

SAPAA's 2009 Board Nominations
The following individuals will be on the SAPAA
2009 ballot for Board of Directors.

SAPAA's current By-Laws require that each year the membership elect five (5) candidates to the Board of Directors.

Please take a few minutes and review the excellent qualifications of the candidates that are running for the 2009 Board of Directors in preparation for the election:

I. Allison Arms
Psychemedics Corporation

Allison Arms is the Vice President of Client Services for Psychemedics Corporation, the world's largest provider of hair testing for drugs of abuse. Allison has been with Psychemedics for over 16 years and during this time she has played a significant role in the organization's growth and continued success.

Allison deals with major corporations, police departments, court systems and schools in their drug free workplace efforts. She is responsible for all aspects of a client's interaction with Psychemedics. Allison develops all Psychemedics hair sample collection training information and revises all hair sample collection material. Allison travels extensively representing Psychemedics at client meetings and supervises training of clients and clinics in the collection hair samples. Allison's greatest skills are problem-solving, relationship building and staying current with industry trends.

Allison has been a SAPAA Board Member for five years and during this time has served on several committees, including those working on updating by-laws, planning conferences and new Board Member nominations. Allison also developed the Alternative Specimen Class presented for the first time at the 2005 Annual Conference in Kansas City.

II. Mary Brown-Ybos, C-SAPA
DISA, Inc.

Ms. Ybos has worked in the Drug and Alcohol testing industry for the last 14 years with local Third Party Administrators where she is currently the Director of Compliance for DISA, Inc. She gives support to the organization by providing the DISA team with guidance and updates on the regulations as they change. She was certified to as a

Substance Abuse Program Administrator C-SAPA in 2003. Ms. Ybos was awarded a commissioner's position in 2006 on the Substance Abuse Program Administrator Certification Commission (SAPACC) to volunteer her time and expertise in creating new examination questions as well as review current examination questions with the most current Department of Transportation regulations. Ms. Ybos also volunteers her services to the Substance Abuse Program Administrators Association (SAPAA) as Chairman of the Conference Committee. Ms. Ybos has conducted several DOT training classes for The Houston Council on Drug and Alcohol-Houston as well as for clients of DISA, Inc

III. Jana R. Stephens Ghigo, CEO & Partner Alcohol & Drug Testing Services, LLC

In the late 1980's, Jana was working with individuals with dual diagnosis in an outpatient program when the federal government mandated drug and alcohol testing in the transportation industry. It was a natural flow for Jana to become involved in the workplace drug testing arena. She joined a small company based in Wyoming whose focus was the railroad industry. She started as a collector in the field and quickly rose to a management position. In this position she established a network of collectors from the West Coast to the Mississippi River, and worked closely with railroad management in ensuring that they were in compliance with the new Federal regulations. In 2000, Jana, with business partner Scott Belford, formed Alcohol & Drug Testing Services, LLC in Las Vegas, Nevada. ADTS has grown to be a nationwide company, with offices in three states. ADTS now services many of our nation's railroads as well as providing service to the airline industry among others. Her original vision for her company "Service First" has not been forgotten, and is a major reason ADTS has flourished.

Because of Jana's commitment and passion for the DOT industry, she has become very well versed in the requirements outlined in 49 CFR Part 40 and associated modal regulations. She has established an excellent rapport with those that regulate the industry, and is in frequent contact with the Federal Railroad Administration. She has presented many questions to the FRA that resulted in the FRA publishing rule clarifications. She has been an active member of SAPPA for many years, as an exhibitor, attending conferences, providing sponsorships and training.

Jana is dedicated to this industry and to what SAPPA can do for it as well as for all of you.

Milestones

1984-1986

Case Manager at Arapahoe Halfway House in Colorado

1986-1988

Worked with individuals with dual diagnosis in the outpatient program at ARC of Uinta County in Evanston, WY.

Also volunteered in programs that dealt with battered women, sexual abuse, and drug & alcohol rehab during the time that she was completing her education to become a certified Alcohol & Drug Counselor.

1988-Current

Experienced Collector mainly for the railroad industry; ie UPRR, KCS

1994-2007

Draeger certified Trainer & Distributor

2000-Current

CEO & Partner of Alcohol & Drug Testing Services, LLC

2007

Lifeloc certified Trainer

IV. Stephen Mihalik, C-SAPA, C-SI Orange Tree Employment Screening

Stephen Mihalik, C-SAPA, C-SI, is the Vice President of Occupational Health Services and Enterprise Solutions for Orange Tree Employment Services and has served in the drug and alcohol testing industry for over 10 years. As Vice President of Occupational Health Services, he is utilizing his experience and knowledge to assist in the delivery of the highest quality service to some of the nation's largest and most complex drug testing programs. Stephen has earned his C-SAPA (Certified Substance Abuse Program Administrator) in 2002. This designation is symbolic of his knowledge of both DOT and State Regulated drug testing programs and is recognized as the highest certification in the drug and alcohol testing industry. Stephen has been instrumental in creating some of the leading training tools used in the drug and alcohol testing industry. He has developed, designed and is an editor of the Collectors Desk Reference Guide (CDR) a guide used to assist Collection staff when faced with a difficult situation. At the same time of the original release of the CDR, a video companion was also developed and released. As nationally recognized trainer, he is an Instructor/Trainer for the Substance Abuse Program Administrators Association (SAPAA), receiving his C-Si (Certified SAPAA Instructor Certification in 2001) designation.

Mr. Mihalik has been an active member of the SAPAA board. While serving on the board he has participated in the training, conference, speaker and public information committees. Prior to being elected to the board of directors, Mr. Mihalik had provided many years of volunteer service to the organization.

**V. Joseph J. Plaia, Jr.
Varian, Inc.**

1690 Lake Cyrus Club Drive
Hoover, AL. 35244

Joe Plaia began his professional career in 1974 as a Probation and Parole Officer in Birmingham, Alabama. In 1976, he was promoted to Assistant Director of a residential facility, and later promoted to District Supervisor. He was selected Probation Officer of the year in 1985, nominated for the Fred Bryant Award, the highest honor in the state for achievement in the field of Criminal Justice, and served on the board of the Alabama Council on Crime and Delinquency for 5 years, with the last year as President. He served on various committees and task forces for the state and was speaking nationally on innovations in corrections, including being on faculty for the National Judicial College, and a consultant for the National Association of Drug and Alcohol Abuse Directors, and the National TASC(Drug Treatment Programs) board of directors.

Joe participated in a focus group for Roche Diagnostics in the development of the first on-site drug test and was hired as a regional sales representative in January of 1990. He was promoted to National Sales Manager of the Drug Abuse Testing division in September, 1992. Joe was awarded 4 President Achievement Awards as National Sales manager of the year for Roche Diagnostics.

Joe became Director of Sales and Marketing for SICPA, a corporation in Springfield, VA. in January, 2000. SICPA manufactures the secure ink for the printing of 85% of the world's currency. He helped to lead the development of a new business division that provides security technologies for brand protection of fortune 500 companies' products, by deterring counterfeiting and diversion.

In 2001, Joe became the National Sales Manager for the executive sales force for Laboratory Corporation of America's Occupational Testing Services division. His sales force managed Fortune 500 companies, National Third Party Administrators, and Occupational Health Services accounts. Joe's organization managed over 300 major accounts.

In 2003, Joe was hired by Varian, Inc., as the National Sales Manager for the Diagnostics division. Varian had acquired the Drug Abuse Testing business from Roche. Varian provides on-site drug testing products, laboratory services, and data management systems to the Criminal Justice, Workplace, Treatment, and Clinical markets, as well as partnering with Third Party Administrators and distributors. In 2009, Joe assumed the responsibilities of Global Director of Sales and Marketing for the Diagnostics business at Varian.

Varian has been an active member of SAPAA and Joe has supported the organization for 5 years by attending and providing exhibits, sponsorships, training sessions, and speakers for the annual conference. This year Varian is a Conference Sponsor and is sponsoring the 10 year presentation of the Drug Testing Annual Industry Survey conducted by Bill Current.

Joe graduated from the University of Alabama in 1973 with a BA degree in Sociology, a minor in English, and 28 hours in Business Administration. He has completed graduate work in Education and Public Administration. Joe and his wife Jackie reside in Hoover, Alabama and they have 4 children, 2 of whom have graduated college and 2 who are in their senior year at the University of Alabama.

VI. Linda Richardson, C-SAPA, C-SI WorkSafe, Inc., Commercial Solutions Division

Linda has been in the drug and alcohol testing industry over 20 years. During that time she has served in both sales and operational capacities. Her experience in the industry includes implementation of regulated and non-regulated work place programs, training, and auditing. During the course of her career in the drug and alcohol testing industry, she has managed sales personnel, customer service and was responsible for the development of a national specimen collection network. Some of her credits include:

- Sales and implementation of drug-free workplace testing programs
- Training of collectors, BAT's, supervisory signs and symptoms training
- Auditing of collection sites, collectors, BAT's
- Auditing of employers prior to modality audits

In her capacity as Senior Compliance Advisor for WorkSafe's Commercial Solutions division, she has been responsible for sales and implementation of electronic employee file management services. This includes driver qualification file management, as well as applicant recruiting/screening systems. Prior to joining WorkSafe, she performed clinic audits as well as employer audits ensure compliance of processes, systems and drug-free workplace programs as an independent contractor.

She has previously served on the SAPAA board for a 3 year term in 1998 and also served as its Treasurer. She is a charter member of SAPAA earning her C-SAPA in 2003 and the C-SI certifications in 2000.

VII. Nolan Sharon

Kroll Laboratory Specialists

Married to Billie Begnaud Sharon with two children Troy Sharon and Cherie Sharon Landry. Two grand children Grace Sharon 7 yrs and Hudson Sharon 4 yrs.

Attended University of Southwestern Louisiana, now University of Louisiana Lafayette on a football scholarship graduated with a BS degree in Business Administration with a minor in Economics. Attended Nichols State University working on a Master Degree Education, did not complete this education lacking 20 hrs.

After graduating from University of Southwestern Louisiana coach football and track, taught Business Education and Economics at St. John High School for a period of 3 years. Left St. John High school to coach football and track teaching accounting and economics at Plaquemine High School for a period of 4 years.

Left the coaching profession to pursue a career in sales. Worked for several years for a new division of Wilsons Jewelers, Incentive Sales Division. Marketed incentive programs to companies in Louisiana, Mississippi and Texas for safety and service awards.

Left Wilsons for a sales position with Safety Oilfield Services which provided safety equipment, monitoring device and training for drilling and production operations for the defense of Hydrogen Sulfide.

In 1986 left Safety Oilfield Services to pursue a sales career with Laboratory Specialist's, Inc., now Kroll. During this employment, Kroll grew from a small private laboratory providing substance abuse testing services for the Gulf Coast States to a publicly traded corporation, parent company MMC based in New York generating 10 billion dollars annually and now providing substance abuse testing services both on a National and International bases. During this time Kroll has grown to two SAMHSA Laboratories, Gretna, LA and Richmond, VA.

VIII. Todd Shoulberg

ClearStar.net

Todd Shoulberg is the Senior Director of Sales for ClearStar.net, a nationwide trusted provider of strategic services and decision making information for background screening firms. The firm's headquarters are in Cumming, Georgia. Todd joined ClearStar.net in 2007 after serving as Vice President for Florida Drug Screening for eight years.

Todd is very active in the drug & alcohol testing industry as an active member of DATIA – the Drug & Alcohol Testing Industry Association and SAPAA – the Substance Abuse Program Administrators Association. He is a Certified Professional Collector Trainer; and has attended both the DATIA Accreditation course for Administration of Drug & Alcohol Testing Programs and the SAPAA Drug and Alcohol Industry Training Course. In addition to speaking at the annual DATIA conference 3-times, Todd has also been a featured speaker for the National Association of Professional Background Screeners Conference (NAPBS), Pre-Employment Screeners Conference and The National Guard.

At ClearStar.net, Todd is responsible for domestic and international sales of their screening management services. Located on the east coast, of the United States Todd specializes in drug screening companies looking to start a background check division to increase their revenue.

A graduate of the University of Central Florida, Todd is originally from New Jersey but was raised in Merritt Island, Florida. His education included a major in communications. Todd's interests include sports, magic, and useless trivia.

IX. C.B. (Chip) Thuss, Jr., M.D. The Occupational Health Center

Dr. C. B. Thuss, Jr. is a third generation practicing Occupational Medicine physician in Alabama and is currently the Medical Director of the Occupational Health Center for Gadsden Regional Medical Center. Dr. Thuss was one of the first Certified Medical Review Officers in the United States and serves on the Board of SAPAA and has served on the advisory boards of the American Association of Medical Review Officers (A.A.M.R.O.) and the Alabama Chapter of the National Safety Council. He is a past Vice-Chairman of the Drug and Alcohol Testing Industry Association (D.A.T.I.A.) and is a member of the Advisory Committee on Athlete Drug Testing of the A.H.S.A. Drugs and Medications Program for the U.S. Olympic Committee National Anti-Doping Program. Dr. Thuss is president and owner of Absolute Drug Detection Services, Inc., a full service, nationwide provider of certified Medical Review Officer and drug testing services which has been in business since 1991.

The year 2009 marks 85 years of Thuss family involvement in Industrial medicine.

Wife: Jill Thuss. Registered Nurse and past Board member of the Epilepsy Foundation of Alabama and member of the Daughters of the British Empire.

Two sons: Paul,14, and Ben,18

Interests: Caving, Sky Diving, Water Skiing, Snow Skiing, Running, Scuba Diving and High Tech Gadgets of all sorts.

Don't Forget

Send in your conference registration now!