

Inside

From the Director's Chair..... 2

A Letter From The President..... 3

An Early Look At The 2009 Convention..... 4

National Board Exam Statistics..... 4

State Board Exam Statistics..... 5

Academic Achievement Awards..... 6

Robert Barnes Named Secretary/Treasurer..... 6

Proposed By-Laws Changes Passed..... 7

Jurisdiction News..... 7

The Conference Holds 104th Annual Convention

The International Conference of Funeral Service Examining Boards, Inc. met February 28-29, 2008 for the 104th annual convention at the Doubletree Hotel-San Antonio Airport.

This year's convention was attended by over 100 delegates who represented funeral service regulatory boards as well as ABFSE accredited mortuary schools. The Conference was very pleased to welcome attendees from four Canadian provinces including Manitoba, Newfoundland, Alberta, and Ontario.

This year, the 104th convention introduced the NON-weekend format, with attendees meeting Thursday and Friday, instead of the former Saturday and Sunday schedule. Holding the convention during the week was a resounding success, allowing attendees to stay and enjoy the weekend in San Antonio or travel home early.

This year's convention included the well-attended Association of Executives of Funeral



Out going President Chet Robbins (right) presents incoming President Billie Watson Hughes with the president's gavel and plaque.



Front Row, From Left: Gerard "Skip" Mikell, Kathy Mathews, Lisa Moore, Billie Watson Hughes, O.C. "Chet" Robbins Back Row, From Left: Joseph Richer, Robert Barnes, Jerry Griffin

Funeral Arts Degree program, funeral brokers, and internet sales.

Following the seminar, Sue Steinkamp and Kellie Britten of Pearson VUE, gave an item-writing seminar for educators and regulators. The convention continued on Friday with six presentations on various areas in the funeral service industry.

Billie Watson Hughes began Friday morning with a presentation on "Sanction Referencing," and the state of Virginia's policies. She was followed by former Funeral Consumers

Alliance President Lamar Hankins who spoke on "A Consumer's Perspective on Funeral Service." The attendees then went into their district meetings.

John "Remo" Portelli gave the first presentation of the afternoon on funeral service ethics using a film entitled "Ethics through a Camera's Eye."

Jannette Gosha, a Dallas attorney for the Federal Trade Commission, gave an educational presentation on "The Funeral Rule Offenders Program," followed by Deborah Orecki, Director of the Department of Health – Bureau of Funeral Directing, who spoke on "Tissue Issues." Former Conference President David Benke and Assistant Director of the Anatomy Bequest Program Angela McArthur ended the afternoon with their informative presentation on "Non-Transplantable Anatomical Donations."

In addition to the annual business

Service Boards meeting on Thursday morning. State and province executives and their staff discussed many areas including unlicensed practice, pre-need regulation, the



James Shoemake (right) receives the President's Award for Outstanding Service from President Chet Robbins.

Convention

Continued from page 1

meeting and informative presentations, Lincoln Memorial Life Insurance and The Conference hosted the reception and banquet on Friday evening honoring Vice President Billie Watson Hughes and President Chet Robbins.

The cocktail reception was held outdoors in the Spanish courtyard of the hotel where a 10 member mariachi band entertained attendees and their guests.

Several awards and honors were presented at the banquet including the 2007 Academic Achievement Awards. Out of over 2,800 candidates who took the National Board Exam in 2007, four students received the honor of having attained the top scores in the nation.

The Distinguished Academic Achievement Award for Arts was awarded to Amy Nash of Fayetteville Technical College and Jeffery Veldhof of Pittsburgh Institute of Mortuary Science. The recipients of the Distinguished Academic Achievement Award for Sciences was Elizabeth Arvidson of Worsham College of Mortuary Science and Ryan Bandy of Mid-America College of Funeral Service.

Chet Robbins presented James Shoemake the admirable President's Award for Outstanding Service. President Robbins commended Shoemake for his dedication and exceptional service to funeral service education as well as the industry. Mr. Shoemake is the president of the Dallas Institute of Funeral Service.

Jacquelyn Taylor, past president of the American Board of Funeral Service Education, was awarded a beautiful San Antonio-inspired pottery piece for her service and numerous contributions during her two year term on The Conference Board of Directors.

Billie Watson Hughes also awarded Ernest Adams a Conference certificate of congratulations on becoming the 62nd President of the National Funeral

From the Director's Chair

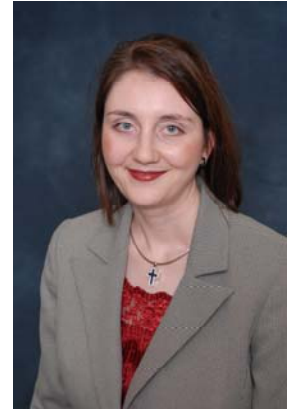
As I approach my 10 year anniversary as an employee of The Conference, I have reflected on the changes I have seen in the organization. I began my career as a registrar before becoming the assistant executive director and finally in 2002, the executive director. In 1998 the office moved from Utah to Arkansas and found a home in Fayetteville in 2003 when the board voted to purchase office space for the first time in the history of the organization. In 2004, The Conference moved from a paper/pencil based exam format to a computer based format which gave us the capability to provide individualized service to our candidates as well as protect the integrity of the exam through enhanced security measures during exam administration.

Also in 2004, The Conference began work to update the job analysis survey which serves as the foundation for the National and State Board examinations that we produce. The job analysis project began with the appointment of an advisory committee composed of content experts and balanced for experience and geographic region. The survey instrument was then constructed using written job logs, job descriptions, training materials, performance appraisal instruments and any previous job analysis information that is available. Once the survey was completed and mailed out to a random sample of funeral service licensees, the results were tabulated and a new content outline was created based on the responses received. The project was completed in the summer of 2005 and the current content outline became effective on January 1, 2006.

In the hopes of continuing to improve our service capabilities, The Conference hosted a bidder's conference in 2006 to review proposals from four testing vendors. Pearson VUE was ultimately chosen to provide psychometric services and administrative support for The Conference's examination program. Beginning on January 1, 2007 candidates were able to schedule exams at their convenience through the Pearson Professional Centers located across the country and the response has been overwhelmingly positive.

In 2008, The Conference shifted the format of the annual convention and I am pleased to note that the February meeting was one of our most successful to date. With increased participation from our member regulatory agencies, the networking opportunities and discussions were top notch. By implementing the suggestions derived from the focus group on future conventions that met during the annual convention earlier this year, we hope that the 2009 meeting will build on our past successes and prove to be the premier forum for funeral service regulatory issues.

The evolution of this organization over the past 10 years is indicative of the board's desire to be responsive to the changing needs of The Conference's membership. As always, I welcome any comments, ideas, or suggestions concerning the direction of The Conference and I hope to see you at our next annual meeting in Williamsburg, Virginia.



Dalene Paull,
Executive Director

Directors and Morticians Association on behalf of The Conference board of directors.

Chet Robbins was honored for his year of presidency with a beautiful oil portrait and a Waterford crystal eagle from the board of directors and The Conference staff.

Vice President Hughes was given the traditional presidential plaque and gavel to officially begin her term.

General Counsel Peter Drumm of Muncie, Indiana, swore in the new officers

Continued on Page 3

A Letter From The President

Greetings,

The Conference is the premier source for examination services, information, and regulatory support to the death care profession. With the 104th convention behind us, I look forward to this year with great anticipation and excitement.

When we left the annual conference convention in San Antonio at the end of February, we knew we had set our goals high. Our work is cut out for us.

As a team composed of the board, staff and committees, we will continue to implement cutting edge technology and innovations within our testing services, by working closely with Pearson Vue. Our goal is to be even more responsive to the request of the members of the American Board of Funeral Service Education by increasing the speed/accessibility and flexibility with examination reporting.

Last month, Dalene and I had the opportunity to meet with the ABFSE in Pittsburgh. They had a number of questions regarding the National Board Exam. Many of the questions raised concerned the task analysis survey and what the exam was based upon. We answered them to the best of our ability with the assistance of John Runsvold and David Benke.

During May, the examination committees have a huge task before them. They will review and revise the National Board Exam study guide and the

practice examination. They have many hours of tedious work ahead. With new members added to the committees, we look forward to fresh ideas and different perspectives being brought to the group.

Increasing our international visibility is essential. Our representation in China at NFDA's Asia Expo and at the Canadian Convention will enable us to broaden our network of contacts.

We constantly receive inquiries from internationally trained individuals seeking licensure in the United States. The International Committee recommended a foreign equivalency examination and the pursuit of a relationship with World Education Services. We will be looking into these issues more during the coming months.

Closer to home, we will also see more emphasis on support to regulatory boards. The Association of Executives of Funeral Service Boards is our key to identifying where we need to enhance our services. With the district governors visiting the states within our districts, The Conference will have a great opportunity to encourage more states to use our examination services.

The Conference did award one grant at the convention. This was a result of a request from Columbia University entitled "Avian Influenza Preparedness in the Death Care Profession." The Conference anticipates more requests as more people become aware of the grant opportunities

available.

In closing, I would like to express my sincere appreciation to Dalene, Lauren, Toni, Jolene, Dustin, and Hannah for their responsiveness to all of our requests. I want to thank the Board and Committee Members for their support and the tireless hours spent doing Conference business.

I hope to see everyone in Williamsburg, Virginia at the Kingsmill Resort, February 2009 for the 105th annual convention.

Billie Watson Hughes
President
The Conference



Billie Watson Hughes,
President

Convention *Continued from page 2*



Incoming President Billie Watson Hughes (left) presents outgoing President O.C. "Chet" Robbins with a portrait.

for the 2008-2009 year at the banquet Friday evening. Billie Watson Hughes of Alexandria, Virginia, was sworn in as president, becoming the first African

American woman to hold this office with The Conference.

Watson Hughes has over 30 years experience in the funeral service industry and is currently associated with Green Funeral Home in Alexandria, Virginia.

Lisa Moore of Lodi, California was sworn in as vice president. This past year she held the office of secretary-treasurer for The Conference. Moore has over 20 years of experience with the California regulatory bureau.

Bob Barnes of Portland, Maine was sworn in as secretary-treasurer. Barnes has been a licensed funeral practitioner for 34 years with Jones, Rich, & Hutchins Funeral Home in Portland, Maine. The ICFSEB annual convention provides a valuable opportunity for practicing

professionals, regulators and educators to come together for exchange of information, problem-solving strategies, and goals for the future of the funeral service profession.

The 2009 convention is slated for the last week of February in Williamsburg, Virginia. More information about next year's convention is included on page 4 and will be available on our web site soon.

An Early Look At The 2009 Convention

Lauren Harriman, Executive Assistant

The planning process for the 2009 convention has begun. The convention will be held the last week in February of 2009 in Williamsburg, Virginia at the Kingsmill Resort. The upcoming convention will be The Conference's 105th annual meeting and the second year for the favorable non-weekend format.

The convention will take place at the gorgeous Kingsmill Resort located on the historic James River. An Anheuser Busch property, the Kingsmill Resort sits on 2,900 acres and is conveniently located to three major airports as well as minutes away from Colonial Williamsburg. The property has six restaurants with an array of dining options. Virginia's largest golf resort, the Kingsmill offers 63 holes of golf including the River Course home to the LPGA's Michelob ULTRA Open.



There will be a few noteworthy agenda changes for the 2009 convention. The first change is holding concurrent sessions for all attendees on the afternoon of Thursday, February 26th,

2009. There will be an orientation

session for first-time attendees, as well as informative sessions for both funeral service regulators and educators.

The second agenda change, at the suggestion of the focus group on future conventions that met in San Antonio, is to host the cocktail reception before the annual meeting on Thursday evening rather than on the last day of convention. This allows attendees time to network before the meetings officially kick-off Friday morning. The reception will take place from 5:30 – 6:30 p.m. on Thursday evening.

The last change to the convention agenda will be an awards luncheon on Friday afternoon instead of the President's banquet that evening. By omitting the banquet, there will be time for a group function on Friday evening so

attendees can experience some local flare.

The Kingsmill Resort has several recreational opportunities available including 15 tennis courts, an indoor/outdoor pool, walking trails, racquetball courts, and a state-of-the-art fitness center. The full-service spa is also an option for guests who choose to enjoy massages, body and skin treatments, specialized hair and nail treatments, an aromatic steam room, dry-heat saunas, and whirlpools.

The room rates for the Kingsmill are \$129 for a deluxe guestroom and \$139 for a river view guestroom. A tentative agenda with speaker information will be available soon on our web site. We hope to see you in Williamsburg!



The Kingsmill Resort

NBE Statistics January 1, 2008 - March 31, 2008

National Board - Arts Examination (NBA)

	Total Tested	Pass #	Pass %	Fail #	Fail %	Absent #	Absent %	Total Number
First Time	291	231	79%	60	21%	11	4%	302
Repeater	86	32	37%	54	63%	6	7%	92
Total	377	263	70%	114	30%	17	4%	394

National Board - Science Examination (NBS)

	Total Tested	Pass #	Pass %	Fail #	Fail %	Absent #	Absent %	Total Number
First Time	290	222	77%	68	23%	6	2%	296
Repeater	88	44	50%	44	50%	6	6%	94
Total	378	266	70%	112	30%	12	3%	390

January 1, 2008 - March 31, 2008

SBE CBT	Arts: 93	Science: 0
LRR CBT	79	
Other CBT Exam	4 (<i>NC Pathology</i>)	
SBE Paper/Pencil	Arts: 22	Science: 0
LRR Paper/Pencil	45	

State Board Exam Program

	SBE Arts Sciences	Laws, Rules, & Regulations Exam	CBT	Paper Pencil
Alabama	✓			✓
Alaska	✓		✓	
Arizona	✓		✓	
Arkansas		✓		✓
Delaware		✓		✓
Hawaii	✓			✓
Idaho	✓		✓	
Indiana (under development)		✓	✓	
Louisiana	✓		✓	
Maine		✓		✓
Maryland (under development)		✓	✓	
Mississippi	✓		✓	
Missouri	✓	✓	✓	
Nevada	✓	✓	✓	
New Mexico		✓		✓
North Carolina	✓		✓	
Ohio	✓		✓	
Oregon	✓		✓	
South Carolina	✓	✓	✓	
Tennessee	✓	✓	✓	
Texas	✓		✓	
Vermont	✓		✓	
Washington (under development)	✓	✓	✓	
West Virginia		✓		✓

National Services

- Validated National Board Exam
- Practice National Board Exam
- Direct candidate certification of results
- Archiving of NBE results
- Comparative report on statistical analysis of examination
- Consolation services to regulatory boards
- Professional seminars and presentations
- Annual convention for regulatory board members, state executives, and mortuary college educators
- Financial support ABFSE

State Services

- State Board Exam, custom exams, State Laws, Rules, and Regulations
- Directory of regulatory boards and ABFSE-accredited colleges of mortuary arts and sciences
- Compilation of state regulations in licensing, continuing education, and pre-need
- Clearinghouse for dissemination of information to regulatory licensing boards in areas of mutual concern in funeral service

NBE Arts Committee

Harvey Leavitt III, Chair (2000)
 Ernest C. Adams, Jr., CFSP (2005)
 Robert N. Barnes, CFSP (2007)
 Steve Gordon (2004)
 Barbara Kazmierczak (2007)
 Patrick C. "Pat" Obarzanek (1999)
 Edward O'Sullivan, CFSP (2008)
 Jay Seibel, CFSP (2005)
 Billie Watson Hughes, CFSP (2005)

NBE Science Committee

O.C. "Chet" Robbins, Co-Chair (2005)
 E. Gene Allen, CFSP, CPC (2007)
 Gail Thomas DeWitt, CFSP (2008)
 Mark E. Fisher (2008)
 Clarence Glover, CFSP (2008)
 Richard "Dick" Pace (2001)
 Thomas E. "Tom" Sanderson (2004)
 Patricia A. "Pat" Traffas (2006)
 Laura Zabel (2003)

Academic Achievement Awards

Four students were recognized for their outstanding academic achievement by The Conference at the annual convention that took place February 28-29, 2008. Out of 1,400 students from across the country who sat for each section of the National Board Exam of The Conference in 2007, these students made the highest scores.

They received their awards Friday night at the President's Banquet at the Doubletree Hotel San Antonio Airport before a gathering of mortuary school and regulatory agency representatives from across the United States and Canada.

Elizabeth Arvidson received the Academic Achievement Award for her performance on the science section of the exam. Ms. Arvidson is an apprentice funeral director associated with Fred C. Olson Funeral and Cremation Services in Rockford, Illinois.



President O.C. "Chet" Robbins, Ryan A. Bandy, Sheila Bandy, John Braboy, president of Mid-America College of Funeral Service

Arvidson earned her bachelor's degree in religion from Drake University and received her Associates of Applied Science Diploma in Mortuary Science from Worsham College of Mortuary Science.

Ryan A. Bandy received the Academic Achievement Award for his performance on the science section of the exam. Mr.

Bandy is an apprentice embalmer associated with Bandy Funeral Home in Nortonville, Kentucky, a family-run funeral home started by Ryan's Grandparents, Herald and Georgia Bandy, 55 years ago. Ryan earned his Associates in Embalming and Funeral Service from Mid-America College of Funeral Service in Jeffersonville, Indiana. Bandy also holds an Associate in the Applied Science of Electronic Engineering.

Ryan's younger sister, Amy, will soon be joining him along with their uncle, Mike, and father, Bobby, at the family-run

Bandy Funeral Home.

Jeffrey D. Veldhof received the Academic Achievement Award for his performance on the arts section of the exam. He is the current regional vice-president of Advanced Planning Incorporated in Carmel, Indiana.

Mr. Veldhof graduated from Hope College in Holland, Michigan with a Bachelor of Arts in Business Administration in 1991, and from the Pittsburgh Institute of Mortuary Science with an Associate in Specialized Technology in 2007.

Mr. Veldhof is the current lieutenant governor of the Indiana District of the Kiwanis and past president of the Kiwanis Club of Carmel Clay, and is the past president and current secretary/treasurer of the Indiana Funeral Supply Sales Club.

Amy M. Nash received the Academic Achievement Award for her performance on the arts section of the exam.

Nash earned her A.A.S. in data processing in 1981 from Suny at Canton in New York, and received her A.A.S. in funeral service in 2007 from Fayetteville Technical Community College in Fayetteville, North Carolina.

The Conference would like to congratulate these four individuals for their outstanding performance on the exams.



Karl Kann, Elizabeth Arvidson, Stephanie Kann, and Jeffrey Veldhof at the reception.



Amy Nash (middle) receives her award from Chet Robbins (left) and Michael Landon.

Robert Barnes Named Secretary/Treasurer

Robert N. Barnes, CFSP, was elected as secretary/treasurer of The International Conference of Funeral Service Examining Boards at the 104th annual convention held February 28-29, 2008, in San Antonio, Texas.

He was elected in 2005 to serve on The International Conference of Funeral Service Examining Boards as Director of District 1, representing Connecticut, Maine, New Hampshire, New York, Rhode Island and Vermont. He graduated from Westminster High School in 1965, from Eastern Nazarene College in Quincy, MA,



Bob Barnes (left) along with Billie Watson Hughes and Lisa Moore get sworn into office by Pete Drumm (right).

with a A.A. degree in Business in 1968, and from the New England Institute in Boston, MA, with an A.S. degree in Funeral Service in 1973.

Mr. Barnes has been a licensed funeral practitioner for 34 years with Jones, Rich, & Hutchins Funeral Home in Portland, Maine and is currently the Director of Business and Employee Development for SCI Maine/New Hampshire. He is the past president of the Maine Funeral Directors Association.

As a member of the Maine State Board of Funeral Service since 1994, he currently serves as chairman of the board, a position he has held for nine years. In 1998 Mr. Barnes received the Honorary Doctorate Degree from Mt. Ida College, where he serves as chairman of the visiting committee.

Barnes resides in Cape Elizabeth, ME, with his wife Debbie and their two children Mathew and Megan. He is the son of Catherine M. Barnes and the late Robert H. Barnes of Westminster, MD.

Proposed By-Laws Changes Passed

The proposed by-laws changes were passed unanimously by members of The Conference on February 29, 2008, during the 104th annual convention in San Antonio, Texas. The amended by laws to **Article IX-Finances, Section A. Protection of Funds**, first and second paragraphs now read as follows:



Amended Provision

Article IX – Finances, A. Protection of Funds

All orders of payment and transfers of funds from the accounts of The Conference shall be made upon the authority of at least two persons who are authorized to do so by resolution of the Board of Directors. Such payment or transfer may be made by check, draft, or other means of established and accepted banking practice as shall, from time to time, be determined by resolution of the Board of Directors. It shall be the primary responsibility of the Secretary/Treasurer to supervise and account for expenditures of funds by The Conference. The books, financial records, and papers of The Conference, other than student records and exams, shall at all times, during reasonable business hours, be subject to inspection by any member of The Conference at the principal office of The Conference.

All funds of The Conference shall be invested by the Board or deposited by the Board in conformity with written policy for such investment and deposit as shall from time to time be determined by the Board. The Board shall review both its policy and the investments and deposits of The Conference at least annually. The Conference may also invest in real property to be used as office space for The Conference upon approval of the membership.

Jurisdiction News

COLORADO

Colorado is one step closer to reinstating a licensing and registration system for funeral service practitioners and funeral establishments. Colorado House Bill 08-1123 has passed through the State House of Representatives and is now being heard in the Senate.

This bill seeks to restore minimum standards of practice for some 1,100 practitioners and an estimated 500 funeral establishments currently operating in Colorado. In summary, the legislation:

- Institutes a registration system to track and monitor funeral establishments including funeral homes, embalming facilities, funeral arrangement businesses, and removal/transport services;
- Institutes a registration system to track and monitor crematories, separate from funeral establishments;
- Creates a section within the Mortuary Science code that more clearly defines standards of practice for cremation;
- Defines minimum training requirements for MSPs, funeral directors, embalmers, cremationists, and interns, to ensure continued practice for nearly all level of funeral service practitioners;

- Institutes a licensing system for Mortuary Science Practitioners; and institutes a registration system for funeral directors, embalmers, cremationists and interns.

KANSAS

Effective February 8, 2008, the licensure requirements for an assistant funeral director license in the state of Kansas have changed. All assistant funeral director applications for licensure received beginning February 8, 2008 will require passing a written examination-- unless an apprentice funeral director application is filed at the time an assistant funeral director application is filed.

Assistant funeral director examinations will be administered on the first Wednesday of the month--with a filing deadline of the 15th of the month PRIOR to the examination date. Once an applicant has passed the written examination and paid an initial prorated license fee, the assistant license will be issued.

Other changes include the equivalent of a high school diploma. Assistant funeral directors work under the

supervision of a licensed funeral director. The examination consists of 25 questions: 15 in Kansas law, 5 in federal law and 5 in prearranged funerals. Changes to the law are a result of 2007 legislation.

The 2008 Kansas Legislature has passed the Kansas Funeral Privacy Act. House Substitute for Senate Bill 226 passed the House, 123-0, passed the Senate, 40-0, was signed by the governor and is now law. The bill is designed to protect the privacy of grieving families.

We're on the Web!

There is lots of useful information about The Conference, the National Board Exam, State Boards, the Association of Executives of Funeral Service Boards, and much more on our web site. Check it out at www.theconferenceonline.org.

**THE INTERNATIONAL CONFERENCE OF FUNERAL SERVICE
EXAMINING BOARDS**

1885 Shelby Lane, Fayetteville, AR 72704

Phone.....479-442-7076

Fax.....479-442-7090

E-mail.....info@theconferenceonline.org

theconferenceonline.org

Executive Officers

President

BILLIE WATSON HUGHES, CFSP (2nd Term, expires 2011)
Alexandria, VA

Vice President

LISA M. MOORE (2nd Term, expires 2010)
Sacramento, CA

Secretary/Treasurer

ROBERT N. BARNES, CFSP (1st Term, expires 2009)
Portland, ME

Past President (2007-2008)

O.C. "CHET" ROBBINS (2nd Term, expires 2011)
Austin, TX



CUSTOMER/CLIENT SATISFACTION SURVEY

Please circle the one which applies to you:

Exam Candidate School Regulatory Agency Board/Committee Member Other _____

On a scale of 1 to 4, where 1 is Unfavorable and 4 is Most Favorable; please rate the following questions to help the conference provide the best in client services.

- 1. Did the staff person answer the phone in a polite manner? 1 2 3 4
- 2. Did we listen well to you? 1 2 3 4
- 3. Did we communicate with clarity and answer your questions? 1 2 3 4
- 4. Did we respond to your questions and concerns in a timely manner? 1 2 3 4
If not, please explain _____
- 5. Did you feel that we provided accurate information? 1 2 3 4
If not, why? _____
- 6. How would you rate our Customer Service? 1 2 3 4

Do you have any comments about the services of The Conference or any suggestions about how we can improve our services?

NAME (optional) _____ Contact Info _____

**It's important for The Conference to know how we perform in order to meet your expectations. We are grateful for your time to provide us with your insight by completing this survey. Your response will be reviewed by The Conference so we may continue to improve our services. We appreciate your confidence as we continue to serve you.

**Please fax to 479-442-7090
or mail to:**

**The Conference
Attn: Toni Ashcraft
Asst Executive Director
1885 Shelby Lane
Fayetteville, AR 72704**

**Take the survey online at:
<http://theconferenceonline.org/Survey.shtml>
Thank You!**