and new features. For airports that are FAA Part 139 certified, it is mandatory to have a crash phone system in place in the event of an aircraft accident, to alert Airport Rescue and Fire Fighting (ARFF) personnel.

"Safety is our top priority at Tulsa Int'l Airport, and this upgrade to our crash phone system is just one of the many steps we are taking to ensure that we are prepared for any emergency situation," said Paul Myers, Executive Vice President and Chief Operating Officer at Tulsa Int'l Airport. "We are confident the new system will provide the quickest response time and best communication possible in the event of an emergency."



How are crash phones used?

Crash phones are set up for multiple organizations in different areas on airport property: the Air Traffic Control Tower, Aircraft Rescue and Fire Fighting Station (ARFF), Airport Emergency Dispatch and Air National Guard all have crash phones in their work areas. When a crash phone is picked up off the hook, it instantly bridges the other phones connected in the system, with no dialing required. For example, when the Air Traffic Control Tower

picks up the crash phone during an emergency event, it immediately initiates an announcement to the airport's fire station, dispatch, and the Oklahoma Air National Guard fire station for response. This time-saving piece of equipment is critical, since Aircraft Rescue and Fire Fighters are required to respond to emergency scenes within three minutes.

Why was the upgrade needed?

While the old crash phone system was functioning, the phones were operating on an aging two-wire system. The new system provides better sound quality since it is an IP or network-based system. The new network-based system also allows the airport more flexibility to grow the system in the future if needed.

Other new features include automatic integration with the airport's radios and Everbridge, TUL's external emergency notification system, visual strobe lights, integration with our public address system, and the option for users to be able to replay announcements.

"KOVA Corporation is proud to be the chosen partner for Tulsa Int'l Airport's continued effort to improve their emergency preparedness," said CJ Silva, VP of Operations for KOVA Corporations. "Through coordinated design, we were able to provide a crash phone solution with KEANS to allow the instant alerting of critical information to all first responders visually and audibly as well as automate additional notification to all necessary airport personnel via TUL's existing Everbridge platform."

About KOVA Corporation: KOVA Corporation is the manufacturer of KEANS – the most complete Crash Phone solution available. KEANS'

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flexible architecture leverages existing infrastructure and communications to provide immediate notification on and off the airport grounds. For more info, please contact us at https://www.kovacorp.com or at sales@kovacorp.com.

From FOX 23
News: TUL firefighters told
FOX23 they've
waited a long
time for this new
system. It costs
around \$100,000,
and firefighters
said the equipment is vital.



"Time is of the essence when upgrading the system," said TUL Fire Chief Mark Stuckey. "It allows faster response time."

Stuckey added that the phone typically rings 10 to 12 times per month.

"Any type of emergency, it can be anything from medical emergency on an aircraft...to an indicator light for gear not coming down safely," he explained. "It can be an engine malfunction, hydraulic problem...there's all sorts of emergencies. Very rarely is it a fire on an aircraft because commercial jets nowadays are very safe."

Stuckey explained that TIA's old crash phone was a two wire system and much slower.

"If firefighters were working out in the station, they'd have to go to the phone, listen to it, receive the information, let other firefighters know what the information was so they know where to go in the airfield. And then they proceed," he said. "For this one, someone can answer it or they can be in the truck with radios going, and they can respond instantaneously to an emergency."

The new system is faster and lets all the emergency responders at the airport know what's going on at the same time, including Air Traffic Control, Aircraft Rescue, Airport Emergency Dispatch and the Air National Guard. It sends out a message to radios and also opens up the doors to the fire station.

At the airport, firefighters have to get to the scene within three minutes. Stuckey said the crash phone is vitally important and saves time when every second counts.

Annual Drivers Training at Mojave

Submitted by Fire Chief Sean Edwards

Photos of the Mojave team conducing their annual training evaluations. In the photo is firefighter/
Training Officer Ivan Montes refilling Crash 1 at Mojave Air & Space Port. FF Montes just completed the practical evaluation of his annual driver's training.





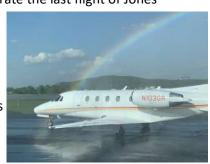
Additionally, newly hired FF Fritz Doron just completed his practical evaluation on Rescue 1. The team completed the didactic portion of the annual requirement yesterday, which consisted of a written exam and vehicle familiarization.

Wash Down at Lynchburg

Submitted by Captain Edwin Hall

April 21, 2023—To celebrate the last flight of Jones

"Jonesy" Stanley, Captain Edwin Hall did a wash down to salute as the plane taxied to the ramp. Jones Stanley was celebrating over 60 years as a pilot. His career started in the Navy during the Vietnam War



where he flew fighter jets off an aircraft carrier. He continued his Naval career for 30 years retiring as an Admiral. He then flew for American Airlines until a mandatory retirement at the age of 60. Over the next 20 plus years he flew

private charter flights.



Congratulations on a long successful career Jonesy!



Barone Inducted into HOF

Submitted by Regional Fire Chief Dave Holmes

Chief Ralph Barone was honored for his years of dedicated service and accomplishments in emergency services by the Military Firefighter Heritage Foundation. He is one of only four inductees to the Department of Defense (DoD) Fire and Emergency Service Hall of Fame for 2023. The ceremony was held on March 18th in San Angelo, TX home of the DOD Fire Training Academy.



Chief Barone started with Pro-Tec in May 2022 as our fire chief for the Mobile Airport Authority where he supervises ARFF services at two commercial airports and as an advi-



sor for a GA airport owned by the Authority. Chief Barone had a distinguished forty-year career as a DOD firefighter, both military and civilian prior to joining Pro-Tec. His last post was Fire Chief at Joint Base Andrews. In addition to his duties as the Base Fire Chief, he was "dual hatted" also

serving as the Major Command Fire Chief for Air Force District Washington. As stated in his hall fame nomination, "Chief has led some of the most complex and awardwinning emergency response agencies in the world. He has been an incident commander during complex land, sea, air, and space launch incidents that required seamless integration of local, state and federal agencies". Chief Barone brings all his experience and dedication to his new home in Mobile, AL with Pro-Tec Fire Services.

Military Firefighter Heritage Foundation 2023 Military Firefighter Heritage Foundation Department of Defense Fire Emergency Services Hall of Fame Chief Ralph Barone U.S. Air Force U.S. Air Force

OKC Emergency Landing

Submitted by Fire Chief John Davis

March 27, 2023—Click the picture to watch the video of an emergency landing at Will Rogers World Airport in Oklahoma City, Oklahoma. The aircraft attempted landing at a smaller airport in the metro area when it sustained damage to the landing gear. The landing attempt was aborted and the pilot made the decision to land at Will Rogers World Airport due to the availability of ARFF crews. The

Aircraft landed safely and without injury to any of the 4 people on board.



AZO Emergency Landing

Submitted by Fire Chief Paul Vosburg

April 12, 2023—At 12:45, the Crash Alarm was activated by Air Traffic Control Tower. Rescue 2 and Rescue 3 responded and was informed of an Alert 3 aircraft down on Runway 35 near Taxiway Golf. Rescue 2 and Rescue 3 responded via Taxiway Echo to the runway. Aircraft was facing North/East on Runway 35 with the pilot outside standing along side the aircraft. Rescue 2 positioned facing the front of the aircraft while Rescue 3 positioned facing the right side/rear of the aircraft. FF Scott exited Rescue 2 and determined the aircraft was shut down and there were no fluids noticed anywhere around the aircraft. FF Scott made contact with the pilot while Chief Vosburg completed a complete 360 of the aircraft. Pilot reported to FF Scott he was not injured but was "a little shaken up". Pilot stated while landing, he was so focused on the high winds that he forgot to put down the landing gear. Chief Vosburg cancelled all incoming mutual aid fire and had Life Ambulance continue respond so that the pilot could be examined. Pilot was allowed to gather belongings from the aircraft and was taken to the ARFF station by Deputy Vidro. No damage was observed to any field lighting or signage. Runway 35 remained closed to aircraft until clearance from the FAA to move the aircraft was obtained by Operations. After approval was obtained to remove the aircraft from the field, CFR 1 escorted McDonalds Towing onto the airfield. McDonalds towing was able to raise the aircraft high enough so that the landing gear could be put down. Duncan aviation responded with a tug and moved the aircraft to hanger 10-5. All units cleared the field.



EMPLOYEE *of the quarter

1st Quarter—2023

Submitted by Fire Chief Branden Sherwood

Firefighter Ivan Montes has displayed himself to Pro-Tec, Mojave Air and Space Port Fire Department, and Mojave Air and Space Port as a highly motivated and well deserving fireman. Ivan has shown his value to this department by taking on the role as the Training Officer. This new position has made Ivan a highly valued asset to this department and to the airport by developing our training, training records, response capabilities, and overall well being of this department. We have now been in contact with multiple large name industries like Virgin Galactic, Northrop Grumman, Scales Composites, and the International Test Pilot Center to coordinate very important building and aircraft familiarization. This is a huge undertaking by firefighter Ivan Montes because we have more than 50 different airframes ranging from small general aviation airframes to the largest airframe in the world, the StratoLaunch. Not only has Ivan become heavily encompassed into this new program, but during a difficult time with our department with a high turnaround and no definitive path to where the department was headed, firefighter Ivan stepped up and helped maintain and sustain the department's relations between the airport personnel and other local agencies. Due to this, the Airport has asked me to find a way of recognizing Ivan for his hard

work. Below is a letter written and signed by the Airport Director of Public Safety and Security, Chris Spandorf.



'On behalf of the Mojave Air and Space Port, I am writing to recommend Ivan Montes for the Pro-Tec Fire Services Award of Excellence. I have had the pleasure of working with Ivan Montes since his initial assignment to the contract at the Mojave Air and Space Port in September of 2022, and can say with confidence that he is one of the most capable individuals I have had the pleasure in knowing and working with.

In my time working with Ivan, I have been consistently impressed with his knowledge, personality, customer service skills, and willingness to teach. Ivan recently demonstrated his knowledge and ability to lead when he corrected errors within the department in very little time, with little to no guidance to maintain compliance with both State, Local, and Federal requirements.

In addition to his technical abilities, Ivan is an outstanding communicator and collaborator. Ivan has continued to prove a strong ability to work with others and to build and maintain effective relationships.

I wholeheartedly recommend Ivan Montes for this Award and believe that he will continue to not only be an asset to Pro-Tec Fire Services, but the Mojave Air and Space Port as well.'

-Chris Spandorf—Director of Public Safety and Security at Mojave Air and Space Port at Rutan Field, Mojave, CA.

Congratulations Ivan!

Wheel off Incident Submitted by Fire Chief Sean Edwards



Idaho Falls Regional Airport Safety and Security Manager, Grant Kendall, writes to Chief Edwards:

I wanted to compliment you and your team with the airplane incident on 6/21/2023, involving the missing wheel of a Cessna during its landing. Upon the airplane landing, your team's response was impressive and should be noteworthy. Clearly the family was visibly shaken up, but your team calmed their nerves and dealt with the matter with a high level of professionalism which represented Pro-Tec, first responders in general, and our airport very well.

Thank you for your team's excellent work.



Blown Tire at Salisbury

Submitted by Fire Chief Truston Davis

At 1706 hrs. Salisbury ARFF Station 10 was alerted by the Air Traffic Control Tower for an alert 3 response. A Delaware Air National Guard C130 had landed on Runway 23, and a rear tire had blown apart upon touchdown. The aircraft aborted the take off and exited the runway onto Taxiway B2 to investigate the incident. Captain Joe D'Intino arrived in ARFF1 and advised the aircraft crew that a



rear tire had been shredded and debris was on the runway. The aircraft crew shut down the engines and Capt. D'Intino utilized the on-board FLIR system to check for hot brakes and relayed findings to the aircraft crew. After Capt. D'Intino de-

clared the incident fire safe and incident under control, airport maintenance personnel assisted with clean up. The C130 crew secured the aircraft and returned a few days later to replace the tire and continue with flying operations.



4th Quarter—2022

Submitted by Fire Chief Ralph Barone

Due to some issues with the mail services, Brian O'Hear at Mobile Regional Airport did not receive his Employee of the 4th Quarter award in a timely manner and it was lost in the mail for 6 months. Once found and returned to sender (with water damage) we were able to expedite a new certificate and award to present to him.



Brian is a leader amongst his peers. Superb Fire Captain that protected 2 Index B airports. He was hand selected to act as Fire Chief for the month of April 2022 during the transition from Chief Nowlin to new Fire Chief Barone. He led 13 firefighters and 2 ARFF fire stations. As acting Fire Chief, he coordinated response efforts during an apparatus shortage due to mechanical failure on Foam 39. He never lost Index and facilitated a quick vehicle repair. He's an unrivaled Training Officer and managed the department's training program for 13 firefighters to include initial/ monthly refresher, tactics training and all levels of recertifications. He spearheaded training/certification for 2 new firefighter hires that included Airfield familiarization, ARFF driver-training, 40-hour ARFF certification and live fire training. He piloted a fire extinguisher inspection program for 2 airports, program consisted of 151 fire extinguishers and he had flawless inspection results receiving praise by Airport Operations lead. He voluntarily worked 191 hours overtime during staffing shortages to maintain Index. He held the Pro-Tec Fire banner high, quarterbacked an ARFF provided airfield inspection program, covered for staffing shortage in Airport's Operations and boosted Pro-Tec profile. He crafted new Alert checklist that is posted on all ARFF vehicles; ensured flawless responses. He was the Incident Commander on multiple Alert II in-flight emergencies; coordinated Mobile Fire Rescue response to the airport and ensured aircraft protection.

Congratulations Brian!

Salisbury Aircraft Incident

Submitted by Fire Chief Truston Davis

June 8, 2023—at 1738 hours, Captain Joe D'Intino responded in Salisbury ARFF 1 for an aircraft emergency along with the county and city mutual aid departments. Captain D'Intino arrived on scene with an aircraft nose gear col-



lapse. The pilot refused service EMS personnel. The airport maintenance secured and safely removed the airplane to the flight line parking area. ARFF 1 assisted maintenance personnel and escorted the aircraft off the active runway.





Dear Pro-Tec Fire Services,

I want to give a very favorable comment to one of your employees, Ellie Ott (Appleton Public Safety). This is what happened. Late night Tuesday, December 27, 2022, my wife and I returned to Appleton airport on an American flight from Charlotte, North Carolina.

While my wife waited for the baggage and the package including her phone and driver's license ID that she has mistakenly left in the Appleton airport a week earlier before we left to North Carolina, I went out in the parking lot to find our blue suburban that had been parked nearly a week earlier. I though that it was parked near the entrance to the airport because I had traveled a great distance to find a spot when we were leaving on our flight to North Carolina. Upon my return, I was looking for the car and not having any success. Ellie Ott was operating a vehicle with flashing lights, supervising the parking lot and asked me if I needed help. I explained my plight. It was cold. I didn't have a jacket, but I was wearing my wife's light jacket and probably looked like a man from Mars. I could not believe Ellie's patience in driving me up and down the lanes where I was positive I had left the car multiple times. Then she investigated further by asking me questions as to how I knew that was the location of the car, and I responded by saying that while I hadn't came in that way, I thought I was near about 50 yards from the exit of the parking up. Ellie quickly responded, well we weren't by the exit, we were by the entrance and she immediately drove to the are of the exit and found my car in 30 seconds.

Even then, her extraordinary service did not end. I think she concluded that an 86-year-old man who was some-

what confused about his geography and admittedly blind in one eye, might possible need more help. Unknown to me, she observed me exit the lot, find the baggage area, locate my wife, and put our baggage in the car, and even then she checked on us to make sure that we were okay. That's the most impressive, caring, and professional service I've experienced in years. I thought it was worth my effort to let her employer know how extraordinary her performance was on that cold evening.

I thanked her profusely and she waved it off like this was just another part of her job and she did it every day. I think you have an extraordinary employee who should be recognized.

Very truly yours,

George C.

January 30, 2023 Hello,

I hope this is the correct email to address this.

I wanted to share a great experience we had with one of your airport officers.

I flew in to Green Bay late this morning after visiting family in Florida. As I was pulling out onto the road to go home my car died.

I immediately called my husband and a tow truck, then began waiting as they were both over an hour away.

It was a very cold wait and I was so grateful when the officer came by to make sure that I was alright and had help on the way.

He was very kind and let me sit in his warm truck while I waited and continued to help once my husband and the tow truck arrived.

I really appreciated the chance to warm up and the assistance he offered. I didn't catch his name but he was driving truck #8. (Lt. David Walters)

He really helped to make a bad day a little bit better.

Could you please pass along our thanks?

Best,

Meghan S.





Landing Gear Malfunction at DSM

Submitted by Regional Fire Chief Dave Holmes via Deputy Chief Mary Ray Smith

July 8, 2023—Des Moines International Airport Fire Department (ARFF) as notified by the Des Moines Federal Aviation Administration (FAA) control tower (ATC) of an Alert II via the FAA primary crash phone. A 1977 Mooney M20J declared an inflight emergency advising the landing gear would not go down into the locked position. ARFF 3, ARFF 4, and Chief 6 emergently responded to their designated standby locations. The aircraft performed a flyover the runway and ATC and Chief 6 noted the landing gear

was not down.
Chief 6 upgraded
the response to
an Alert 3 and
advised airport
operations center to notify Des
Moines Fire Department
(DMFD) for mutual aid. Chief Bill



Nowlin was notified of the imminent alert 3 and responded to the airport. The aircraft then returned to land on runway 31. Chief 6 ordered ARFF 3 and Chief 6 to relocate to taxiway papa and delta and ARFF 4 to relocate to delta 4. Upon landing, the aircraft crashed with the wheels in the up position and skidded to a stop on runway 31 between papa and runway 5 on runway 31. Once the aircraft stopped moving, the pilot and occupant immediately selfegressed from the aircraft. There were zero hazardous conditions and no injuries. Chief 6 requested Des Moines Airport police to escort DMFD apparatus that were staged at airport gate 5. DMFD arrived on scene just after ARFF 4 operator had determined there were no hazards. DMFD was released from the scene. ARFF crews stayed at the incident site until Des Moines International Airport field maintenance crew were able to respond to the scene to assist in the removal of the mishap aircraft from the only operating runway on the airfield. The aircraft was lifted by a private tow truck and placed on a trailer and removed from the airfield. All ARFF crews returned to the fire station without injury or incident.

Lynchburg Annual 5K on the Runway

Submitted by Captain Edwin Hall

April 30, 2023— Lynchburg Regional Airport held it's 3rd Annual 5K race. The race is a fundraiser for the local United Way. Pro-Tec Fire Services partnered with the airport and

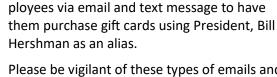


several other companies to make it a success.

Sunday morning started out rainy and cold but as the 311 runners lined up for the starting gun the clouds broke and the sun came out. Chief Heather Palm's husband Dan and her son Hudson competed in the race. Hudson placed 3rd in his age category. ARFF crews manned portions of the race course to assure the safety of all the runners.



Phishing and Scams





Please be vigilant of these types of emails and text messages, check email addresses and phone numbers to make sure they are legit, and ALWAYS call Bill BEFORE doing anything.

Scammers have been "attacking" Pro-Tec em-

As a reminder, under no circumstances will Bill EVER ask you to do something like this via email or text. In all likelihood, he will NEVER ask you to do something like this AT ALL! And if he should/would need you to do something like this, he will always call you directly asking. No one else in the company is authorized to ask you to do anything like this

Call Bill anytime, he always has his phone on him.



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SEPTEMBER

Shawn Bordeaux Appleton Gabrielyn Ott Appleton Lucas Young Ardmore Adam Harris Calgary Keith Kokoszka Carlsbad Kate DeSmidt Corporate Devin Christensen Idaho Falls Dru Gutke Idaho Falls Shawn Ralphs Idaho Falls Sean Edwards Idaho Falls Keith Hooker Kalamazoo James Atcuson King Randall Reynolds King Paul Schanz King James VanZant King Thomas Wiles King Terence Bridges Mobile Terry Merrell Mobile Ivan Montes Mojave Aaron Hasten Moss Point Timothy Mullennax OKC Micah Vaughn OKC William Blackwell San Antonio Ray Rodriguez San Antonio Zachery Schilling San Antonio Wade Beesley Stennis Charles Episcopo Jr Summit & Wicomico Robert Holmes Summit Matthew Sammon Summit



Kalamazoo Firefighter Troy Gray and Wife welcomed daughter Charlotte in June.



Rockford Firefighter Jeremy Glick and wife Natasha welcomed twin boys, Asher and Maverick in May.

A Special Thank you!

Submitted by Fire Chief Gary Wunch

May 5, 2023—Appleton Public Safety Officers received a special thank you from Airport Staff on International Firefighters Day.



Celebrating 10 years at OKC

Submitted by Fire Chief John Davis

Matt Moore at Will Rogers World Airport in Oklahoma City, Oklahoma celebrated 10 years with Pro-Tec Fire Services. Here he is being presented with his certificate and company coin by Fire Chief John Davis.

Congratulations Matt!



Passing the Test

Submitted by Fire Chief Paul Vosburg

Congratulations to Firefighter Troy Gray for passing his Airport Master Firefighter test.

Pictured Fire Chief Paul Vosburg and FF Troy Gray





BIRTHDAYS

JULY

Ronald Traynor Appleton Lucas Young Ardmore Dayton Mirmontazeri Idaho Falls Dylan Smith Idaho Falls Robert Scott Kalamazoo Paul Vosburg Kalamazoo William Clark King Amber Rhoten King Heather Palm Lynchburg Kevin Murray Manchester Jason Servatius Medford William Blackwell San Antonio Mark Palmer Stennis Brian Sellier Stennis Harry Neese Summit Zachary Litwin TrentonMercer Jusitn Kraft Saskatoon

AUGUST

Caleb Carroll Ardmore Eric Boti Calgary Colin Dyck Calgary Jordan Hamm Calgary William Graham Calgary David Mitchell Calgary Craig Passmore Calgary Benjamin Dison Des Moines Samuel Goecke Des Moines Chet Bruette Green Bay Sean Edwards Idaho Falls Paul Schanz King David Berardi Leonardo Mark Oswald Leonardo Brian Shepard Manchester Martin Conlon Manchester James Sylvain Manchester Vince Lockett Medford Eric Trygstad Medford Ralph Barone Mobile Eli Kimmon Mobile James Mahan Mobile John Davis OKC Alex Kokit OKC Andrew Humphrey OKC Gregory MacWilliam OKC Jacob Kunce Rockford

Ricky Platz Rockford Zachary Schilling San Antonio Joshua Bell Stennis Charles Episcopo Jr Summit & Wicomico Daniel Hastings Trenton-Mercer Marc Nezeh Trenton-Mercer Brad Hollenback Tulsa Branton Postier Tulsa Matthew Stover Tulsa

SEPTEMBER

Ethan Mohr Appleton Marlon Dewey Ardmore Keith Kokoszka Carlsbad Eric Marcinkowski Carlsbad Jarid Johnson Calgary Harold Jones Calgary Beth Chandonais Corporate Matthew Bunker Green Bay Benjamin Tess Green Bay Kegan Thomas Idaho Falls James Atcuson King James VanZant King Mark Bisceglie Leonardo Quran Frazier Leonardo David Brideau Manchester Matthew Cox Manchester Denny Clark OKC Melanie Colvin OKC Devin Reece OKC Tyler Whittington OKC Henry Arzola San Antonio Logan Crytzer San Antonio Jennifer Cowles Saskatoon Darwin LaRiviere Saskatoon Truston Davis Sumit & Wicomico John Williams Summit Christopher Johansson Trenton-Mercer Zachery Sodon Trenton-Mercer

ANNIVERSARIES

JULY

Alissa Firmston Calgary Kyle Wright Calgary Benjamin Holle Green Bay Bonnie Vanderlinden Green Bay Jason Craig Mobile

Martin Einhauser Mobile Joseph Johnson OKC Ely Sherman OKC Todd Vicsek OKC Leslie Woosley OKC Denny Clark OKC Matthew Hehn Rockford Cameron Wawczak Rockfrod Andrew Lee San Antonio Felix Villarreal San Antonio Nate Viernes San Antonio Darwin LaRiviere Saskatoon Bryce McGillis Saskatoon Jody Ruest Saskatoon Christopher Powell Summit

AUGUST

Ethan Mohr Appleton Justin Steer Ardmore Beth Chandonais Corporate Heidi McGill-Cahak Corporate Jeffrey Lueck Green Bay Justin Sheppard Lynchburg Christopher Beaudoin Manchester David Brideau Manchester Marc Chappell Manchester Martin Conlon Manchester Matthew Cox Manchester Richard Daughen Manchester Andrew Engwer Manchester Jason Fritz Manchester Ryan Glover Manchester Kevin Murray Manchester David Robidoux Manchester Jaffrey Sands Manchester Nicholas Santy Manchester Brian Shepard Manchester Charles Skidmore Manchester Paul Stevens Manchester James Sylvain Manchester James Carrier Manchester Vince Lockett Medford Patricia Thompson OKC Alex Turpin OKC Daniel Clark San Antonio Henry Arzola San Antonio

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