



MISSION STATEMENT

The American Society of Professional Estimators Serves Construction Estimators by Providing Education, Fellowship and Opportunity for Professional Development.

“In the Beginning... there was an Estimate.”



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The Addenda News

The Quarterly Publication of the American Society of Professional Estimators, Chapter 6, Phoenix, AZ

December 2008

President's Message - Arthur Gudith, Wespac Construction



HAPPY HOLIDAYS!

Positive Focus

It has been a trying year for the construction industry, as well as for individuals and the country as a whole. Keeping a positive focus going into 2009 may be of a concern to you. To keep myself positively focused, I start first thing in the morning...

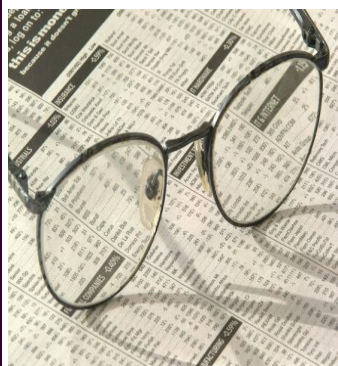
I woke up (this is a good thing) and realized again (some times I forget) that I have the power to make this day anything I want. Will I choose to look for the negative and play the victim of the world, or will I choose to accept the privilege and challenge of one more day? Life is a school full of learning opportunities and there is always something to learn about ourselves and others around us.

Each day, look back at the amazing experiences you just had. You may ask “but I just went to work, what experience?” Every smell (even that co-worker who really needs to discover deodorant), every person you talked to or failed to muster the courage to talk to, every sound and encounter is an experience. All of that makes you who you are. Life is not made up of things; life is made up of experiences and every experience is a gift, even the most awful ones – Live from an attitude of gratitude.

There are some great ingredients for any life quest:

1. Awareness of where we are now - step outside of yourself to gain a new awareness.
2. How we are feeling now - we have the ability to change our perspective.
3. Where do we want to be - take the initiative to change.

When we do these three things, we regain focus and things become clearer. Focusing on the NOW will change your future. Dwelling on the negative, past or present, will breed a dark future. Remember, *you create your attitudes.* *Continued on page 2*



MARKET WATCH

About 20% of America goes to school every day. Not surprising, the U.S. Green Building Council believes the construction industry can make a tremendous impact on schools, teachers, students, and staff by building green. In fact, **green** has now become the official school color of more than 1,000 K-12 buildings across the country. New schools are registering for the Leadership in Energy and Environmental Design (LEED) Certification at the rate of one project per day, with more than 100 schools already certified and approximately 1,000 additional schools currently in the pipeline to receive certification.

Members Make a Difference!

Welcome New Members!

Denise Tucker	Lucas Group	602-567-6779
Larry Lucero	Banker Insulation	602-273-1261
John Brakeman	Adolfson & Peterson	480-345-8700
Brian Moore	McGough Companies Southwest, Inc.	602-977-2018
Gene Plum	Sundt Construction, Inc.	480-293-3000
Casey Kotzenmacher -	Commonwealth Electric	602-291-4232
James Lucia	Commonwealth Electric	602-437-0354
Mia Akins	A. Akins Sales, Inc.	480-968-0770

A word from your Program Chair:

ASPE Arizona Chapter 6 has a great program schedule for first quarter 2009 (see page 3); we need your help in getting this message to estimators, PM's, business development, and other influencers and decision makers who can benefit from attendance and membership in ASPE Arizona Chapter 6. Primary targets are Chief Estimators, Owners, and COOs of construction-related businesses operating in Maricopa County and statewide. ASPE Arizona Chapter 6 members are far more influential than we may believe. We have access to leadership in higher education, local and state government, and commercial construction. **We can and do make a difference!** Active participation in ASPE Arizona Chapter 6 is the only requirement.

We are currently evaluating various incentives for our ASPE Arizona Chapter 6 members to help us **grow our member-**

ship. We encourage our existing members to contact someone in the construction community who is not a member of ASPE Arizona Chapter 6, and bring that person to a dinner meeting. When that guest meets our members and attends our programs, the value of membership will soon be understood.

Best wishes for 2009,
Tom Mayer, 1st Vice President, ASPE Arizona Chapter 6
T. 602 272 3600. tom@magnumcompanies.net

CONGRATULATIONS SCOTT EATON!

We congratulate ASPE Chapter 6 member, Scott Eaton, who recently received his CPE certification; what an accomplishment!

Scott has been a Preconstruction Manager in the Tempe regional office of Turner Construction Company (a general contractor headquartered in New York) since 2005. He manages seven estimators and a purchasing department with four staff members.

Scott earned his BS in Construction Engineering from ASU. His work as an estimator includes education K12, retail, high-rise residential, medical and high-tech projects. He is LEED® accredited. **Way to go, Scott!**



President's Message *(continued from page 1)*

Focusing on anything is a skill and we all know someone who lacks this skill. That's why we have refresher courses, because all skills are perishable and being positive is no different; it takes work. When you get worked up over politics, sports, who took your pencil or the last cup of coffee, you are allowing this to happen. Stop it, get over it, and chill out. Don't dwell on the "what ifs."

Life is grand. Tomorrow is another opportunity to pull out the next magic that is in all of us. Tough times don't last but tough people do. Some of the best times of our lives are the result of some hard times we went through onto the better side. The best experiences are the events you do not think you can overcome, but when you look back, that challenge seemed easy.

Three things to do:

Clarity - What do I need to know?

Confidence - What do I need to do?

Capability - How can I see things differently?

Life is about choices. If you don't like one choice, you can always make another. You are where you are, just like a game of chess.....**it's your move!**

Arthur Gudith
ASPE President Chapter 6

Chapter Program Review

We had a successful 2008 program year, which featured a number of significant topics and speakers:

January	Fred “The Safety Guy” DeVeau US Occupational Services, Inc.
February	Mark Wilhel , LEED AP, “Green Ideas”
March	Louis Rehse , “The Reference Library”
April	James Erzen , PhD, Director - Del E. Webb School of Construction
May	Dean Stanphill , PE, Converse Consultants, “Soils Stabilization”
June	Michael Shetler , “The Blue Book”
July	ASPE National Convention
August	Eric Suriano , Via Sol Energy Solutions, “Commercial Solar Energy”
September	Harry Paxton , Director of Economic Development for the City of Goodyear
October	Steve Wylie , TRC Worldwide Engineering, Inc. “Fast Tracing Projects”
November	Senator Robert Burns , “Capital Construction Programs”
December	Holiday Break—no meeting

Next year is shaping up to be another substantive, interesting year of educational programs for our members; the first quarter outline is provided below. To ensure that we present programs that are relevant and of interest to all of you, we challenge all ASPE Arizona Chapter 6 members to **submit your input regarding dinner meeting speakers and topics**. The ASPE Arizona Chapter 6 member whose recommended speaker is selected for a presentation at a chapter dinner meeting will receive his or her meal free of charge. Get out that contact list!

So, for 2009, here's how we're starting off the year!

January 13, 2009:

David Hensley

City of Phoenix Deputy Aviation Director for Design and Construction.

Mr. Hensley will discuss expansion and infrastructure improvements at Deer Valley, Goodyear, Sky Harbor, and Williams Gateway airports, with emphasis on the redevelopment of the West Terminal and construction of the Automated People Mover (APM) at Sky Harbor International Airport.

The airport is awaiting FAA approval of an environmental impact statement before it begins its planned west terminal re-development and Automated People Mover (APM) construction. The new terminal would replace Terminal 2, the

oldest at the airport with a new, 33-gate terminal. The design and construction are still under consideration.

The APM light rail system will be constructed to connect the new east parking area to all terminals with two new stations in Terminals 3 and 4. A connection to the new car rental facility is part of phase two. The first phase of the APM project is worth \$380m; the overall cost of the project will be up to \$800m. Stage 1 of the APM was previously approved. The new approval obtained in March 2006 allows for connection to light rail and a continuation from Terminal 3 to the new West Terminal and the rental car facility.

There are many other small infrastructure improvement projects underway and there will be much construction activity around the airport in 2009. DMJM Aviation is providing project management services, and Holder Construction is providing cabling and infrastructure redevelopment services.

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February 10, 2009:

Bruce Jensen

Executive Director, Capital Programs Management,
Arizona State University.

Mr. Jensen will discuss ASU Capital Programs, the Stimulus Plan for Economic and Education Development (SPEED), the status of the Del E. Webb School of Construction, and the \$28.7 million Psychology and Geography Program Expansion to renovate 57,100 square feet in five buildings at ASU.

March 10, 2009:

David R. Smith

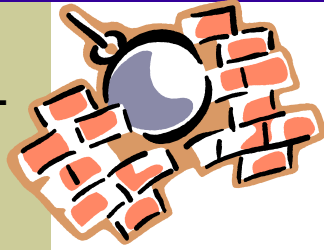
Maricopa County Manager

Mr. Smith will discuss the growth of Maricopa County, current and future construction projects, and how to do business with Maricopa County.

A total of about \$1 billion in capital expenditures will be completed over the next five years, using mostly pay-as-you-go financing. These include projects in criminal justice and juvenile detention facilities, roads and bridges, flood control, technology, general fund buildings, and new courthouses.

See You There!

OFF 'd WAHL



Shift (shift) v. 1. To change gears. 2. a. To change position, direction or form. >b. To exchange for another. 3. To alter as a systematic change. – shift'er n.

“Life at work used to be compared to a game of chess; a slow-paced mind game of strategy aimed at outwitting your opponent. That was yesterday. Today’s work life is more like a video game. Your success depends not only on how fast you are, but on how well you know the field and how easily you maneuver through it.”*

Gone are the days when you could guarantee that your place of work, or your carefully laid plans for the day would be the same as they were when you left them the day before. Today, life at work or at home requires you to constantly shift your position; it’s true what they say, **shift happens**. Studies indicate that two major factors have the greatest influence on your ability to shift seamlessly through our daily lives: speed and change.

The speed of making decisions and doing business is getting faster and faster. We have gone from copy machines, to fax machines, to e-mail and instant messaging (some of us may even remember mimeograph machines. Not me, of course!) The ever-increasing speed of doing our jobs can make us feel like we’re rafting over rapids. To survive this pace, you must be smarter, faster, more resilient, and innovative. Forget about next year, you’ve got to get through this week.

The other factor is change. Are you so sick of hearing about change that you’re ready to scream? Well, go ahead, it’s good for your heart and lungs. Now that it’s out of your system, get used to it; **change is here to stay**. Do you remember when ice cream was just vanilla, coffee was Maxwell House, phones were black, sheets were white, and stores were closed on Sunday? Now, Starbucks offers 1,800 different ways to have coffee and people shop on Christmas Eve. The point is, YOU have created much of the change and the reasons for change.

To keep up with customers’ demands for greater variety and speedier delivery, companies have had to create more features, more models, more price points, and immediate delivery. To keep up with employees’ demands for more

SHIFT HAPPENS

interesting work, higher pay, flexible schedules, and job satisfaction, employers have had to address the “total work experience,” as they strive to provide meatier work, more opportunities, appropriate rewards, and work/life balance.

Good companies know this, which is why they focus on engaging employees in identifying and creating the change that occurs in the workplace. To facilitate this shift in how we hire, train, manage and reward our team members, companies need to involve their employees throughout the year in developing processes and programs that work in their organizations; employee suggestion or employee referral recruitment programs are good examples.

Shift (shift) n. 8.a. A means to an end.

Genuine transitions begin within us, even when they are brought to our attention by external opportunities. Sometimes, we have to get our shift together. Employees can choose to be a part of creating the change or implementing the shift. Whichever you choose, you have to know that in the end, your involvement will make your company an even better organization than it already is.

***Suggested reading:**

Getting Your Shift Together: Making Sense of Organizational Culture and Change, P.J. Brouhard and Lizz Pellett

Transitions, Making Sense of Life’s Changes, William Bridges

Our Iceberg is Melting: Changing and Succeeding Under any Conditions, John Kotter

5

Ways to Become a Better Corporate Citizen

In his recent book, *The Triple Bottom Line: How Today's Best Run Companies are Achieving Economic, Social and Environmental Success and How You Can Too* (Jossey-Bass), business consultant Andrew Savitz suggests some powerful ways that companies can become better environmental citizens (often with the added benefit of improving their financial results and value as investments). Here are five good places to start:

1. Look for waste in your processes. The objective: Reduce the water, energy and other materials that are going “down the drain, up the smokestack, or into the garbage,” as Savitz puts it.

2. Provide incentives to employees and managers. It's amazing how many practical and achievable ideas will come from within your own organization, once people understand that those at the top care about receiving environment-friendly suggestions. Experiment with different ways to get their ideas flowing – and find ways to reward them for meeting and exceeding the company's goals.

3. Don't forget about your competitors. Savitz urges companies to “systematically hunt for best practices among competitors, within the same or related industries. These businesses will often brag about what they are doing well, which can give you ideas for how to imitate or leapfrog.”

4. Focus on your supply chain. Your company can spread the value of its own commitment to healthy environmental practices if it insists that its supply chain “go green” as well. If suppliers express a need for good ideas or extra guidance, share your success strategies and best practices. Consider asking your employees to serve as mentors in this regard for people who work for your key suppliers.

5. Pay attention to the value chain, too. “Your customers may have environmental needs that your company can help solve,” says Savitz, “either through better processes or better products with which you can supply them.” How's that for icing on the cake? You'll wind up strengthening valuable business relationships while working jointly to improve the environment.

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We can't go on like we are forever. . .

Diana and Rod Hanson of Lino Lakes, MN spent about \$1.50 on fuel driving to Colorado. **And back.** In a '92 Volkswagen Jetta. Their diesel-powered sedan used about a half gallon of petrol during the 2,300-mile trip. The other 49.5 gallons of fuel came from vegetable oil stored in the car's trunk.

Conservationists in every sense of the word, the Hansons take great interest in alternative fuels. They cut their grass with an electric mower charged by the sun's energy. They burn wood to heat their house. They cook with a backyard solar oven. Diana does much of her shopping by bicycle.

And then there's the 15-year-old car (with 15,000 miles); not only does the diesel Jetta get 45 miles to a gallon on free fuel, but it only cost \$250 to convert. To fuel the oil-guzzling car, the couple collects used restaurant grease from a half-dozen sources, filters it through blue jean material and stores it in a 50-gallon drum in the garage.

Oil from the drum is then pumped through a second filter into gallon mil jugs for short trips and larger, 5-gallon containers for long trips; the jugs are stored in the trunk for refueling. According to Rod, the car performs the same whether fueled by vegetable oil or diesel with no difference in power; a how-to book entitled "From the Fryer to the Fuel Tank," served as a guide for Rod.

Saturated or unsaturated oil can be used, but **Chinese restaurant grease is best**, said Diana, because little animal fat is used and it is non-hydrogenated. The car is started under diesel power since the oil must be pre-warmed to thin it. Once the needle lifts on the temperature gauge, a switch is flipped to open the alternative fuel line, which carries the oil through a third filter under the hood before reaching the engine.

Always looking for ideas, the couple is interested in all kinds of alternative energy. "We can't go on (consuming energy) like we are forever," Rod said, "People must start making some changes."

Reprinted from the St. Paul Pioneer Press, article by Debra Neutkens, August 2007



2008 GOLF TOURNAMENT A SUCCESS !!!!!



The 19th Annual Dave Clifton Memorial Golf Tournament was held on September 19, 2008 at the Orange Tree Golf Resort with 105 golfers participating. We were again blessed with beautiful weather and the golf committee did a great job of putting together another fun outing for everyone. I would like to thank all of you who so generously gave up your Friday morning to play golf when you so easily could have been working! Please be assured that your spirit of volunteerism has not gone unnoticed. So much so, that [we have scheduled our Twentieth Annual Tournament for September 18, 2009 and we hope to see everyone there.](#)

I would especially like to thank the members of the golf committee who helped with the check in, raffle ticket sales, lunch, and raffle. Committee members included: **Jenny DeSouza** (Frazee Paint), **Denise Bowser** (DalTile), **Brett Eklund** (The Renaissance Companies), **Roscoe Hodson** (Kitchell Contractors), and **Becky Stohlmann** (She who puts up with me).

With the help of all of our generous sponsors, we were again able to have a very successful golf tournament with several thousand dollars raised for our educational fund at ASU, and our other continuing educational programs.

Thanks again to everyone, and keep the 18th of September open.; more details to come. We look forward to seeing all of you again.

Ken Stohlmann

Chief Estimator

Paul Rich Roofing & Construction, Inc.

Building Blocks — Our Professional Development

THIS QUARTER:

Why Trust Matters

It's the glue that holds us together.

Trust is the great intangible at the heart of every relationship. Building an environment of trust is a leadership imperative, since a lack of trust leads to distrust, declines in integrity and ethics, and breakdowns in credibility and reputation.

As total quality guru W. Edwards Deming noted, “97 percent of what matters in business can’t be counted.” The intangibles make trust critical to the bottom line. Trusting relationships increase profitability, boost market value, add competitive advantage, lower costs, and provide efficiencies. Creating bonds of trust leads to higher morale, lower turnover, and improved productivity. Partnerships based on trust provide the greatest value at the lowest cost, regardless of what partnerships we consider: manager to employee; co-worker to co-worker; contractor to contractor; or builder to customer.

To create a culture of trust, you need to be authentic, credible, and act with integrity – communicating honestly and being forthcoming about the company’s prospects, and what your expectations are from others, including bringing actions and words into alignment; saying what you mean and meaning what you say; consistently living by clearly stated values and by delivering on your promises; helping people trust that changes will work toward a better way; trusting your building partners, then relying on the data to assess performance; helping people trust in others in a team effort so that goals can be met; and helping people trust in themselves as they work to achieve outcomes. **Once you lose trust, you lose the ability to communicate and lead.**

Trust is not an entitlement; it must be earned. Without trust, people question authority, decisions, and remain unmotivated. Since people look for transparency from their leaders, speak the truth with employees and customers; trust and value people’s opinions; provide opportunities for face-to-face interactions; avoid “management speak;” be accountable just as employees

are held accountable for their performance; involve employees and clients in the ownership of ideas and the planning process; fairly reward and recognize employees for their contributions and efforts; boost the credibility of management as leaders to create high engagement and retention, collaboration, teamwork, and trust.



Open and honest communication creates mutual trust and understanding. Trust matters in communication: trust between managers and employees, or between builder and client, trust between people in teams, and trust on a one-on-one basis. Trust, the essential ingredient for collaboration and effective communication, is critical for organizations in creating more open, caring and ethical cultures.

To create trust building communications, follow these four tips:

- Tell people what you know and don’t know. Then tell them when you think you’ll know more, and get back to them with that information.
- Explain why you or the company took a particular action, especially when communicating unpleasant or unwelcome information. If you don’t do this, actions will be misinterpreted.
- Be consistent. Repeating key messages reinforces them. Make sure your actions also reinforce those messages. Mixed signals are perceived as lies.
- Don’t try to “spin” bad news to make it look positive. People know that you’re lying to them – and they won’t respect you for it. We handle the truth better than a lie or half-truth.

Knowledge-sharing and collaboration. Lack of trust hinders knowledge-sharing. Sharing of information in a climate of respect and collaboration leads to an increase in knowledge and understanding, and, therefore, trust. If distrust and fear are present and the culture doesn’t foster trust, knowledge-sharing won’t occur. **Trust is the glue that holds people together.** *Continued on page 8*



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Building Blocks *(continued from page 7)*

Public relations. Trust is an integral part of maintaining relationships with the media and the public. Speaking the truth enhances the credibility and reputation of your organization. It is important that your organization understands its unified message to the public, and works honestly and ethically to disseminate that message.

Personal trust. Erosion of trust can occur from large corporate scandals like Enron, but also through the daily erosion of trust through breakdowns in relationships. Leaders can learn how to install trust into their personal practices and create a culture that allows for honest, authentic conversations.

You can help people trust in themselves and others, work with others as a team to build trust and accomplish objectives, and believe that the work will succeed. If trust is lacking, people can't hear their truth or practice courage.

You don't have to choose between integrity and prosperity. You can have both. Companies that take values seriously, resolve ethical dilemmas, and serve as good corporate citizens

will be successful. A symbiosis operates between the business and the community, resulting in greater transparency. A healthy business serves the community; and, if the community feels that the business is honest, the community will support the business.

Trust is the most important currency in business. By opening up to what is true and creating a vision for the highest good, you can build a culture of trust and enhance the bottom line.

Excerpts Reprinted from Leadership Excellence, August 2007

A Gift that Lasts a Lifetime

What is the most precious gift you can give your family and friends? A healthy You! Preventive exams are essential to your health; and *they saved a family member's life this year*. Exams and screenings are the best gifts you can give yourself this holiday season, and they are gifts that last a lifetime.



Screenings can identify problems before symptoms begin and improve the chance that health conditions can be treated successfully. Your health insurance provider encourages you to schedule regular exams, key screenings and immunizations to build a strong relationship with your doctors, and a deeper understanding of your self. Common preventive screenings include:

Health Maintenance Exam: complete physical, health history and a review of health and lifestyle risk factors; an exam of cardiovascular, respiratory, reproductive and other systems appropriate for age, risk and sex. Recommended: Age 18-39: every 5 years; Age 40-49: every 2-3 years; Age 50 or over: every 1-2 years.

Colorectal Cancer Screening: screening detects cancer, pre-cancerous polyps, or other abnormalities. It is more common after the age of 50, or earlier if you have a family history. Ask your doctor about the preventive tests you should receive as there is no exact cause for colorectal cancer.

Prostate Cancer Screening: a PSA (prostate-specific antigen) test is a simple blood test that looks for signs of prostate cancer; it can be a good idea. It helps detect elevated PSA levels, which can indicate cancerous conditions, and these tests are generally recommended for men between the ages of 50 and 75. Interpreting the results can be complicated, but it is a good idea for men to discuss the need for PSA tests with their doctor.

Breast Health Screenings: find breast cancer early as possible by conducting monthly self-exams and scheduling a mammogram. Recommended: Age 35-40: initial mammogram; Age 40-49: every 1-2 years; Age 50 or over: every year. Please talk to your doctor if you have a family history of breast cancer; and men do get breast cancer.

Cervical Cancer Screening: Schedule a yearly well-female exam, including a Pap smear and breast and pelvic exam. Prevent cervical cancer by practicing safe sex and avoiding smoking or exposure to cigarette smoke.

Lipoprotein Panel: Beginning at age 20, check your cholesterol every 5 years. Measure your cholesterol, triglycerides, high-density lipoprotein (HDL) and low-density lipoprotein (LDL) with one blood test. This panel measures fats and fatty substances used as a source of energy in the blood.

Other Important Steps:

- Age 45: Have your blood sugar checked every 3 years
- Stop smoking
- Engage in regular physical activity
- Eat healthy foods including fruits and vegetables, and consume an adequate amount of calcium.
- Have your blood pressure and weight checked every 2-3 years; or every time you see a doctor

Health care is personal and your choice. These guidelines are provided to help you discuss with your doctors what services you may need. Use the information appropriately, but most importantly, don't ignore yourself, your signs or symptoms. **You and your family deserve the attention!**

Information provided by BlueCross Blue Shield. Check with your own insurance provider to determine the levels of wellness coverage it provides.

CHAPTER 6
PHOENIX, AZ
THE AMERICAN
SOCIETY OF
PROFESSIONAL
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For contact information, see our
[website](http://www.aspechapter6.org).



Joining ASPE is Easy—How to Become a Member

Despite all the talk about estimators' tendencies to be introverts, we still also tend to be joiners – **when the organization is right!** Whether your reasoning is for education, networking, or just plain resume value, we are stronger collectively than we are alone. Professional memberships help us grow professionally and personally, and they enable us to make important connections that help us advance our estimating careers. Arizona Chapter 6 and the American Society of Professional Estimators encourage you to join if you are not already a member, continue to renew your membership (if you are a member) or to recommend ASPE to a peer, co-worker or friend.

Joining is easy. Feel free to contact any member of our Board of Directors (contact information on the website www.aspechapter6.org); or log on to the site and complete an application form. **JOIN TODAY and start benefiting from your membership tomorrow!** Contact Membership Chairperson **Alan Skinner** at alan@sis-corporation.com or fax 602-943-8564 or phone 602-997-0000.

HAVE YOU CHANGED YOUR ADDRESS? Don't lose out on any association information; help us keep up-to-date on your whereabouts. If your contact info has changed, please email current data to Alan Skinner.

Advertising is even Easier! How to Submit an Ad

Our advertising has changed; now you can get your ads on our website, as well as our newsletter. These rates include posting on the Chapter 6 web-site www.aspechapter6.org.

	3 issues	
	<u>Members</u>	<u>Non-Members</u>
Business Card Ad	\$ 75.00	\$ 90.00
1/4 Page	\$120.00	\$144.00
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Format for all ads must be compatible with Microsoft Publisher and all ad copy must be received by the 20th of the month. For additional questions, contact Rich Wahl at rich.wahl@weitz.com. We appreciate your participation.

Editor's Comments

Thanks to all who contributed to this issue:

Arthur Gudith Tom Mayer Ken Stohlmann

For editorial comments, or to contribute to the next issue (due on newsstands March 2009), please contact me at rich.wahl@weitz.com.

Enjoy and Have a Great 2009!

Rich Wahl, Website/Newsletter Committee Chair
The Weitz Company

HAPPY★NEW★YEAR