

SAPAA's 2011 Annual Conference and Training Institute



July 17-21, 2011
Sheraton Music City Hotel

**In Music City, Hear the Lyrics of Life
and Learn How Drugs Impact It.**

July 18, Monday, General Session & Exhibit Reception

July 19, Tuesday, General Session & Exhibits,

**July 20, Wednesday, ODAPC Up-date
& Training Institute Workshops**

July 21, Thursday, Training Institute Workshops



Conference Sponsors



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Dear Industry Leaders:

Join us in 'MUSIC CITY'.....our host city for the 2011 SAPAA ANNUAL CONFERENCE.

Nashville's history began more than 200 years ago, long before the first guitar picker moved into town. In 1779-80 the settlement of Fort Nashborough was named after a Revolutionary War hero General Francis Nash on the banks of the Cumberland River; later it became the Nashville we know and love. The Roaring Twenties opened up the doors to music and the first show for the Grand Ole Opry.

In the 1940's and early 50's the Opry moved downtown to the Ryman and also Music Row began to take shape. And now we know Nashville as the home of country and western music and a long music history of guitars, fiddles, banjos and lyrics telling the stories of the heart and of the people.

This will be a week to learn of DOT ODAPC News, the national Drug Enforcement activities for the last year, auditing protocols and new ideas for the success of your business. The latest and greatest products for review by industry vendors exhibiting during the Opening Reception, Monday, July 18, 2010, 4:00 PM - 7:00 PM, breakfast with the exhibitors Tuesday, July 19, 7:00 AM - 8:00 AM, and a break with the exhibitors 10:15 AM - 10:45 AM. You do not want to miss visiting each and every one to see what is new.

Please take time to review the General Session agenda for Monday, Tuesday, & Wednesday. We think you will find this agenda filled with topics you do not want to miss and take a look at all the new workshops the Training Institute is hosting.

Bring the family and make it a vacation time so that you can enjoy the lyrics the music has to offer, the words the conference experts and entrepreneurs will share and the sights and history the city has to display with its Southern hospitality and charm..... HEY Y'ALL..... WE'RE SURE YOU WILL ENJOY IT ALL.

SAPAA Board of Directors,

Josephine (Jo), Donna, Mary H., Linda, Allison, Thomas (Tommy), Ben, Bon, Penny, Joe, Jana, C.B. (Chip), Nancy, Colleen, and Mary B.

SAPAA is the Industry Association to go to for critical information and Industry best practices!

Jo Kenney, SVP Compliance, First Advantage

SAPAA 2011 TRAINING INSTITUTE COURSE AGENDA

July 20-21, 2011

Drug & Alcohol Awareness, Reasonable Suspicion Supervisor Train the Trainer:

Instructor- Mary Hines & Dennis Kerns

Wednesday, July 20, 2011: 1:00 PM - 5:00 PM

Students will be provided with all materials necessary to conduct the required DOT Supervisor Training. Students will be provided with CD, DVD, and written materials. Class up your training to a multi-media presentation with the materials provided by the SAPAA Training Institute. After completion of this course you will be able to certify your students through SAPAA, for a small fee, if you choose to do so.

Collection Personnel Training Course: For Instructors

Instructor- Elizabeth Emerson

Wednesday, July 20, 2011: 1:00 PM - 5:00 PM

All new DOT requirements for training and qualification will be included. The curriculum trains instructors in the proper DOT procedures for conducting urine specimen collections. Non-DOT specimen collection will also be reviewed. Students will pay special attention to unusual collection situations. Proper teaching techniques will be included. A certificate of completion and qualification is issued to each student who successfully completes the course. **Must** have prior collection experience.

Drug Testing and the ADA Amendments of 2008 (and California FEHA)

Instructor- Thomas (Tommy) Eden III, Esq.

Wednesday, July 20, 2011: 1:00 PM - 3:00 PM

This Course taught by an experienced drug and alcohol testing attorney, who also practices as a management labor attorney, will examine the new ADA amendments of 2008, together with the California FEHA, and their impact on regulated and non-regulated drug and alcohol testing. The course will offer practical risk reduction solutions to this most difficult area of the law and practice. A case study on how to properly conduct an interactive discussion under the ADA with an employee will be presented.

The Consultative Sales

Approach: **NEW**

Instructor- Bill Current

Wednesday, July 20, 2011: 1:00 PM - 3:00 PM

The most successful sales people are those who know how to ask the right questions, listen with an open mind, and think outside the box when it's necessary. This describes the classic "consultative sales" approach. Participants will learn how to identify prospective customers' true needs, how to match the right products and services to those needs, and close deals that might otherwise go to the competition. This workshop will also demonstrate how to apply clear return on investment models to various sales scenarios in order to help sign new clients and upsell services to existing clients.

Drug and Alcohol Program Audit Workshop

Instructor- Linda Richardson

Wednesday, July 20, 2011: 1:00 PM - 5:00 PM

Drug and Alcohol Program Audit Workshop.

This is a hands-on workshop, so come prepared to participate! (Two hands, eyeglasses etc) This class is for both In-house administrators and TPA's.

The class outline is as follows:

The Basics - What is involved in a program audit?

The GANG - Who from your group will be at the In-Brief and Out-Brief?

Be the perfect witness - Honesty is the best policy!

Be confident in what you know.

Each student will be able to return to their business and do a mock audit, proactively, to see how they are doing. Service agents will be able to help their clients with mock audits of programs to see where any weaknesses may be and correct prior to an official audit!

This is a 4 hour workshop.

Medical Marijuana and the Drug Free Workplace Workshop

Instructor- Thomas (Tommy) Eden III, Esq.

Wednesday, July 20, 2011: 3:00 PM - 5:00 PM

This Course taught by an experienced drug and alcohol testing attorney will survey the various medical marijuana laws and cases across the United States that impact workplace drug testing and offer practical solutions. There will be a discussion of the ADA and its impact on medical marijuana testing.

International DER Workshop

Instructor- Josephine Kenney, J.D.; Mary Brown-Ybos; Dr. Benjamin Gerson; Jeff Sims, Dennis Kerns, Per Bjorklov, Mary Hines, Gerald F. Crosby.

Wednesday, July 20, 2011: 1:00 PM - 5:00 PM

This workshop will cover three important areas of interest to a DER involved in the international arena.

- a. General Authority-
legal and regulatory authority to test for DERs.
- b. Hands on practical DER functions-
mainly collection and labs.
- c. Role of MRO-
from the perspective of what would the DER need to know.

SAPAA 2011 TRAINING INSTITUTE COURSE AGENDA

July 20-21, 2011 continued

DER Basic Course Workshop

Instructor-Thomas (Tommy) Eden, III, Esq.

Thursday, July 21, 2011: 8:00 AM - 10:00 AM

This course covers due diligence, new hiring procedures, adulteration/substitution, post-accident drug testing, MRO/DER interaction, positive drug alcohol test, reasonable suspicion testing. A must for all DERs.

Matching Technology to Your Business

Needs: **NEW**

Instructor-Dennis Kerns

Thursday, July 21, 2011: 10:00 AM - 12:00 PM

Review of all drug testing technologies currently available along with the potential risks associated to each technology. This session will give you information on which technology may best suit your business needs.

MRO & DER Interaction

**Instructor-Thomas (Tommy) Eden, III, Esq.
& Chip Thuss, M.D.**

Thursday, July 21, 2011: 1:00 PM - 3:00 PM

This is an advanced workshop designed to be attended by the MRO, MRO assistant and DER to jointly gain a thorough understanding of their respective responsibilities and choices under the new 49 CFR Part 40 DOT regulations (and state law when applicable), and jointly adopt protocols concerning the 10 most difficult drug testing scenarios, including:

- 1) Protocol to handle the shy bladder incident;
- 2) Protocol to handle the medical marijuana claim;
- 3) Protocol on the medical specialist referral request;
- 4) Protocols for direct observation collections involving differing levels of dilute specimens;
- 5) Protocols between the MRO and DER to locate a missing donor;
- 6) Protocols on formatting and transmitting drug test results to the DER and donor;
- 7) Protocols to respond to civil and criminal subpoenas;
- 8) Split Specimen protocols to be decided between the MRO and DER;
- 9) Coordinating MRO litigation/claims expert support;
- 10) Protocols when the MRO discovers a safety threat, but a negative test result.

This workshop will provide a copy of the updated Part 40 Made EZ CD Rom, suggested protocols, letters and notices and guidance from an experienced Drug Testing Attorney and Certified MRO on adoption of Protocols in each of the above scenarios.

How to Audit Your Collection Site:

Instructor- Linda Richardson

Thursday, July 21, 2011: 8:00 AM - 12:00 PM

There are a variety of ways to audit your collection sites ensuring compliance with Federal regulations. Some audits are performed in person, on paper and using undercover donors.

The collection site audit workshop will bring you up to date regarding available tools, and include a discussion of methods. Come prepared to participate in the discussions!

Hot topics will include:

Do you know where your collection site is located? Does it provide easy access?

Have you paid a personal visit to see if the facility meets DOT collection site requirements?

Have you properly checked the credentials of the collectors, BAT's/STT's?

Are there procedures in place to ensure only qualified personnel are used?

How does the site track error correction training?

What procedures do you follow to prevent subversion and fraud in the notification and testing process?

DFWP State Law Workshop:

Instructor-Josephine Kenney, J.D.

Thursday, July 21, 2011: 8:00 AM - 12:00 PM

This Workshop will review what you need to know about the legal and regulatory authority for Drug Free Workplace program administration. The following matters will be covered: 1) State Law Compliance Issues, 2) Specimen Type Methodology Considerations, 3) Specimen Type Policy Considerations, and the State Laws and Implementing regulations on Alternative specimens and Methodologies/Matrices.

Drug & Alcohol Industry Training Course (DAITC):

Instructor-Jeff Sims

Thursday, July 21, 2011: 8:00 AM - 12:00 PM

Regulated and non-Regulated Drug and Alcohol Testing including new DOT regs; History of Workplace Testing; Role of Medical Review Officers and SAPs, Laboratory Procedures, Drug Test Collections; Alcohol Testing, Emerging Technologies; DOT Modal Differences and other Administrations: FAA, FTA, FRA, FMCSA, RSPA, NRC DOD, DOE). **You will be required to complete the online DAITC course prior to attending this four hour classroom session. This is included in the price of the classroom course.**

May be used as an advanced general industry study course or as a review before taking the C-SAPA Exam

SAPAA 2011 TRAINING INSTITUTE COURSE AGENDA

July 20-21, 2011 continued

Hair Testing Workshop: ****NEW****

Instructor- Barry Sample, *Quest Diagnostics*,
- Mark Freemal, *Omega Laboratories*
- Paul Speidel (tentative), *Psychomedics*

Thursday, July 21, 2011: 8:00 AM - 12:00 PM

Learn the history of hair testing, technological advances, legal cases, understanding the markets for hair testing and why it is important to have hair testing in the job place.

Marketing Your In-house Program or TPA Services

Instructor-Dennis Kerns

Thursday, July 21, 2011: 1:00 PM - 5:00 PM

Whether you are running an in-house drug testing program or you are a service provider trying to sell your services you can learn marketing techniques that won't break the bank. **Learn what Guerrilla Marketing techniques are and how you can apply them to your situation.** Learn what others have done and what works and what doesn't work.

The DER***The Practical Approach

Instructor-Barbara Crews

Thursday, July 21, 2011: 1:00 PM - 5:00 PM

Combining DOT Rules and regulations with the Practical Approach and Application of being a DER--understanding and applying your role as a Designated Employer Representative (DER).

This course will be monitored by an experienced DER recently of a Major Inter-national Trucking Corporation with 45,000 drivers. Course will include (with handouts) the following:

*True Stories,*Video/DVD Review,*Collection Service Requirements, *Positives---Immediate Actions by DER, as well as Rehabilitation Needs,*Post Accident Testing Actions,*Direct Observation Testing Situations,*Drivers Fitness for Duty,*How the DER's job impacts the Company

A must for every DER to view the day to day life of a DER and how to deal with the unexpected.

Developing a Winning Business Based on Current Industry Trends ****NEW****

Instructor- Bill Current

Thursday, July 21, 2011: 3:00 AM - 5:00 PM

Using the findings from his 2011 industry survey, Bill Current will demonstrate how to build a successful business plan based on the latest trends. Participants will learn how to identify trends, how to understand what they mean now and in the future, and how to take full advantage of these trends to develop strategies that will increase revenues and maximize profits.

How to Beat the Cheaters ****NEW****

Instructor- Elizabeth Emerson, C-SAPA

Thursday, July 21, 2011: 8:00 AM - 12:00 PM

Vinegar. Lemon juice. Drain-cleaning products. At least one of these items is probably in your kitchen and any of them can be used to attempt to beat a drug test. Add to the list laundry detergent, baking soda, and ordinary salt. For over 20 years, people have been using a long list of very ordinary household items to confuse prospective employers and drug labs hoping to catch them in the act of using or abusing illegal drugs. An internet search of "How to beat a drug test" identifies 48 million hits.

Beating a drug test has become a major industry. Millions of dollars are spent each year on it. The good news is that there are many things collectors and labs can do to reduce and even prevent the cheating. So, how to catch the cheaters? This course identifies some of the most 'famous' cheating products but, at the same time gives tips to stop a cheater in their tracks. **Cheating On A Drug Test Successfully Is Getting Tougher...** Find out why?

From Collection to Results Management: "A Gold Standard for Point of Collection Testing" ****NEW****

Instructor-Joe Plaia & Bill Current

Thursday, July 21, 2011: 1:00 PM - 3:00 PM

Become an expert in the 10 essential components for a state-of-the-art on-site testing (point of collecting testing or POCT) program. Learn from two of the leading experts in drug testing. Joe Plaia has been successfully selling and marketing on-site urine and oral fluid drug testing for more than 20 years. Bill Current is the industry's leading expert in drug testing policy development. Participants will be instructed in each of the 10 critical components of a gold standard on-site testing program. They will learn when on-site testing best meets a company's needs, how to decide between urine and oral fluid, how to choose the right testing device, the importance of data management, the current status of state laws and how to modify a policy to convert to on-site testing. All participants who complete this two-hour workshop will receive a Certificate of Completion.

Top 10 Drug Testing Mistakes Employers Make and How to Avoid Them ****NEW****

Instructor-Thomas (Tommy) Eden, III, Esq.

Thursday, July 21, 2011: 3:00 PM - 5:00 PM

Fast paced interactive session taught by a Drug Testing Attorney that will explain the 10 most common mistakes in Drug Testing that cause claims and litigation; and simple steps you can take to avoid these litigation landmines.

SAPAA 2011 TRAINING INSTITUTE COURSE AGENDA

July 20-21, 2011 continued

Workplace Violence ****NEW****

Instructor-Linda Richardson

Thursday, July 21, 2011: 1:00 PM - 5:00 PM

This workshop will explore the five major components of an effective workplace violence program. These elements include:

- Management Commitment and Employee Involvement
- Worksite Analysis
- Hazard Prevention and Control
- Safety and Health Training
- Record Keeping and Program Evaluation

Learn how to identify risks, how to respond to incidents, assess employee and supervisor training and record and evaluate existing prevention programs. Each participant will be provided ample forms contained in the "Guidelines for Preventing Work Place Violence" manual which can be used to document incidents.

MRO Assistant Course ****Updated****

Instructor- Jeff Sims, C-SAPA

Thursday, July 21, 2011: 1:00 AM - 5:00 PM

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



SAPAA 2011 Conference General Session Agenda

Sunday, July 17, 2011, Meet & Greet

5:00 PM - 7:00 PM Meet & Greet-Light Refreshments

Monday, July 18, 2011

7:00AM - 8:00 AM Breakfast Provided

8:00AM - 8:15 AM Welcome, SAPAA President, Josephine Kenney, J.D.

8:15AM - 9:15 AM ODAPC Up-date, Patrice M. Kelly, Deputy Director, U.S. D.O.T., Office of Drug & Alcohol Policy & Compliance

9:15AM - 9:30AM Morning Break

9:30AM - 10:30 AM International Up-date, Josephine Kenney, J.D., *First Advantage*; Per Borklov, *Drugtestscandinavia*;
Dr. Benjamin Gerson, *University Services*; Gerald F. Crosby, *Quest Diagnostics*

10:30AM - 11:30 AM DEA Year in Review--Jungle Shipyard/Narco Submarine, Stan Jones, *Special Agent*

11:30AM - 1:00 PM Lunch, provided, SAPAA Membership Meeting & Board of Directors Elections

1:00PM - 1:45 PM The Good, Bad & Ugly of the SAP Process, Bob Bruner, *National Substance Abuse Professionals Network*

1:45PM - 2:45 PM SAMHSA's Drug Testing Advisory Board (DTAB)--Then, Now and Beyond, Dr. Donna R. Smith, *FirstLab*

2:45PM - 3:00 PM Break, Board of Directors Election Ballots Picked Up

3:00PM - 4:00 PM Plaudits for your Audits, George Ellis, *Verifications, Inc.*

4:00PM - 7:00PM Opening Reception with Exhibitors

Tuesday, July 19, 2011

7:00AM- 8:00AM Breakfast with Exhibitors

8:05AM- 8:10AM Welcome

8:10AM- 9:15AM Potpourri, Bath Salts--What's Next? Dr. Barry Sample, *Quest Diagnostics*, Don McNeil, *Medtox Laboratories*,
Cynthia Whiteman, *Norchem*

9:15AM- 10:15AM Laboratory and Collection Experiences with Sport Professionals, Collegiates, and Entertainers,
James M. Roberts, *Aegis Labs*; Mike Colello, *Aegis Labs*

10:15AM- 10:45AM Break with Exhibitors

10:45AM- 11:30 AM "Hair Testing Statistics in the Transportation Industry--A Motor Carrier's Perspective, Stephanie Bostedt,
Schneider National, Inc.

11:30AM - 1:00 PM Lunch provided, Introduction of new Board of Directors

1:15PM - 2:15PM Challenges in Collecting Multi-Matrix Specimens, Carolyn Gardner, *Texas Alcohol & Drug Testing Services*,
Jennifer Wagley, *Integrity Testing, LLC.*, Patricia G. McCoy, *Quick Trax, LLC*
Wendy Haugen, Moderator, *D.O.T. -D.O.T Compliance Training*

2:15PM - 2:30PM Break

2:30PM - 3:15PM 2011 Industry Survey, Bill Current, *WFC & Associates*

3:15 PM- 4:00 PM "Journey To Recovery"(What it was like, What Happened, And Today after 40 years), Bob Bruner, NASPN

4:45 PM- 7:00 PM Aegis Laboratory Tour--Pre-Registration required, transportation & light hors d'oeuvres provided. Pick up in
hotel lobby at 5:00 PM.

Wednesday, July 20, 2011

7:00 AM- 8:00AM Continental Breakfast

8:00AM- 10:00AM ODAPC - Part 40 Overview and What You Need to Know!, Patrice M. Kelly, Deputy Director, U.S. D.O.T.

10:00AM- 12:00PM Tentative-Interactive Briefings and Discussions with the Managers of the DOT Agencies and the U.S. Coast Guard

SAPAA 2011 ANNUAL CONFERENCE

July 17-21, 2011

While in Nashville

**Adventure Science Center
800 Fort Negley Blvd.
615-862-5160**

**Belle Meade Plantation
19th Century Mansion
5025 Harding Road
615-356-0501**

**Cheekwood Botanical Garden & Museum of Art
1200 5th Avenue, South
615-356-8000**

**Country Music Hall of Fame & Music
2225th Avenue, South
615-416-1000 or 800-852-6437**

**First Center For The Visual Arts
919 Broadway
615-244-3340**

**General Jackson Showboat
2812 Opryland Drive
615-458-3900**

**Grand Ole Opry and Museum
2802 Opryland Drive
615-871-6779 or 800-733-6779**

**The Hermitage
Historic Home of Andrew Jackson
4580 Rachel's Lane
615-889-2941**

**Nashville Zoo at Grassmere
3777 Nolensville Road
615-833-1534**

**The Parthenon
Full-scale reproduction of Greek Temple/Museum
West End and 25th Avenues in Centennial Park
615-862-8431**

**Tennessee State Capitol
Between 6th & 7th Aves on Charlotte Avenue
615-741-2692**

**Tennessee State Museum
505 Deaderick Street
615-741-2692 or 800-407-4324**

SHOPPING

**Green Hills Antique Mall
4108 Hillsboro Road
615-383-3893**

**Lower Broadway
Records and music collectibles
100-600 Broadway**

Opry Mills

**Factory outlets & specialty shops
433 Opry Mills Drive
615-514-1100**

**Don't forget to drive down BROADWAY to get a
taste of the honky-tonks made famous by local
musicians.**

SAPAA 2011 ANNUAL CONFERENCE

SAPACC EXAMS

SUBSTANCE ABUSE PROGRAM ADMINISTRATOR
(C-SAPA) CERTIFICATION EXAM & C-DAPA EXAM
WEDNESDAY, JULY 20, 2011
1:00 PM - 5:00 PM

- * For individuals seeking C-SAPA Substance Abuse Program Administrator Certification.
- * Certification is based on 4000-6000 hours of verifiable experience in drug and alcohol testing program administration, plus successful completion of the C-SAPA Certification Examination. (Attending the SAPAA Drug & Alcohol Industry Training Course is optional.)
- * Must complete a separate C-SAPA Candidate Application (available on line at www.sapacc.org) and fax to SAPACC.
- * Deadline for New C-SAPA Candidate Application is June 01, 2011.

ALL THOSE WISHING TO TAKE AN EXAM FOR
C-SAPA OR C-DAPA CERTIFICATION MUST CONTACT
SAPACC AT 1-866-538-4788

What is SAPACC?

SAPACC, the Substance Abuse Program Administrators' Certification Commission, is the national (U.S.) certifying body for substance abuse program administrators (SAPAs) who have chosen to be recognized as specialists with demonstrated proficiency in their field. It is a nonprofit corporation dedicated to enhancing the quality and level of professional knowledge and skills of individuals providing drug and alcohol testing and related services to the public. SAPACC established a national certification program for SAPAs and administers national examinations for SAPAs and Substance Abuse Professionals (SAPs).

Why certify?

The proper administration of substance abuse programs has become a complex task. It demands knowledge, ability and skills in areas where the need for formal training, education and knowledge has not previously been established.

The "consumer" for this service may have little or no understanding of the needs, yet must choose a "provider" who is truly knowledgeable. Certification by a recognized, reputable body thus becomes a major contributor to the consumer's ability to recognize an acceptable provider.

Organizations which hire or contract for the services of a SAPA have a standard of demonstrated capability if the individual is a holder of a C-SAPA certification.

Sheraton Music City Hotel

777 McGavock Pike
Nashville, TN 37214
615-885-2200

When calling to make your room reservation identify yourself as an attendee of SAPAA .

****All room reservations must be made
no later than ****June 20, 2011******

Guest Room Rates: Start at \$129.00, for 07/17 thru 07/21, 2011. Room rates are subject to applicable taxes.

Complimentary Internet Services for SAPAA Guests.

CEUs/PDHs

DER Basic Workshop	2 hrs
Drug Testing and the ADA Amendments of 2008 and California FEHA	2 hrs
Drug Free Workplace State Law Workshop	4 hrs
Drug & Alcohol Program Audit	4 hrs
MRO/DER Interaction	2 hrs
CPTC-Instructor	3.75 hrs
Marketing Your In-house Program or TPA Services	4 hrs
How to Audit Your Collection Site	4 hrs
DER---The Practical Approach	4 hrs
MRO Assistant	4 hrs
Drug & Alcohol Awareness, Reasonable Suspicion Supervisor Train the Trainer	4 hrs
Medical Marijuana and the Drug Free Workplace	2 hrs
The Consultative Sales Approach	2 hrs
International DER	4 hrs
DAITC	4 hrs
Hair Testing Workshop	4 hrs
A Gold Standard for POCT	4 hrs
Workplace Violence Workshop	4 hrs
Matching Technology to Your Business Need	2 hrs
10 Most Common Errors in Drug Testing	2 hrs
Developing a Winning Business Based on Current Industry Trends	2 hrs
How to Beat the Cheaters	4 hrs
General Session Presentations	13 hrs

SAPACC EXAMS FOR C-SAPA & C-DAPA CERTIFICATION

Wednesday, July 20, 2011

1:00 PM-5:00 PM

Go to www.sapacc.org or call 1-866-538-4788 to receive more information on qualification requirements and to make application. All applications must be received before June 01, 2011

Registration.....\$400.00

Learning Lab/Workshop Information

PRE-REGISTRATION

To pre-register, complete the enclosed registration form and return it with your check (made payable to SAPAA) or credit card information to SAPAA, 1014 Whispering Oak Drive, Bardstown, KY 40004 (800) 672-7229, (281) 664-3152 Fax, www.sapaa.com.

Labs/Workshops

Registration Desk Open at:

Sunday, July 17.....10:00 AM - 5:00 PM
Monday, July 18 7:00 AM - 2:00 PM
Tuesday, July 19.....7:30 AM - 3:00 PM

Meeting Attire

The attire for the conference is business casual.

Questions

If you have questions, please contact SAPAA, 1014 Whispering Oak Drive, Bardstown, KY, 40004 (800) 672-7229. (281) 664-3152 Fax, www.sapaa.com.

SAPAA 2011 Annual Conference & Training Institute

Please use a separate page for each registrant

Attendee Full Name _____ First Conference [] yes [] no
 Company _____
 Address _____
 City _____ State _____ Zip _____
 Phone _____ Fax _____ E-Mail _____

Note: If you wish "C-SAPA" on your badge please print next to your name above.
 First Name as Preferred on badge _____

Training Institute	Mbr Fee	Non-Mbr Fee	Your Payment
<u>Wednesday, July 20, 2011: 1:00 PM - 3:00PM</u>			
<input type="checkbox"/> Drug Testing and the ADA Amendments of 2008.....	\$145	\$245.....	\$ _____
<input type="checkbox"/> The Consultative Sales Approach.....	\$145	\$245.....	\$ _____
<u>Wednesday, July 20, 2011: 3:00 PM - 5:00 PM</u>			
<input type="checkbox"/> Medical Marijuana and a DFWP.....	\$145	\$245.....	\$ _____
<u>Wednesday, July 20, 2011: 1:00 PM - 5:00 PM</u>			
<input type="checkbox"/> Drug and Alcohol Program Audit.....	\$295	\$395.....	\$ _____
<input type="checkbox"/> Drug and Alcohol Awareness, Reasonable Suspicion Supervisor Train the Trainer.....	\$495	\$895.....	\$ _____
<input type="checkbox"/> Collection Personnel Training Course for Instructors.....	\$295	\$395.....	\$ _____
<input type="checkbox"/> International DER	\$295	\$395.....	\$ _____
<u>Thursday, July 21, 2011: 8:00 AM - 10:00 AM</u>			
<input type="checkbox"/> DER Basic.....	\$145	\$245.....	\$ _____
<u>Thursday, July 21, 2011: 10:00 AM - 12:00 PM</u>			
<input type="checkbox"/> Matching Technology to Your Business Needs.....	\$145	\$245.....	\$ _____
<u>Thursday, October 21, 2010: 8:00 AM - 12:00 PM</u>			
<input type="checkbox"/> DFWP State Law Workshop.....	\$295	\$395.....	\$ _____
<input type="checkbox"/> Drug & Alcohol Industry Training Course.....	\$295	\$395.....	\$ _____
<input type="checkbox"/> Hair Testing Workshop.....	\$295	\$395.....	\$ _____
<input type="checkbox"/> How to Beat the Cheaters.....	\$295	\$395.....	\$ _____
<input type="checkbox"/> How to Audit Your Collection Site.....	\$295	\$395.....	\$ _____
<u>Thursday, July 21, 2011: 1:00 PM - 3:00 PM</u>			
<input type="checkbox"/> MRO/DER Interaction	\$145	\$245.....	\$ _____
<input type="checkbox"/> From Collection to Results Management: "A Gold Standard for Point of Collection Testing".....	\$145	\$245.....	\$ _____
<u>Thursday, July 21, 2011: 3:00 PM - 5:00 PM</u>			
<input type="checkbox"/> Top 10 Drug Testing Mistakes Employers Make and How to Avoid Them.....	\$145	\$245.....	\$ _____
<input type="checkbox"/> Developing a Winning Business Based on Current Industry Trends.....	\$145	\$245.....	\$ _____
<u>Thursday, July 21, 2011: 1:00 PM - 5:00 PM</u>			
<input type="checkbox"/> Marketing Your In-house Program or TPA Services (guerrilla marketing tactics).....	\$295	\$395.....	\$ _____
<input type="checkbox"/> Workplace Violence Workshop.....	\$295	\$395.....	\$ _____
<input type="checkbox"/> MRO Assistant Course.....	\$295	\$395.....	\$ _____
<input type="checkbox"/> The DER--A Practical Approach.....	\$295	\$395.....	\$ _____
<input checked="" type="checkbox"/> Yes, I will attend the Aegis Laboratory Tour, Transportation provided, TUESDAY, 5:00PM - 7:00 PM.....		\$ no charge	_____ 0 _____
<u>Conference Early Bird Registration before June 18, 2011</u>			
<input type="checkbox"/> SAPAA Member		\$495	\$ _____
<input type="checkbox"/> SAPAA Member--Second attendee from the same company.		\$395	\$ _____
<input type="checkbox"/> Non-Member		\$595	\$ _____
<input type="checkbox"/> Non-Member--Second Attendee from the same company.		\$495	\$ _____
<u>Conference --Regular Registration (postmarked after June 30, 2011)</u>			
<input type="checkbox"/> SAPAA Member		\$550	\$ _____
<input type="checkbox"/> SAPAA Member--Second attendee from the same company		\$495	\$ _____
<input type="checkbox"/> Non-Member		\$675	\$ _____
<input type="checkbox"/> Non-Member--Second Attendee from the same company.....		\$575	\$ _____
<input type="checkbox"/> Non-Industry Spouse or Guest		\$125	\$ _____

Payment Information

*To pay by check, payable to SAPAA, mail your payment and registration form to: SAPAA 1014 Whispering Oak Drive, Bardstown, KY 40004.
 * If paying by credit card, you may fax this form to: (281) 664-3152. You will receive written confirmation of your registration upon receipt.

By Check (payable to SAPAA) # _____ Check Amount _____ [] Company Check [] Personal Check

By Credit Card [] VISA [] MasterCard [] American Express

PRINT CLEARLY PLEASE

Card Number _____ Exp. Date _____

Name as it appears on the card _____

Signature _____

Cancellation Policy

If written notification of cancellation is postmarked by June 18, 2011 a full refund less a \$50.00 administrative fee will be given. No refunds will be given after June 18, 2011. If you are unable to attend and your company wishes to transfer your registration to another individual, written notification is required. Please forward registration forms to: SAPAA 1014 Whispering Oak Drive, Bardstown, KY 40004, 800-672-7229 Fax: **281-664-3152**. Attendees may receive either continuing education hours or professional development hours based on the individual's professional affiliation.

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