



THE RURAL HITCH

FOURTH QUARTER 2013

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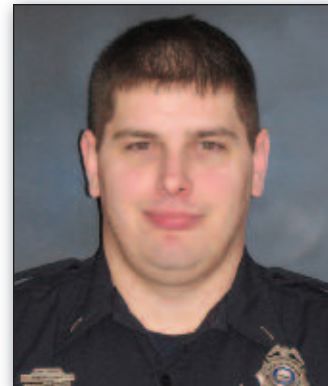
LRMFA Lieutenant Rob Frame Completes The Local Government Leadership Institute

LRMFA is pleased to announce Lt. Rob Frame has successfully completed the Local Government Center's two-year, two-level Leadership Institute program. Originally launched in 2002 as The Municipal Leadership Institute, this collaborative educational initiative of the Property Liability Trust and Antioch University New England has graduated hundreds of local government administrators, managers and supervisors since its inception.

Participants in the first-level certificate program are required to attend six, all-day intensive seminars on the basic principles of leadership and supervision pertaining to local government. Students learn to apply universally-accepted theories of leadership and management and will understand how to comply with the complexities of employment law.

Participants in the advanced-level certificate program are required to attend six, all-day intensive seminars covering the more complex principles of leadership and supervision as they pertain to local government. Students will gain experience in applying multiple theories of leadership and problem solving to everyday workplace experiences and interactions with the residents in their communities.

Congratulations to Lt. Frame!



Lt. Rob Frame

Kirk Beattie Promoted

By Chief Kenneth L. Erickson, Laconia Fire Department

I am very pleased to announce the promotion of Captain Kirk Beattie to Assistant Fire Chief. He replaces Deborah Pendergast, who recently took over as Director of NH Fire Standards and Training. Chief Beattie started his new assignment on Monday, November 4, 2013. As Assistant Chief, he takes on the responsibility of second-in-charge of the Fire Department overseeing daily operations, including training, professional development, safety and health oversight, and personnel relations. An added duty is City Health Officer. He will be very active with emergency planning with other city departments and on a regional basis.



Assistant Fire Chief Kirk Beattie

Chief Beattie has been with the department for 16 years. His previous assignment was Captain of the Weirs Station where he supervised 12 employees and managed all aspects of that station. As manager of the Weirs Station he was very involved in planning for Motorcycle Week operations. As a Captain, he was incident commander for numerous emergencies, including most recently the Christmas Island and Skate Escape fires. He has two degrees from Lakes Region Community College: one for fire science and the second in Para medicine. He is currently attending Granite State College and will earn his Bachelor's degree in Public Leadership in the Spring of 2014.

Kirk was one of the first EMT-Paramedics for the Department. He is the first line officer to move up to the Chief ranks since the 1980s. This is a great



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<i>Groton</i> Chief Roger Thompson	<i>Waterville Valley</i> Chief Chris Hodges
	<i>Wentworth</i> Chief Jeff Ames

From the Chief...

By Chief James R. Hayes



As we close out 2013, it amazes me how fast the time has gone by and how much has occurred during that time period.

We use a combination of full-time and per diem dispatchers to provide a minimum staffing level of two people at all times. Maintaining an adequate roster can, at times, be a challenge as life circumstances change for everyone. This past year, two dispatchers left full-time status but remained as per diem dispatchers. One per diem dispatcher moved to full-time status. One person was hired full-time to fill a vacancy, two per diem dispatchers resigned, and one per diem was hired. Five new per diem dispatchers are just beginning their training. Suffice it to say, keeping adequate numbers of trained staff can be a challenge. However, I believe we have dispatchers of the highest quality and believe the trainees will rise to that level quickly. Our primary goal is to deliver the best emergency communications possible to our member agencies and an adequate staff of highly-trained people is the way to accomplish that goal. I would like to welcome the new per diem dispatchers, thank the current staff — both full-time and per diem — for the excellent work they do and to congratulate Paul Steele on his recent promotion to Lieutenant.

We continue to move forward with our communications system upgrades. The new CAD system went on line November 1st. There is still work being done on building out the response tables to full depth. The Firehouse incident reporting interface is being completed; this will allow departments to obtain their incident data via the internet. A website allowing people, both general public and Fire/EMS departments, to view incident data is almost operational. Text messaging of incident information is being worked on also. There have been problems found as the system is being utilized but that is to be expected. A number of multi-alarm fires have occurred since the rollout of the CAD and no significant problems were experienced. As we move forward, the new CAD will help us improve the delivery of incident notification and incident documentation.

The Simulcast System is also moving forward. The build-out of the transmitter sites has started and should be completed by February 2014. Use of the Simulcast System will not begin until all departments have completed the necessary reprogramming of their mobile, portable, and base station radios. When that is completed, a date and time to switch to the Simulcast System will be announced system wide. The reprogramming was not anticipated in the beginning stages of this project and thus was an unexpected expense for the member departments. I am happy to report that LRMFA was successful in obtaining some grant funding from the State of NH Homeland Security Grant program to help offset the reprogramming costs. Depart-

FROM THE CHIEF — CONT. ON PAGE 6

**THE
RURAL HITCH**
is published quarterly by
Lakes Region
Mutual Fire Aid Association

Chief
James R. Hayes

Editor
Debbie Kardaseski

Email all submissions to:
debbiek@lrmfa.org

Featured department...

Campton-Thornton Fire Rescue Department



Chief Dan Defosses
Campton-Thornton Fire Rescue
Department

- 1 Ambulance
- 1 Rescue
- 2 Cars/SUVs
- 1 ATV
- 1 Snowmobile w/
rescue toboggan
- 1 Utility

Campton-Thornton Fire Rescue is located on New Hampshire Route 49, just off Exit 28 of I-93. The Department covers three towns: Campton, Thornton, and Ellsworth. Campton's population is a bit over 3,200 while Thornton's is around 2,500, and Ellsworth, the second smallest town in the state, has a population of just 83. The towns cover 128 square miles at the foot of the White Mountains, which includes some relatively remote and difficult-to-access areas. The land is heavily forested and there are numerous hiking trails in the area. The population experiences some fluctuation due to hikers in the summer and skiers in the winter.

Early in its history, the Department's coverage area included Waterville Valley. Waterville Valley formed its own department in 1970, after a large inn in



the Valley burned. The department's original name was the Campton Volunteer Fire Department, with its station situated in the Upper Village, just behind Woodpecker's Restaurant at the intersection of Routes 49 and 175. The second station was also built in the Upper Village behind the Campton Cupboard. The current station was built in the 70s. It has covered the same footprint since then but the interior has undergone renovations, the latest of which was 18

Address: PO Box 1258
186 NH Route 49
Campton, NH 03223
603-726-3300
603-726-3545 Fax

Office Hours: Monday-Friday 8 a.m.
to 4 p.m.

Officers: Deputy Ian Halm
Lt. Jeff Tobine
Lt. Dean Johnston
Lt. Paul Steele Jr.
Lt. David Lavoie

Apparatus: 5 Engines
1 Forestry

Campton-Thornton Fire Station



months ago when an office and sleeping quarters were added.

Currently, the Department has three stations: Station 1 is the largest and located near the Interstate. It houses the bulk of the apparatus. Station 2 is in Thornton, next to the Town Hall and Engines 4 and 5 are housed there. Station 3 is a small building on Route 175 in Campton where Engine 2 and the forestry are kept.

The Department averages 650 calls per year, the bulk of which are medical calls. For some reason, motor vehicle accidents increased in 2013. CTFR has members on the Central NH HAZ-MAT Team and Pemi-Valley WET Team.

When asked about the worst incident in recent memory, the Chief responded that the most “miserable” was a house fire about two years ago. When the department arrived, they discovered the home had been built out of straw! It may be very energy efficient, but it was a smoky and stubborn fire.

THREE TOWNS = THREE TOWN MEETINGS!

The three-town Department keeps Chief Dan Defosses busy as he has three selectmen’s meetings to attend and three town meetings. Fortunately, they aren’t all on the same day. Campton’s town meeting is on Tuesday, Ellsworth’s is Wednesday, and Thornton’s is on Saturday. The department’s budget is overseen by the board of 5 Fire Commissioners, appointed by the Campton and Thornton Selectboards. Each town pays a percentage of the operating costs. Campton pays 58%, Thornton 38%, and Ellsworth pays 4%. Chief Defosses said the towns are all very supportive of the Department.

In addition to the budget from the member towns, the Firemen’s Association offers breakfast the second Sunday of the month from May through October. These breakfasts have generated enough income to purchase Class A uniforms among other pieces of equipment for the department. In 2009, the Association mailed a fundraising letter and raised \$10,000 toward the purchase of a Zoll AutoPulse — an automatic CPR device. They also received a \$5,000 grant for that purchase from Meredith Village Savings Bank.



The second Campton-Thornton fire station was located behind the Campton Cupboard.

The Department also does an Operation Santa Claus for local children. This year’s project did well and the Department appreciates everyone’s support and involvement.

RELATIVELY NEW CHIEF

Daniel Defosses became Chief at the end of October 2013. He started full-time with Campton-Thornton on November 10, 2008. He grew up in Ashland, joining Ashland Fire Department as a call member and later moved to Campton, remaining a member of AFD while he worked for Ashland Highway Department and a call member of Campton-Thornton Fire Rescue. He originally got involved in fire service because his father and sister were members of the Ashland Department.

His hopes for Campton-Thornton Fire Rescue include offering a broader spectrum of training for its members. He feels the members should be cross-trained in numerous areas, including RIC and technical specialties. The Chief is a member of the Lakes Region Mutual Fire Aid Standardization Committee’s, RIC subcommittee. The group hopes to be able to guide departments to train for and handle firefighter down emergencies, thus improving safety for LRMFA members.

The Department meets on Mondays. The first Monday of the month is the Association and Department meeting; the second is EMS training; the third is fire training.

If you are interested in checking them out or joining the department, please contact the station or their website at www.ctfr.org! 🚒

Campton-Thornton Station 3.



ment Chiefs should contact me for details on how to access these funds to cover programming expenses.

In the Spring, the Board of Directors authorized LRMFA staff to begin a Strategic Planning process to develop a guidance plan for the next three to five year period. The PERO Consulting Group of Campton, NH was retained to guide us through this process. A steering committee of staff and members of the Board of Directors was established to handle the project. Input was solicited from all Board of Director members, Town Administrators/Selectmen of each town, and the administrative staff of LRMFA. The process is moving forward well with the goal of providing a draft plan to the Board of Directors in January 2014. Stability is important to the future of our organization and this plan will be beneficial as we look to achieve that both financially and operationally in the future.

Another major change for LRMFA this past year was the decision to no longer be part of the Belknap County budget process for the eleven Belknap County communities. Although this has created some changes for those communities, it now puts all member communities on the same plain for direct community involvement.

As we move into a new year, there are many projects to complete and we anticipate starting new ones. The Simulcast project will be completed in the early part of next year. The Strategic Plan will be completed and presented to the Board of Directors for adoption and implementation. LRMFA has submitted a grant application to the NH Homeland Security Grant Program seeking funds to replace the existing radio control

console. The console currently in use is experiencing operational limitations and no longer has technical support available as the manufacturer no longer exists. If LRMFA is successful in obtaining the grant funds requested, this project will occur in 2014 also.

From all of the Staff at LRMFA stay safe and enjoy the New Year coming! 🚒

BEATTIE — CONTINUED FROM PAGE 1

morale boost for the Department to see a member of the department excel to the command staff. In addition this will create the need for two promotions and one new firefighter position.

Kirk brings an advanced level of operational experience to the table that would take years to replicate. His knowledge of the city — from the numerous buildings, hydrant system, and various other departments — is well established. Two years ago he completed the Leadership Lakes Region program. He is very active in the community coaching and teaching other firefighters. Several years ago he developed the Swift Water training program for the department.

Kirk is a resident of Laconia. He understands city government, knows many of the other supervisors at other city departments, has a great working knowledge of the mutual aid system, and has an intimate knowledge of the hazards and risks we must deal with within the city. Kirk is a proven, qualified leader both in the department and in the city. 🚒

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College Degrees: "What's In A Piece of Paper?"

Shawn Riley, EMS Deputy Chief, Laconia Fire



It seems like college degrees have become a hot topic lately. I'd like to spend some time talking about how a degree can effect (or not effect) your role as an EMS Provider, your patient care, and your career progression.

To be clear, we are talking more about a "liberal arts degree" and not your Paramedic or Firefighter degrees, which are considered more

technical or vocational and, in fact, you most likely needed that training in order to obtain your professional licenses.

Mike Rowe, from the popular TV series "Dirty Jobs," said recently, "We are lending money we don't have, to kids who can't pay it back, to train them for jobs that don't exist." His point is that the average Art History Major will graduate over \$100,000 in debt with almost no hope of finding a job in his prospective field. I can say the number of applicants with Bachelors Degrees that we receive for entry-level firefighter positions has increased dramatically over the past 10 years.

With that being said, most of us in the Fire and EMS fields are the technical types. We probably got a good, affordable technical education and are skilled at working with our hands. In fact, I think it would be fair to say that most of us prefer the "hands on" method to the purely academic method of learning and working. However, I truly believe there is value in a higher education — and there are affordable ways to obtain one.

90 million working adult Americans do not have a college education. Obtaining a degree is a big accomplishment. However, a BS in Business Management will not guarantee getting a Chief's job or other promotions, but it certainly won't hurt your chances either. In addition going through the higher education process will definitely make you a better writer, a more analytical thinker, and most likely more organized.

If you have ever felt you wanted to finish your degree (or start one), you should. Take it from me or any other adult who went back to school later in life: the hardest part is starting. When thinking about where to go, I recommend you make sure you attend a regionally-accredited school. Some on-line programs are only nationally accredited, which does not hold the same weight.

Southern New Hampshire University (SNHU) and Granite State College are two local colleges that are easy to work with and affordable. SNHU now has a competency-based program that is self-paced and you can enroll anytime. They are looking to expand their degrees to include Public Safety Administration. Granite State College is part of the University System of New Hampshire. They will also accept credits from the New

Hampshire Fire Academy and your EMT or Paramedic Programs.

While I disagree that a diploma is "just a piece of paper," it isn't a silver bullet to easy street either. It is like anything else in life: it is part of your journey. It will give you new skills and a new view of the world. If you do go after that college degree, hang it proudly on your wall — you earned it. 🚒

LRGHealthcare

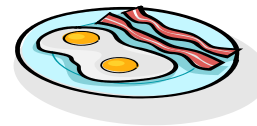
AL's Breakfast

Con-Ed for EMS and Nursing

2014 SCHEDULE

Wednesday	February 5th	New Hampton Fire
Wednesday	March 5th	Sanbornton Fire
Wednesday	April 2th	Gilford Fire
Wednesday	May 7nd	Stewart's Ambulance
Wednesday	June 4th	New Hampton Fire
Enjoy your	July	Summer
Enjoy your	August	Summer
Wednesday	September 3th	Franklin Fire
Watch for	Paramedic	RTP
Wednesday	November 5th	Gilford Fire
Wednesday	December 3th	Franklin Fire

All Breakfasts will be from 0900-1100hrs



Any Question please contact Shawn Riley 524-6881 or Bruce Goldthwaite 934-2205

2014 Rural Hitch Deadlines

FIRST QUARTER (Jan/Feb/Mar):

March 12, 2014

SECOND QUARTER (Apr/May/June):

June 11, 2014

THIRD QUARTER (July/Aug/Sep):

September 10, 2014

FOURTH QUARTER (Oct/Nov/Dec):

December 10, 2014

Fox Hollow, Alexandria Collapse With Gas Leak

Quick thinking by Alexandria Volunteer firefighters averted a potential explosion when a gas leak was caused by the collapse of a deck on Fox Hollow Road. These photos were provided by retired Chief Francis Butler.

PHOTOS WANTED!

If you have photos of recent incidents within the LRMFA System, please send them to me at debbie@debbiegraphics.com along with information such as the date, what was happening, and who took the photograph. 📷





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Training Division News

COMPANY OFFICER DEVELOPMENT SERIES — FIRST QUARTER 2014

The first class in this series — “Lock Out — Tag Out” — was held on Tuesday, January 7, 2014 at the Ashland Fire Department.

TUESDAY, FEBRUARY 4, 2014

Modern Fires and Firefighter Safety

Lakes Region Mutual Fire Aid

This program looks at recent studies conducted by UL, NIST, Chicago FD, and FDNY, and the impact of those studies on our tactics. Fires have changed, as well as the buildings we are working in, and we must change or suffer the consequences. Focus is on various construction methods that have a significant impact on fire attack, as well as the increase in fire growth, flow paths, and changes in ventilation. As always, we will look at how we can fight fires safely in our work environment.

Instructor: *Chief Ken Erickson, Laconia Fire Department*, is a 32-year veteran of the fire service. He has served as a Chief Officer in four departments ranging in size from 24 to 40 firefighters, both combination and career. He has been a Fire Chief since 1994. Chief Erickson holds a BS in Fire Administration and an AS in Fire Science. He is a graduate of the UMASS Chief Fire Officer Management Training Program, UMD Staff & Command School, NFA, and numerous seminars. He has taught numerous classes and seminars to firefighters and college students.

TUESDAY, MARCH 4, 2014

Modern Property Security Systems & Practical Uses of Traditional Forcible Entry

Franklin Fire Department

In this program, evolving building security systems and products will be discussed, ranging from electronic technology, high security hardware types, and “undefeatable” locks. Prepare to gain knowledge of modern locking systems and ways to defeat them quickly without causing major property dam-

age. From the senior company officer to the probationary firefighter, the skills and “tricks” learned will provide members with a more effective forcible entry operation.

Instructor: *Firefighter Brian Akerley* is a career firefighter with the Town of Hampton, NH. Brian began his fire service in the Lakes Region of NH, serving as a fire explorer and Call Firefighter with the Gilford Fire-Rescue Department. Brian is also a locksmith and access control technician with Gilford-based A & B Locksmith Company. Brian has experience in designing and installing high security locking solutions to commercial customers.

PRACTICAL APPLICATIONS OF INCIDENT COMMAND FOR SMALL TOWN AND RURAL AMERICAN FIRE DEPARTMENTS

SUNDAY, MARCH 2, 2014

New Hampton Fire Department

26 Intervale Road, New Hampton, NH

This one-day seminar focuses on commanding the every-day fire and rescue incident — from a house fire on Pinnacle Hill Road to a wreck on US Route 132.

The cost of the class is \$75.00 per person and includes handouts and lunch. The class will run from 8 a.m. until 4 p.m.

Instructors: *BC Shane Darwick and BC Mark Davis.*

For any of these classes, please complete the LRMFA General Application Form available under forms at www.lrmfa.org and fax to DC Beland at 528-5989, or e-mail to jbeland@lrmfa.org, or mail to: 62 Communications Drive, Laconia NH 03246. If you have questions, please visit the web site of call Deputy Beland at 528-9111.

Visit www.lrmfa.org for LRMFA happenings and additional training opportunities. 🚒

Alexandria Volunteer Fire Department's 23rd Annual Ice Fishing Derby — February 22–23, 2014

Cummings Beach, Newfound Lake

Saturday: Sunrise to Sunset. • Sunday: Final Weigh-in at 3:30

Tickets \$20 and include entry into all raffles!

This year's sponsors include: Newfound Trading Post, Newfound Grocery, Bristol Shop & Save, West Shore Marine, Shokal Builders, Gina's Place, and Dead River Fuel.

NATIONAL GEOGRAPHIC WILL BE ON-SITE THIS YEAR FILMING ON BOTH DAYS FOR A NEW DOCUMENTARY CALLED "ICE HOLES."

The Alexandria Volunteer Fire Department is the last private fire department in New Hampshire. The Ice Fishing Derby is one of two major events put on by the department to raise funds for day-to-day operations. If you'd like to purchase tickets to support the Department, contact any Alexandria firefighter or visit one of the sponsors.



Remember When?

This is an undated photo of the old communications center when it was located in the basement of the Belknap County Court House.

SCBA Respirator Fit Testing Service Available From LRMFA For Member Agencies!

TO SCHEDULE FIT TESTING AT YOUR DEPARTMENT, PLEASE CONTACT DEPUTY CHIEF BELAND AT 528-9111 OR JBELAND@LRMFA.ORG.

"Rural Hitch" Available Electronically

If you would like to receive the *Rural Hitch* electronically (and save trees and postage!), please send your email to debbie@debbiekgraphics.com.

Feel free to share your electronic copy with others. We'll add anyone to the email list who is interested in receiving the *Rural Hitch*.

New Apparatus, Retirements, Promotions, Etc.



LRMFA/NHFA-SPONSORED FFI CLASS HOSTED BY THE GILMANTON FIRE DEPARTMENT GRADUATED IN DECEMBER 2013

Stephen Bates — Plymouth Fire Rescue; Daniel Chapman — Sanborton Fire; Jacob Chesley — Barnstead Fire Rescue; Danielle Colpritt — Epsom Fire; Darcy Crisp — Gilford Fire Rescue; Stephanie Giard — Plymouth Fire Rescue; Roger Horton — Gilford fire Rescue; Adam Huckins — Bristol Fire; Cameron Libby — New Durham Fire; Nicholas Marsh — Moultonboro Fire; Daniel Nickels — Sanborton Fire; Noel Normandin — Bridgewater Fire; Amanda Norton — Whitefield Fire; Bradley Riley — Center Ossipee Fire; James Romer — Plymouth Fire Rescue; Zachary Thomas — Plymouth Fire Rescue; Tracee Wellington — Tilton Northfield Fire; Zachary Whitney — Gilmanton IW Fire.



RECENT PROMOTION CEREMONY AT LACONIA FIRE DEPARTMENT

Left to right: FF Donald Pickowicz, FF 1st Class Chuck Campbell, Lt. Jay Ellingson, Captain Chris Shipp, Assistant Chief Kirk Beattie, Chief Ken Erickson, and City Manager Scott Myers.

New Apparatus, Retirements, Promotions, Etc.



Promoted to Lieutenant
Paul Steele
At both Campton-Thornton Fire
Department and LRMFA



Retired
Chief Ken Ward
Rumney Fire Department



Promoted to Firefighter 1st Class
Chuck Campbell
Laconia Fire Department



New Hire / Probationary FF
Donald Pickowicz
Laconia Fire Department



Promoted to Lieutenant
Jay Elingson
Laconia Fire Department



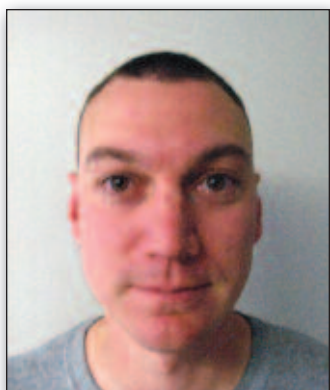
Promoted to Captain
Chris Shipp
Laconia Fire Department



Promoted to Assistant Fire Chief
Kirk Beattie
Laconia Fire Department



New Deputy Chief
Brad Ober
Gilford Fire Department



Firefighter of the Year
Alex Dria
Campton-Thornton
Fire Department



EMT of the Year
Marshall Miller
Campton-Thornton
Fire Department



Retired
Mike Pomerantz
Campton-Thornton
Fire Department



Promoted to Lieutenant
Dave Lavoie
Campton-Thornton
Fire Department

Moved On
Asst. Chief Deb Pendergast
Formerly of Laconia Fire Department is now
the Director of NH Fire Standards
and Training

New Fire Chief
Dave Coursey
Rumney Fire Department

Acting Fire Chief
Mike Robinson
Tilton-Northfield
Fire Department

Fourth Quarter Statistics...

From Oct. 1, 2013 through Dec. 31, 2013

Incidents Dispatched:	October 2013	1,545
	November 2013	1,539
	December 2013	1,510
	Total	4,594
	Year-end Total	20,951

Resources Available:

Engines	92	Tankers	15
Ladders	7	Rescues	23
Forestry	36	Ambulances	37
Utilities	5	Fire Boats	25
Towers	6	Air Units	5
ATVs	12	Command Vehicles	21

LRMFA HEADQUARTERS, LACONIA, NH



PHOTO COURTESY BILL HEMMEL. LAKESREGIONAERIALS.COM ©2009

Statistics:

- Began operations in September of 1971. Moved operations to our current facility in June of 2000.
- Dispatches Fire and Medical Emergencies for 35 communities and 35 Fire and EMS Agencies.
- Serves a population of 115,112 residents (2010 Estimate).
- Is spread over 5 NH Counties, covering a geographical area of 1,494 square miles (16% of the area of the State of NH — 1.5 times the size of the state of Rhode Island).
- Protects over \$19.6 billion dollars of property (2010 Valuation).
- Has an operating budget of \$1,059,880 (2012 budget).
- Has 9 full-time and 10 part-time employees.
- Dispatched 21,601 incidents during 2011 (59.18 calls per day).
- Dispatched 21,413 incidents during 2010 (58.67 calls per day).
- Dispatched 19,837 incidents during 2009 (54.35 calls per day).

Year-End 2013

Number of incidents = 20,885
Radio transmissions = 248,099
Emergency phones = 28,545
Admin phones = 25,044

This breaks down on a daily basis to 57 incidents per day and 12 radio transmissions for each incident, or 680 per day on average. Along with the emergency incidents we answered/made 69 calls on the administrative lines per day.

2014 LRMFA Executive Board Meetings

(4 p.m. in the conference room at LRMFA)

- Jan. 14 • Feb. 11 • Mar. 11 • Apr. 8 • May 13 • June 10 •
- July 8 • Aug. 12 • Sept. 9 • Oct. 14 • Nov. 11 • Dec. 9 •

2014 LRMFA Board of Directors Meetings

(7 p.m. in the conference room at LRMFA)

- Special Meeting: Jan. 22 • 1st Quarter: February 12 •
- 2nd Quarter: May 14 • 3rd Quarter: September 10 •
- 4th Quarter: October 29 •



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Department News

**Send your Department News to debbie@debbiekgraphics.com.
Include new hires, promotions, new apparatus, department events,
open training events, etc.**