

SAPAA's 2009 Annual Conference and Training Institute



Austin State Capital

DoubleTree Hotel, 6505 Interstate Highway-35, North
September 14 & 15, 2009, SAPAA Training Institute Learning Labs & Workshops
September 15, 2009, Golf Tournament, Forest Creek Golf Course
September 15, Tuesday, 6:00 pm - 10:00 pm **Opening Reception with Exhibitors**
September 16, Wednesday, Exhibitors and General Session
Wednesday Night Cowboy & Cowgirl Costume Contest and Line Dance Contest
September 17, Thursday, General Session

Conference Sponsors



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From the SAPAA Board of Directors

Dear Industry Leaders:

SAPAA is pleased to host your 2009 Annual Conference at the DoubleTree Hotel in beautiful Austin, Texas.

Austin is the happening place. Great dining at the Mesa Ranch, Cattle Company Steakhouse, Fino's and many others. Just some of the attractions to see are the Lyndon Baines Johnson Library & Museum, Madison Log Cabin, Texas Memorial Museum, Zilker Botanical Gardens, and the Old Bakery & Emporium.

If you enjoy Golf, SAPAA is hosting a Golf Tournament at the challenging Forest Green Golf Club, named "Best Public Golf Course in Central Texas" by Golf Digest.

Outdoor recreation includes Lone Star Riverboat Tours, Barton Springs and more. Let's not forget those Texas size malls, Barton Creek Square, Central Market and Prime Outlets in San Marcos.

SAPAA will have the latest and greatest products for review by industry vendors exhibiting during the Opening Reception, Tuesday, September 15, 6:00 pm -10:00 pm and Wednesday, 10:30 am - 12:00 pm. You do not want to miss visiting each and every one to see what is new.

Be sure to wear your best western wear for the line dance lesson and costume contest on Wednesday night.

Please take time to review the General Session agenda for Wednesday and Thursday. We think you will find this agenda filled with topics you do not want to miss.

Austin, Texas is a great place for a conference and to take a few extra days for some fun. We hope that you will do so and go home with a tan and valuable information.

Best to all and hope to see you soon,

Best regards,

SAPAA Board of Directors

Jeff, Dennis, Julie, Bob, Barb, Don, Ian, Allison, Tommy, Chip, Ben, Mary H., Mary B., Stephen, Donna, and Josephine (Jo).

" Why SAPAA? The world of Drug and Alcohol Testing is ever changing. Those involved in providing services to employers must stay on top of these changes or risk the liability of their mistakes.

SAPAA helps all involved stay on top. SAPAA is a must - it's your Profit Protector."

___ W.J. Judge
LawsInHand Information Service

2009 Annual Conference Training Institute Agenda

Monday, September 14, 2009

7:00 AM - 7:50 AM **Registration**

8:00 AM - 12:00 PM **DAITC (C-SAPA) Note: work will be given to complete prior to attending this class.**

8:00 AM - 12:00 PM **Drug Testing 101**

8:00 AM - 12:00 PM **MRO Assistant Course**

8:00 PM - 12:00 PM **DOT Supervisory Train the Trainer**

1:00 PM - 5:00 PM **Drug & Alcohol Program Audit Workshop**

1:00 PM - 5:00 PM **Walk The Talk Workshop**

1:00 PM - 5:00 PM **Program Basics for In-house Managers**

Tuesday, September 15, 2009

7:30 AM - 5:30 PM **Registration**

8:00 AM - 12:00PM **Collection Personnel Training Course-Instructors**

8:00 AM - 12:00 PM **International Drug Testing World Overview**

8:00 AM - 12:00 PM **Preparing and Responding to RFP's**

8:00 AM - 12:00 PM **Program Basics for In-house Managers**

1:00 PM - 5:00 PM **Drug & Alcohol Program Audit Workshop**

1:00 PM - 5:00 PM **MRO/DER Interaction Workshop**

1:00 PM - 5:00 PM **MRO Assistant Course**

1:00 PM - 5:00 PM **Collection Site Audit Workshop**

2:00 PM - 6:00 PM **C-SAPA EXAMs**

6:00 PM - 9:00 PM Opening Reception and Exhibitors

2009 Annual Conference General Session Agenda

Wednesday, September 16, 2009

7:00 AM - 12:00 PM **Registration**

7:00 AM - 7:45 AM **Breakfast-Provided**

8:15 AM - 8:20 AM **Conference Committee Chair, Introduction**, Mary Lynn Brown-Ybos, C-SAPA, *Director-Compliance/QA*, DISA, Inc.

8:20 AM - 8:30 AM **Welcome**: Robert Bruner, CEAP, C-SI, SAPAA President, *CEO, National SAP Network*

8:30 AM - 8:45 AM **SAPACC/New Certifications**

8:45 AM - 9:15 AM **2009 Industry Survey on Drug Testing**, William F. Current, *President, WFC & Associates*

9:15 AM - 9:35 AM **European Up-date**, Anya Pierce, Ph.D., *Consultant, PPM Consultants*

9:35 AM - 10:30 AM **Legal Challenges: Are You Prepared?** Diana Bauske, *CEO, Chem Chek, Inc.*,
Dennis Kerns, C-SAPA, C-SI, *Manager of Business Development, CANNAMM Occupational
Testing Services*, Wendy Haugen, *Owner, D.O.T. - D.O.T. Compliance Training*

10:30 AM - 12:00 AM **Exhibit Hall**

12:00 PM - 1:15 PM **Lunch Provided & SAPAA Membership Meeting**

1:15 PM - 2:00 PM **Non DOT vs DOT Testing Requirements**, Patrice M. Kelly, *Deputy Director, U.S. D.O.T.,
Office of Drug & Alcohol Policy & Compliance*, Donna Smith, Ph.D., *Regulatory Affairs and Program
Development Officer, FirstLab*

2:00 PM - 3:00 PM **Substance Abuse, Border to Border**, Dr. Jane Maxwell, *Senior Research Scientist in the Addiction Research
Institute at the University of Texas at Austin*

3:00 PM - 3:15 PM **Break**

3:15 PM - 4:00 PM **Legal Up-dates/GOOD COP - BAD COP**, Thomas (Tommy) Eden, III, *Attorney,
Partner Capell & Howard, P.C.*, & William J. Judge, Esq.

4:00 PM - 4:45 PM **Analysis of 2006-2007 Urine Drug Testing Results from a Medical Review Officer Data Source, &
A Five Year Analysis of Oral Fluid Drug Testing Results from a Medical Review Officer (MRO)
Data Source, 2003-2007**, Donna Bush, Ph.D., D-ABFT, *Division of Workplace Programs,
Center for Substance Abuse Prevention, SAMHSA*

4:45 PM - 5:15 PM **Alternative Testing Matrix**, Christine Moore Ph.D., DABCC, CChem. FRSC, *Vice President Toxicology
Research and Development for Immunalysis Corporation*

6:15 PM - 10:00 PM Cowboy/Cowgirl Costume Contest and Line Dance Contest-Must wear name badges.

First day Conference Closing, Mary Hines, SAPAA President

2009 Annual Conference

General Session Agenda Continued

Thursday, September 17, 2009

7:00AM - 7:45 AM **Breakfast Provided**

8:00AM - 10:00 AM **DOT - Best Practices**, Betty Emerson, C-SAPA, C-SI, *Emerson Consulting*, Moderator
USCG, Robert Schoening; FRA, Drug & Alcohol Program Manager, Lamar Allen;
FTA Drug & Alcohol Program Manager, Jerry Powers; FMCSA, Jim Keenan

10:00AM - 10:15AM **Break**

10:15AM - 11:45 AM **From the DER's Perspective**, Julie Daugherty, C-SAPA, C-SI, *Continental Airlines, FAA and Moderator*;;
Barbara Crews, *YRC Worldwide, Inc., Yellow & Roadway, FMCSA*;
Penny Lyons, Sr. Manager Drug and Alcohol Testing, *Union Pacific Railroad, FRA*;
Margaret Saget, CEAP, SAP, *SF Bay Area Rapid Transit District, FTA*

11:45AM - 1:15 PM **Networking Lunch Provided**

1:15AM - 2:45 PM **TPA Panel-Working Together for the Good of the Client**, Jana Ghigo, *ADTS*, Moderator;
Matthew Fagnani, President, *WorkSafe, Inc.*;
C.B. Thuss, Jr., M.D., CMRO, *The Occupational Health Center*;
Josephine Kenney, J.D., Senior Vice President of Compliance, *First Advantage*; Colin Woods, *DISA, Inc.*

2:45PM - 3:00PM **Break**

3:00PM - 3:45PM **SAPAA Jeopardy**- Todd Shoulberg, *Senior Director of Sales, ClearStar.net*, Contestants (chosen at random)
*in a Jeopardy style game show with questions relating to SAPAA and the drug screening industry. Hundreds
of dollars worth of cash and prizes.*

3:45PM - 4:30PM **Small Business Grants** - Peter Mott, *The Council on Alcohol and Drugs-Houston*

4:30PM - 5:15PM **DEA Drugs on the Street**, Dawn Mathis, *DEA Agent*

5:15PM - 5:30PM **SAPAA Speaks - Topics of Interest by the Members**, Mary Hines, SAPAA President, *SimplePath*;
Robert Bruner, SAPAA Past President, *National SAP Network*

Closing Final Day SAPAA 2009 Annual Conference, Mary Hines, *SAPAA President*

SAPAA 2009 TRAINING INSTITUTE COURSE AGENDA

September 14 & 15, 2009

MRO & DER Interaction

Instructor-Thomas (Tommy) Eden, III and
Dr. C.B. Thuss, Jr.

Tuesday, September 15, 2009: 1:00 PM - 5:00 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.

Preparing and Responding to RFPs

Instructor-Dennis Kerns, C-SAPA

Tuesday, September 15, 2009: 8:00 AM - 12:00 PM

Interactive workshop is designed to help participants design and write RFP's with clear expectations and objectives and to help responders to RFP's to obtain a better understanding of the most effective ways to respond to an RFP.

Specific Topics Covered-

Present roles & responsibilities of service agents. Review elements to include: Outline business viability/suitability, collection process, testing laboratory requirements, MRO services, record storage, miscellaneous requirements, and responses to RFP's.

All attendees will receive a copy of the collaborative input for the different elements of the RFP that were outlined in the workshop.

Drug Testing 101 : Regulated Testing

Instructor- Elizabeth Emerson, C-SAPA

Monday, September 15, 2009: 8:00 AM - 12:00 PM

This course teaches the basic elements of substance abuse testing. It's a perfect way to introduce new substance abuse program managers, DERs and staff to regulated drug testing.

Collection Personnel Training Course: For Instructors

Instructor- Mary Hines

Tuesday, September 15, 2009: 8:00 AM - 12:00 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 & Alcohol Awareness, Reasonable Suspicion Supervisor Train the Trainer:

Instructor- Mary Hines

Monday, September 14, 2009: 8:00 AM - 12:00 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 chose to do so.

MRO Assistant Course

Instructor- Jeff Sims, C-SAPA

Monday, September 14, 2008: 8:00 AM - 12:00 PM

Tuesday, September 15, 2008: 1:00 PM - 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 2009 TRAINING INSTITUTE COURSE AGENDA

September 14 & 15, 2009

Drug and Alcohol Program Audit

Workshop

Instructor- Mary Hines

Monday, September 14, 2009: 1:00 PM - 5:00 PM

Tuesday, September 15, 2009: 1:00 PM - 5:00 PM

This is a hands-on workshop, so come prepared to work! (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 -

The students will be divided into small groups. Each group will be given an audit letter and a box of files. Each group will organize their records for audit. This will involve hunting down results from the MRO, Correcting Lab records, random selection records, training records.

There will be props of LAB, MRO, HR etc. After each group is finished the class will perform a mock audit and point out any opportunities for improvement!

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.

Monitoring & Auditing Specimen Collection and Alcohol Testing Sites

Instructor- Dr. Donna R. Smith

Tuesday, September 15, 2009: 1:00 PM - 5:00 PM

A SAPAA Training Course for TPAs and Employers
Over the past year, the US Departments of Transportation (DOT) and Health and Human Services (DHHS) have placed considerable emphasis and focus on the quality and performance of facilities and personnel who conduct urine specimen collections and alcohol tests for employers under federal rules and regulations. The DOT expects its agencies (FAA, FTA, FMCSA, etc.) as well as TPAs and regulated employers to conduct on-site audits/inspections of specimen collection and alcohol testing personnel and facilities/sites.

Workshop specifics continue upper right side of this page

MONITORING & AUDITING SPECIMEN COLLECTION AND ALCOHOL TESTING SITES - CONTINUED --

This workshop/training course is intended to prepare TPAs and employers to:

- " Develop and implement strategies for monitoring and evaluating specimen collection/alcohol testing site/facility performance in conducting DOT drug and alcohol testing.
- " Conduct on-site audits and inspections of specimen collection and alcohol testing facilities and service providers.
- " Develop and utilize evaluation and measurement tools for determining a facility's compliance with DOT requirements and procedures.
- " Implement follow-up and remedial activities to improve specimen collection and alcohol testing site/personnel compliance and quality.

The course will include didactic instruction, including small group discussion and role play activities; mock specimen collections and alcohol testing; familiarization with checklists and other tools for conducting audits and inspections; site/personnel evaluation criteria; quality assurance approaches for on-going monitoring of collection/testing site performance; and follow-up actions and remedial education for sites/facilities whose performance is sub-standard.

International Drug Testing/World Review

Instructors- Josephine Kenney, J.D., Thomas (Tommy) Eden, III, Esq., Jeff Sims, C-SAPA
Tuesday, September 15, 2009: 8:00 AM - 12:00 PM

This dynamic and interactive workshop learning Objectives: the main learning objective of this interactive workshop is to help participants understand the complexities and cultural variations involved in international workplace drug testing and allow them to make informed decisions about how to advise their respective companies to proceed. It is also hoped that the participants will share their in country experiences as part of the workshop.

Topic areas:

1. Perspectives on International Workplace Drug Testing from an International Drug Testing Attorney on succeeding in a global economy from Brazilian Forum.
2. Compliance/Legal review of global substance abuse testing authority.
3. Presentation on the global expansion of workplace drug testing: key considerations from the perspective of a Third Party Administrator.
4. International service delivery discussion and briefing on the International Forum on Drug-Free Workplaces held in Brazil in October of 2007.

SAPAA 2009 TRAINING INSTITUTE COURSE AGENDA

September 14 & 15, 2009

Program Basics for In-house Managers

Instructor- William J. Judge, Esq.

Monday, September 14, 2009: 1:00 PM - 5:00 PM

Tuesday, September 15, 2009: 8:00 AM - 12:00 PM

This course will attempt to familiarize the Company Program Manager (CPM) with the issues related to their non-regulated drug and alcohol tests. So much focus is put on the DOT/regulated tests that we often fail to recognize that the vast majority of tests are non-regulated and that there are state and local rules that apply to those tests.

Recent court decisions where employers have been hit with \$500,000-plus judgments makes this a must course for any employer conducting non-regulated drug/alcohol testing.

- I. The General Legal Framework
 - a. Regulated v Non-Regulated testing
 - b. Major Mistakes employers make
- II. Testing Goals
 - a. Limit Liability (The nature of the liability)
 - b. Maximize Financial Benefits of Testing
 1. Unemployment
 2. Workers Compensation
- III. Test Policy
 - a. What Rules Apply?
 - b. The Who, What, Where, When & How of the program
 - c. Unions
 - d. Education/Training
- IV. Test Procedures
 - a. Test Providers - Local rules?
 - b. Monitoring your provider - who works for whom?
- V. After the Positive - Now What?
 - a. Limitations on discipline.
 - b. Treatment - Last Chance Agreements



Drug & Alcohol Industry Training Course (DAITC)

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

Monday, September 14, 2009: 8:00 AM - 12:00 AM

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,USCG, PHMSA, NRC DOD,DOE).

Students will be emailed prior to attending the conference Worksheets and sent a CD. The worksheets must be completed prior to attending the four hour classroom workshop. The exam will be online and activated to take at the end of the class.

The four hour workshop will consist of interaction by the students with the instructors with examples of various DOT compliance strategies and forms.

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

Walk the Talk

Instructor-Elizabeth Emerson

Monday, September 14, 2009: 1:00 PM - 5:00 PM

Translating what collectors, BATs, DERs have learned in process and procedures through the years. Sharing the very essence of accuracy and integrity for compliant workplace drug & alcohol testing.

This course reminds us that:

Service agents and DERs may know the rules, but what happens when something unusual occurs. We judge ourselves by our intentions, but others judge us by our actions. Are we accurate, do we know how to handle these unusual situations. Rules, regulations, state laws are just words...unless you live by them. You have to Walk The Talk.

WALK the TALK will inspire collectors, BATs, DERs both intellectually and visually, to reflect on their professional skills and processes. In an open forum, share experiences and learn from others what to do when a situation occurs that falls under the category of 'just when you think you've heard it all.'

SAPACC EXAMS

SUBSTANCE ABUSE PROGRAM ADMINISTRATOR
(C-SAPA) CERTIFICATION EXAM
SEPTEMBER 15, 2009, TUESDAY
2:00 PM - 6:00 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 August 16, 2008.

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

LIST OF CEUS WHICH MAY BE AWARDED

Description	CEUs
Drug & Alcohol Industry Training Course for C-SAPA	11
CPTC-Instructor	4
Drug Test 101	4
Walk the Talk	3.75
DOT Supervisor Awareness Train the Trainer	4
DER Course	4
MRO/DER Interaction	4
Program Basics for In-house Administrators	2.5
MRO Assistant	4
Preparing and Responding to RFPs	4
Monitoring & Auditing Specimen Collection and Alcohol Testing Sites	3.75
General Session	13

58 hours of Continuing Education Credits or Professional Development Hours Possible.

Be sure to fill out the form in your registration packet!

****OPENING RECEPTION & EXHIBITORS****

**TUESDAY, SEPTEMBER 15, 2009
6:00 PM - 10:00 PM**

EXHIBIT TIMES

TUESDAY, SEPTEMBER 15, 2009, 6:00 PM - 10 PM

**WEDNESDAY, SEPTEMBER 16, 2009,
10:30 AM - 12:00 PM**

About Austin

As the fourth largest city in the state of Texas, Austin is the state capitol (Travis County), situated on the Colorado River. With three man-made lakes within its city limits, the landscape features rolling hills and live oaks. Austin is also home to the University of Texas (established in 1839) which is the largest public university in the United States.

There's a wide range of great dining options that include Fino, Koreana, Passasito's, Mesa Ranch, Cattle Company Steakhouse, Patton's On Main, Dragon Gate by Phoenix, Cooper's Old Time Pit BBQ, Starlite, Beck's On Congress, Driskill Grill, and the Mansion on Judges' Hill.

Museums, attractions, and historic landmarks to visit include the Harry Ransom Center, Lyndon Baines Johnson Library & Museum, Madison Log Cabin, French Legation Museum, O. Henry Home & Museum, Lady Bird Johnson Wildflower Center (blooms most abundant in March), Texas Memorial Museum, Mount Bonnell, Zilker Botanical Gardens, the Old Bakery & Emporium, George Washington Carver Museum & Cultural Center and Austin Nature and Science Center. Free tours include the Capital, the Governor's Mansion, and many guided walking tours, and the "Dillo" ride around town.

Annual events include the Austin City Limits Music Festival, Eeyore's Birthday Party, Swamp Romp and Crawfish Festival, Spring Pecan Street Festival, Bat Fest, Victorian Christmas, and Carnival.

Golf enthusiasts will find plenty of courses to choose from, such as Bluebonnet Hill Golf Course, Blackhawk, the Clubs of Lakeway, Crystal Falls Golf Course, Falconhead, Forest Creek, and Star Ranch.

Outdoor recreation include cave exploration at Natural Bridge Caverns, Lone Star riverboat tours, river rafting, Schlitterbahn Waterpark Resort, Volente Beach, along with water fun and cruising on Lake Austin, Lake Travis, Town Lake, and Barton Springs.

Shoppers will find charming boutiques and large malls at Barton Creek Square, 26 Doors, Central Market, Austin Farmers Market, Boggy Creek Farm, Highland Mall, Prime Outlets San Marcos, and the West End.

Information provided by HelloAustin.com

SAPAA 2009 ANNUAL CONFERENCE AND TRAINING INSTITUTE

DoubleTree Hotel
6505 Interstate Highway 35 North
Austin, Texas 78752
Tel: 1-512-454-3737

When calling to make your room reservation identify yourself as an attendee of the Substance Abuse Program Administrators Association Conference.

*****All room reservations must be made no later than ****August 20th, 2009******

Guest Room Rates: Start at \$139.00. Note: self parking \$8.00 Per day, Valet Parking \$14.00 per day. Room rates are subject to applicable taxes.

A guarantee on each reservation will be in the form of an advance deposit for the payment of the first night's room and tax, either by cash or major credit card, or pre-arrangements made with the hotel's credit department. A deposit will be charged to the credit card at the time of reservation. In addition, the Hotel will bill one night's room and tax for any guest who fails to check-in on their scheduled arrival date. Any remaining nights of "no show" reservation will be canceled.

The Doubletree Hotel Austin

is located just off the intersection of I-35 and Highway 290 East in North Austin, Texas. It is minutes from downtown Austin, the State Capitol, Dell Children's Hospital, the University of Texas, Sixth Street entertainment district, and the Arboretum. The Doubletree hotel is 20 minutes from Austin-Bergstrom International Airport.

Known for its elegant Spanish Colonial style, the Doubletree Hotel Austin features beautifully appointed guestrooms, upgraded suite accommodations, and a long list of amenities, like high-speed Internet access and remote printing capability in every guestroom. Enjoy a brisk workout in our fully equipped hotel fitness center or a refreshing dip in our pool. Savor a relaxing meal in our Courtyard Café overlooking lush greenery and waterscapes of the inner courtyard, or enjoy the privacy of room service. Cap off a perfect day by gathering around the fireplace with your favorite beverage in the Courtyard Lounge.

The LBJ Library, Austin Convention Center, Travis County Expo Center, Highland Mall, The Domain Mall, and dozens of regional and national corporations are all convenient to the Doubletree Hotel in Austin, Texas. Our courtesy shuttle will take you anywhere within two miles of the hotel. Enjoy regional cuisine at favorite restaurants within walking distance or soak up Austin's legendary live music scene.

Note: JetBlue is offering a 5% discount on airfare. If you are flying JetBlue go to www.jetblue.com/promo and use the promo code: **sapaa2009**

Austin-Bergstrom International Airport

Distance from hotel: 12 mi.

Drive time: 20 min.

Directions: From Airport, turn west (left) onto Hwy 71/Ben White Blvd. Take Hwy 183 North to Hwy 290 West. Take Hwy 290 West to the IH35 exit. Turn right (north) on the access road. The hotel is 2 blocks north on right

Transportation to and from the Airport Type Typical Minimum Charge

Super Shuttle 15.00 USD

Taxi 30.00 USD

Conference 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. Take advantage of the early registration fees and register before August 1, 2009.

Registration at Conference

The SAPAA Conference registration desk will be open according to the following schedule:

Monday, September 14.....7:00 AM - 8:00 AM
Tuesday, September 15 7:00 AM - 5:30 PM
Wednesday, September 17.....7:30 AM - Noon

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.

SAPACC EXAMS FOR C-SAPA CERTIFICATION

Tuesday, September 15, 2009 2:00 PM-6:00 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 **August 15, 2009**.

Registration.....\$350.00

Forest Green Golf Club
September 15, 2009, Tuesday
Depart hotel 6:45 am, Tee Time 7:30 am
\$85.00 Golf, Cart, Transportation included

Named "Best Public Golf Course in Central Texas" by Golf Digest, Forest Creek offers some of the most fabulous golf in the Texas Hill Country. Located in Round Rock just north of Austin, the Course is replete with manicured fairways, pristine greens, and an abundance of burgeoning foliage.

The Dick Phelps-designed championship course is both fun for beginners and challenging for the advanced golfer, as the course's consistent variation of scheme calls for an equal application of power and finesse. The course is truly one of your best choices in Austin golf.

Par 72

Champion	7,147
Back	6,498
Middle	6,026
Ladies	5,394



Prizes

Free Conference Registration to SAPAA's 2010 Annual Conference (\$450.00 value)! Closest to the pin-man or woman

One Each Longest Drive men/women

1st Place Team

2nd Place Team

Depart hotel 6:45 am lobby

Depart from Golf Course at 1:00 pm

For those golfers who are also exhibiting you should have plenty of time to set up your booth.



SAPAA JEOPARDY

Get ready for the most exciting and action packed session ever. Get ready for your chance to win hundreds of dollars worth of cash and prizes. The game show host will be Todd Shoulberg and he will lead contestants (chosen at random) in a Jeopardy style game show, with questions relating to SAPAA and the drug screening industry. These questions will increase in difficulty and the winners from each round advancing to the Grand Prize Round. This show complete with full stage set-up, audience participation, zany sounds effects and real digital scoring will be the session everyone is talking about. It will be loud and memorable, an event not to be missed.

Presented in Thursday's (September 17, 2009) General Session, 3:00 PM - 3:45 PM

Don't forget to pack your best cowboy or cowgirl out fit for the best western costume contest on Wednesday night. Besides enjoying the saloon we will have a line dance contest. Should be a great evening.

SAPAA 2009 Annual Conference and 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 _____

	Member Fee	Non-Member Fee	Your Payment
Training Institute			
<u>September 14, Monday, 8:00 am - 12:00 pm</u>			
<input type="checkbox"/> Drug & Alcohol Industry Training Course for C-SAPA (DAITC) note: course work required prior to attending classroom session	\$350	\$475.	\$ _____
<input type="checkbox"/> DOT Supervisor/Awareness Train the Trainer	\$495	\$895.	\$ _____
<input type="checkbox"/> Drug Testing 101---Regulated	\$250	\$350	\$ _____
<input type="checkbox"/> MRO Assistant Course	\$250	\$350	\$ _____
<u>September 14, Monday, 1:00 pm - 5:00 pm</u>			
<input type="checkbox"/> Drug & Alcohol Program Audit.	\$250	\$350.	\$ _____
<input type="checkbox"/> Walk the Talk.	\$250	\$350.	\$ _____
<input type="checkbox"/> Program Basics for In-house Managers.....	\$250	\$350	\$ _____
<u>September 15, Tuesday, 8:00 am -12:00 pm</u>			
<input type="checkbox"/> Certified Collection Personnel Training Course - Instructor.....	\$250	\$300	\$ _____
<input type="checkbox"/> International Drug Testing World Overview.....	\$250	\$350.	\$ _____
<input type="checkbox"/> Preparing and Responding to RFP's.....	\$250	\$350.	\$ _____
<input type="checkbox"/> Program Basics for In-house Managers.....	\$250	\$350	\$ _____
<u>September 15, Tuesday, 1:00 pm - 5:00 pm</u>			
<input type="checkbox"/> Drug & Alcohol Program Audit.	\$250	\$350.	\$ _____
<input type="checkbox"/> MRO/DER Interaction.....	\$250	\$350.	\$ _____
<input type="checkbox"/> MRO Assistant	\$250	\$350.	\$ _____
<input type="checkbox"/> Monitoring & Auditing Specimen Collection and Alcohol Testing Sites.....	\$250	\$350.	\$ _____
<u>Conference Early Bird Registration before August 15, 2009</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 August 15, 2009)</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	\$	\$ _____
<input type="checkbox"/> Yes, I want to play in the golf tournament.....Sept.15, Tuesday, 6:45am Hotel Lobby, Transportation to/from provided.....	\$85	\$	\$ _____
<input type="checkbox"/> Yes, I will attend the Wednesday night Cowboy/Cowgirl Costume and Line Dance Contest, Must wear name badges	\$25	\$	\$ _____
Hamburgers, Hot Dogs, Chicken Breast, Chips, Baked Beans, Chili, Roasted Corn Slaw and Peach Cobbler included.			
If you registered for two or more courses/workshops please deduct \$50.00 from Registration Fee.....			\$ -
Total Due			\$ _____

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 September 1, 2009, a full refund less a \$50.00 administrative fee will be given.

No refunds will be given after September 1, 2009. 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.

GET FREE E-MAIL UPDATES ON INDUSTRY ISSUES BY MERELY CALLING THE
SAPAA OFFICE AT 1-800-672-7229
OR SEND YOUR E-MAIL ADDRESS TO EXDIR2@SAPAA.COM

WorkSafe, Inc.
300 W. 36th Ave.
Anchorage, AK 99503
Mathew Fagnani, C-SAPA, C-SI,
907-729-5501

Concentra Medical Centers
5080 Spectrum Dr., Ste. 400 W
Addison, TX 75001
Marc Perlestein-972-720-7911

aTEST consultants, inc.
425 W. Broadway, Suite M.
North Little Rock, AR 72114
Jeff Sims, C-SAPA, C-SI,
501-376-9776

JetBlue Airways Corporation
118-29 Queens Blvd.
Forest Hills, NY 11375
Lisa Ruehle - 718-709-3294

SAPAA Lifetime Members



SAPAA
1014 Whispering Oak Drive
Bardstown, KY 40004