



the
business
of **SAFETY:**
A MATTER OF SUCCESS

SYMPOSIUM

March 13-14, 2008
Baltimore, MD

AMERICAN SOCIETY OF SAFETY ENGINEERS



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SYMPOSIUM **March 13-14, 2008** | **Baltimore, MD**

FORMULA FOR SUCCESS:
SAFETY
+ BUSINESS GOALS
= *Your Organization Wins!*

If you are not achieving the high-level performance of safety in your organization, take another approach. Become a member of the business team by aligning safety with your organization's business goals. Join us for this symposium and gain insight from leading authorities in those strategies that will guide you in making the business/safety connection.

HIGHLIGHTS

BUILD YOUR FUTURE WITH HELP FROM THE AMERICAN SOCIETY OF SAFETY ENGINEERS

The American Society of Safety Engineers is a leading provider of professional development programs for safety, health and environmental (SH&E) professionals seeking to achieve important career milestones and build critical skills, knowledge and connections for excellence in safety management. As a leader in the SH&E profession since 1911, ASSE offers a wide range of challenging continuing education programs – including Certification Preparation Workshops, Certificate in Safety Management and the Executive Program in Safety Management – designed to help professionals gain critical knowledge, resources and skills to deliver quality safety programs in their organization. Our instructors, drawn from both the academic and business communities, bring academic integrity and real-world experience to the classroom.

- Take away ideas, examples and strategies for improving safety performance through alignment with business goals from the 20 concurrent sessions on business tactics, negotiation skills, communication, risk assessment, cost-benefit analysis, influential leadership and other business strategies that strengthen your efforts to make the business case for safety
- Chuck Martin, recognized business strategist will deliver the keynote presentation on leveraging your safety leadership and lead you through a self-assessment process to evaluate your business acumen
- Roger Dawson, leading expert, author and speaker on power negotiating will share his winning techniques for negotiating any endeavor
- A panel of executive leaders from several corporations share their views on what influences their support for safety - What does it take to get the respect, recognition and resources you need to accomplish your organization's safety goals?
- Case study roundtables to learn, interact and share information with attendees about successful techniques for linking safety to the business goals of the organization



The American Society of Safety Engineers has been reviewed and approved as an Authorized Provider by the International Association for Continuing Education and Training (IACET) 8405 Greensboro Dr., Ste. 800, McLean, VA. The American Society of Safety Engineers has awarded CEUs as noted in this brochure to participants who successfully complete this program.

KEYNOTE PRESENTATION

To Achieve Success, Start with SMARTS

CHUCK MARTIN
Business Strategist
President
NFI Research

The advantage of understanding executive skill strengths and weaknesses can be an enormous factor for you in leveraging your safety leadership. Chuck Martin, recognized business strategist, has developed a blueprint for leaders to quickly assess these skills and identify and tap into their greatest strengths as well as the strengths of those around them.

Based upon extensive research, Mr. Martin will explain the 12 executive skills that are critical to the success of any endeavor. Everyone possesses these skills but in varying degrees, explaining why we gravitate toward certain tasks and shy away from others. Changing this mix of strengths and weaknesses is not the issue, but more importantly, identifying who possesses what skills and what weaknesses will increase your understanding of how to interact with all levels in your organization and enhance your ability to be influential in selling the safety position.

Based upon his new book, *SMARTS: Are We Hardwired for Success*, Mr. Martin will lead you through a self-assessment to not only help you understand your strengths and weaknesses, but learn the process for identifying the 12 executive skills in others. This knowledge can be a step toward achieving the level of communication and recognition needed to make the safety connection with your organization's leadership and practice what really works in today's business world.

Sharing the stage with President Clinton, Rudy Giuliani, Dr. Phil, and Lance Armstrong, Chuck Martin advises audiences and companies on how to best cope with today's business challenges. CEO of international market research powerhouse, NFI Research, Martin oversees a global idea exchange and research engine with a network base of 2,000 senior executives from more than 1,000 companies in 50 countries, including: AT&T, GE, American Express, Deloitte & Touche, Microsoft, and IBM.



Sharing the stage with President Clinton, Rudy Giuliani, Dr. Phil, and Lance Armstrong, Chuck Martin advises audiences and companies on how to best cope with today's business challenges.

LEARNING OUTCOMES

This symposium will provide you with the skills and knowledge you need to:

- Analyze your organization's business processes in order to integrate safety into its goals
- Use business skills to enhance communication with management and receive support for safety and health from management and the workforce
- Employ strategies to secure a seat at the key financial and strategic planning meetings and business skills needed to be an active participant
- Demonstrate to management the benefits safety and health contributes to the organization's business goals

GENERAL SESSIONS

Special Presentation

SECRETS OF POWER NEGOTIATING

Roger Dawson is a leading authority in the art of negotiating. *Success Magazine* calls him "America's premier business negotiator." He is well respected nationally and internationally for his ability to improve the success of organizations by teaching their employees Power Negotiation skills. He has a unique ability to translate lessons learned from corporate and international negotiations into skills that can be quickly learned and easily used.

Your success in any endeavor depends on your ability to negotiate well and Roger Dawson will teach you the vital skill-set of negotiating that you can master. You'll learn how to become a Power Negotiator, and dramatically improve your success, productivity and influence in your organization.

Mr. Dawson was president of one of California's largest real estate companies and began sharing the success he achieved in negotiations in an audio program "Secrets of Power Negotiating." This program has now passed the twenty-eight million dollar sales mark, and is the largest selling program in the history of business audio publishing. Four of his sixteen books have been main selections of major book clubs.

Roger Dawson

Power Negotiating Institute, Placentia, CA

Executive Forum Panel Presentation

MEETING THE EXPECTATIONS OF THE ORGANIZATION'S LEADERSHIP

Communicating to and being influential with your organization's leaders is critical to gaining support for safety and health. What does it take to get the respect, recognition and resources you need to accomplish the organization's safety goals? We have assembled a panel of senior executives from several corporations to discuss their expectations of safety and health and to answer questions you may have on how to 'sell' safety to management.

Case Study Roundtables

LEVERAGING THE CONNECTION BETWEEN SAFETY AND BUSINESS

This is an opportunity to learn, interact and share information with attendees about successful techniques for linking safety to the business goals of the organization. Each roundtable will be assigned a case study and content expert to facilitate discussion. The responses from each roundtable will be summarized and posted on the ASSE web site.

ASSE On-Site Seminars

If your workforce has safety training needs, the American Society of Safety Engineers is ready to deliver high-quality, customized education and training that is cost-effective.

ASSE can fill the niche for that specialized safety training topic or bring complete Safety Management Certificate programs to any worksite. Save time and money – train the entire team in one location. To find out how ASSE On-site Seminars can bring training to your location call 847.768.3429 for more information.

CONCURRENT SESSIONS

ROUND I: ANALYZING THE BUSINESS OF SAFETY

1. Making the Business Case for SH&E

A major challenge for safety professionals is gaining the support needed from management to maximize the effectiveness of their efforts. One solution is transforming safety into an accepted business value for the organization. In this session, you will learn how to make the business case for safety by measuring and demonstrating the performance of your programs using the tools and language of business managers. You will gain insight into business-speak and the benefits of several business tactics, including process improvement tools, cost-benefit analyses, and performance scoring for demonstration to management of the benefits safety brings to your workplace.

David Galt

Legal Editor, Business and Legal Reports, Old Saybrook, CT

2. Lean, Six Sigma and 5S: A Common Language for Safety

Many companies are embracing the principles of Lean, Six Sigma, and 5S for continuous improvement and to recognize business opportunities. While these systems are historically viewed as quality/productivity systems, these methods are equally valuable in the management of safety for identification of risk and loss control opportunity. The key is to understand the common links between safety and continuous improvement initiatives so that we, as safety professionals, can partner with our organization's quality/production efforts instead of feeling like we are working against each other. In this session, you will learn the common links between safety and continuous improvement initiatives along with how these systems can be used together to conduct analysis and effect decision making for safety.

Kevin Newman, CSP, MS

Technical Consultant, Liberty Mutual, Louisville, KY

3. Being More Influential in Your Organization

Do you have the ear and respect of your organization when it comes to persuading the changes you know are needed? Do they think of you as a master of operational processes, a strategic partner or a necessary evil? As an SH&E professional, you need to understand how influencing works. This will enable you to persuade the organization to accept your recommendations – even when you are not in charge. This session will transform the way you think about communicating your messages. You will leave with a clear understanding of what you can do to be more persuasive and influential, how you can bring greater value to your organization and your mission, and how you can be recognized as both an expert in execution and an invaluable partner.

Brian Weatherly, MBA, ASP

Principal Consultant, Wxly & Associates, Universal City, TX

4. Successful Management of Vendors

Do you have difficulty getting what you need from outside safety-related vendors and are frustrated by the quality of the proposals, the work itself or the payment arrangements? Do you find yourself doing the legwork that the vendor was supposed to have accomplished? In this session, you will learn to illustrate some of the pitfalls of working with vendors and take practical strategies for successful vendor management back to your workplace. These will include how to develop a clear scope of work, create realistic timelines, manage the project schedule, make payments appropriately and communicate expectations.

Deborah Roy, MPH, CSP

Director of Health, Safety and Wellness, L.L. Bean, Freeport, ME

5. Contract Writing and Negotiation

While your primary responsibility may be risk control, taking on a more significant role in your organization's business operations, you will need to understand the importance of risk avoidance. This is the underlying purpose of contract construction and negotiation. In this session, you will learn the language of clauses and terms that will best assist your safety efforts and your entire organization minimize liability loss. You will specifically learn indemnification clauses and hold harmless agreements and their impact on business operations.

Dennis Molenaar, Esquire

Second Vice President, Risk Control, Travelers Insurance, St. Paul, MN

SCHEDULE

Thursday, March 13, 2008

8:15-8:30 AM
Opening Remarks

8:30-9:30 AM
Keynote Presentation
To Achieve Success, Start with SMARTS
Chuck Martin

9:30-9:45 AM
Break

9:45-10:45 AM
Round I Concurrent Sessions:
Analyzing the Business of Safety

1. Making the Business Case for SH&E
 2. Lean, Six Sigma and 5S: A Common Language for Safety
 3. Being More Influential in Your Organization
 4. Successful Management of Vendors
 5. Contract Writing and Negotiation
-

10:55-11:55 AM
Concurrent Sessions: Repeat Round I Sessions

12:00-1:00 PM
Luncheon

1:00-2:00 PM
Executive Forum Panel Presentation
Meeting the Expectations of the Organization's Leadership

2:10-3:10 PM
Concurrent Sessions Round II:
Assessing Risk for the Organization

6. Operational Risk Management (ORM)
 7. Understanding Legal Risk to Motivate Senior Management's SH&E Commitment: A Lawyer's Perspective
 8. Making Safety-Related Decisions
 9. Risk Control Business Planning
 10. Identifying Cultural Hazards
-

3:10-3:30 PM
Break

3:30-4:30 PM
Concurrent Sessions: Repeat Round II Sessions

SCHEDULE

Friday, March 14, 2008

8:15-8:30 AM

Recap/Overview

8:30-9:30 AM

Special Presentation

Secrets of Power Negotiating

Roger Dawson

9:30-9:45 AM

Break

9:45-10:45 AM

Round III Concurrent Sessions:

Demonstrating the Return on Investment for Safety

11. Business Measurements for Safety Performance
 12. Using Technology to Track Your Goals and Performance Measures in Real Time
 13. Analyzing the Cost of Safety
 14. Performing a Cost/Benefit Analysis
 15. Making the Business Case for Safety Using Prevention through Design (PtD)
-

10:55-11:55 AM

Concurrent Sessions: Repeat Round III Sessions

12:00-1:00 PM

Luncheon

1:00-2:00 PM

Case Study Roundtables

Leveraging the Connection Between Safety and Business

2:10-3:10 PM

Concurrent Sessions: Round IV

Linking Safety and the Organization's Business Goals

16. Negotiating Safety into the Business Plan
 17. Good SH&E Is Good for Business
 18. Making Change Happen for Your Organization and Leadership
 19. Integration of Safety into the Construction of Baltimore's Harbor East
 20. Using Safety Management Systems in Aviation as a Template for Aligning Safety with Business Strategy in Other Industries
-

3:10-3:30 PM

Break

3:30-4:30 PM

Concurrent Sessions: Repeat Round IV Sessions

CONCURRENT SESSIONS

ROUND II: ASSESSING RISK FOR THE ORGANIZATION

6. Operational Risk Management (ORM)

The ultimate goal of any business is to maximize resources, enhance profits and continue operations in a safe manner. The important elements of this objective should include protecting people, property and the environment and the EHS professional must be a leader in this critical aspect of the business. To be acknowledged as that leader, the safety professional needs to be able to assess hazards in relation to business risk. A tool for this action is the Operational Risk Management (ORM) process. In this session, you will learn the six-step ORM process used by decision makers and how it can be used to integrate safety and health into the business goals of any organization.

Francis P. Sehn, MS, CSP, ARM

Assistant Vice President- Risk Management Services, Hilb Rogal & Hobbs, Pittsburgh, PA

7. Understanding Legal Risk to Motivate Senior Management's SH&E Commitment: A Lawyer's Perspective

Senior executives often look at an organization's legal risks differently from that of a safety professional. Management may consider risk an insurance issue while safety professionals focus primarily on accident prevention. An integrated approach on workplace risk and legal liability can help change your management's perspective and increase support for your safety responsibilities and budget. In this presentation, you will learn to identify a variety of legal and business risks that organizations face and how to best communicate those risks to management using 'risk management' language.

Norm Keith, B.A., LL.B, CRSP

Partner/Leader of OHS National Practice Group, Gowling Lafleur Henderson LLP, Toronto, Ontario

8. Making Safety-Related Decisions

Your organization assesses risk on a continual basis to assure its survival and success. As a safety professional, your responsibility of risk assessment and decision-making parallels that of the senior management of your organization. You both recognize that there is risk in every endeavor and decisions should be made on the acceptability of risk prior to initiating any activity. When a safety management decision is made, this decision will impact other risks in the organization and this presents an opportunity for the safety professional to further integrate safety into the organization's efforts. This opportunity can be realized by executing the formal decision analysis techniques used by others in your organization and, in this session, you will learn these techniques.

Michael Allocco, P.E., CSP, CHCM, CPSM

Program Analyst, FAA, Centreville, VA

9. Risk Control Business Planning

The identification of exposures to loss and the integration of risk control and safety activities within the organization can be greatly enhanced through the application of business planning models. This premise is based on the philosophy that the process of risk control business planning must adhere to the same principles utilized by the organization in developing any other strategic plan or business plan. In this session, you will be introduced to the risk control business planning process used for the identification of hazards and integration of safety into your organization's business strategies. To provide you with further study on this process, you will take away case studies from companies using this business planning process.

Mark Hemmendinger, CSP

President, AcceptableRisk, Petaluma, CA

10. Identifying Cultural Hazards

Traditional health and safety risk assessments are focused on hazard identification. But what if the hazards are not physical or chemical? What if they are cultural? How can you identify cultural hazards that have a profound affect on safety, productivity, and quality? In this session, you will examine systems that degrade trust and credibility, learn the most effective methods to identify latent elements that signal a culture at risk without spending thousands of dollars and hours on a cultural assessment, and take away tools to help minimize these cultural pressures.

Rodney Grieve

Facilitator, BRANTA Worldwide, Sacramento, CA

ROUND III: DEMONSTRATING THE RETURN ON INVESTMENT FOR SAFETY

11. Business Measurements for Safety Performance

Dan O'Brien, author of *Business Measurements for Safety Performance*, developed tools that allow safety performance to be quantitatively measured the same way other business sectors such as sales, production, quality and raw material utilization are measured in our organizations. In this session, you will receive examples based on actual experience of methods to proactively measure leading edge indicators of safety performance toward a goal of constant improvement. These results are put in quantitative terms so that improvement as well as weak areas of performance can be tracked and measured. You will learn to use the business/safety common measurement approaches to achieve a common language in communicating your results to management.

Dan O'Brien, CSP

Senior Operations Safety Manager, Zachry Construction Corporation, San Antonio, TX

12. Using Technology to Track Your Goals and Performance Measures in Real Time

In this session, you will learn how to set up a goal setting, communication and tracking system using real time technology. You will be analyzing your current method of tracking goals and develop a plan for a performance management system that will produce proactive data. You will view examples of successful system implementation to integrate and manage business processes and safety.

Tom Drake

President, The Drake Group, Prosper, TX

13. Analyzing the Cost of Safety

If the SH&E department does not understand the financial loss to an organization, senior management will find it difficult to understand the financial benefit the safety department provides. The end result is that SH&E issues are not fully integrated into the standard business framework and, consequently, management views the SH&E function in terms of a compliance-oriented, reactive strategy. Breaking down this perception requires strong communication in business terms of the value safety brings to the organization. In this presentation, you will learn to use a cost model that can help you overcome this communication barrier. This model can assist you in classifying safety related costs into costs of quality groups; presenting these costs and the associated benefits of sound investment to management; creating graphs and charts using Excel for communicating results and analyses; utilizing a tool to communicate with management in business terms; and estimating real cost benefits from safety investments.

Michael Behm, Ph.D., CSP

Assistant Professor, East Carolina University, Greenville, NC

14. Performing a Cost/Benefit Analysis

There are many priorities in an organization competing for limited resources. Your challenge is to justify the benefits of investing in safety and health to support the activity you need to maximize loss control. In this session, you will learn to perform a cost/benefit analysis to demonstrate the value of safety to your organization. You will use a case study focused on safety training to learn, the factors that contribute to the costs and financial benefits of safety and health, how to compare costs and benefits, and estimating the return-on-investment (ROI) and break-even point.

Brent A. Altemose, CSP, CIH

Principal Consultant, SABRE Health & Safety, Raritan, NJ

15. Making the Business Case for Safety Using Prevention through Design (PtD)

One of the best ways to prevent and control occupational injuries, illnesses and fatalities is to 'design out' or minimize hazards and risks early in the design process. NIOSH is leading a national initiative called Prevention through Design (PtD) to promote this concept and highlight its importance in all business decisions. A growing number of business leaders are recognizing PtD as a cost-effective means to enhance occupational safety and health. In this session, you will learn how to conduct a cost-effectiveness analysis to demonstrate how the PtD process will benefit the goals of your organization.

Rene Pana-Cryan, Ph.D.

Senior Scientist, NIOSH Office of the Director, Washington, DC

CONCURRENT SESSIONS

ROUND IV: LINKING SAFETY AND THE ORGANIZATION'S BUSINESS GOALS

16. Negotiating Safety into the Business Plan

As risk and safety professionals, we must convince management that our functions are mission critical for the success of the organization and remain engaged by developing skills for implementing and measuring change within our organizations. A stumbling block is the safety professional's approach to negotiating with top levels of management. We can change that dynamic and receive an invitation to the business decision-making table by learning some key negotiation skills and developing the ability to speak the language of business.

In this session, you will learn the negotiation skills that a safety professional must develop in order to gain the executive management's attention. You will practice several proven techniques to use at your workplace including:

- Communicating the business side of safety
- Preparing for negotiation
- Maximizing the potential for making an agreement on your terms
- Identifying strengths and weaknesses in personal negotiating style

Patricia Kagerer, CSP, ARM, CRIS

Vice President of Risk/Safety Management, CF Jordan LP, Dallas, TX

17. Good SH&E Is Good for Business

How many times have you heard that phrase used? We all know that in reality production comes first and without production employment opportunities would be limited. The burning question is how do we align SH&E within the organization to enable it to be judged on the same playing field as other core business functions? In this session, the speaker will review various techniques that will enable you to establish a vision and strategy that is aligned with the business direction, sell and market this vision throughout the organization, identify and use core business drivers for leverage while building and measuring meaningful metrics.

Stuart G. Wood

Independent Consultant, Alpharetta, GA

18. Making Change Happen for Your Organization and Leadership

Affecting organizational change is a primary concern for your organization and its leaders. Too often, leaders fail to appreciate the role safety can play in facilitating change and the value that it could bring to the organization's goals. In this session, you will learn how to partner with your senior leadership and become a successful change agent. You will review the principles for organizational change, why you are uniquely positioned to contribute to business objectives, and ways to drive change in your organization.

Colin Duncan

VP, Global Strategy and Marketing, BST, Ojai, CA

19. Integration of Safety into the Construction of Baltimore's Harbor East

Twenty acres of land, eight city blocks, seven years of continuous construction and millions of man-hours have created the area now known as Baltimore's Harbor East. This project included a 100,000 square foot office building, a 2.2 million square foot Four Seasons Hotel and the Legg Mason Office Building currently under construction. While managing to maintain an exceptionally low injury rate and overall safety record on all projects, you will learn how the building of a safety management culture throughout this process has paid off in safer production and financial savings. This presentation will provide you with the successes and savings that are the outcome of integrating safety into this operation.

John Emminizer, CHST

Regional Safety Manager, Armada Hoffler Construction Co., Lutherville, MD

20. Using Safety Management Systems in Aviation as a Template for Aligning Safety with Business Strategy in Other Industries

The aviation industry is rapidly embracing Safety Management Systems (SMS) as a new approach to balancing operational demands with the concept of safety. Exactly how to accomplish this is the subject of continuous debate as regulators and operators struggle for clarity. One of the first implications of SMS is to align safety with business strategy and connect a safety minded-business leader to the C-level executive suite. In this session, you will learn how this alignment is accomplished in aviation and how this concept can be adapted to further the success of safety efforts within your organization.

AJ Bayuk

President, Creative Ventures International, LLC, Philadelphia, PA

REGISTRATION INFORMATION

Educational Opportunities

Prior to the symposium ASSE will be offering:

March 9	Math Review
March 10-12	ASP Workshop
March 10-12	CSP Workshop
March 10-12	Corporate Safety Management

These seminars are scheduled March 9-12, 2008 at the Sheraton Baltimore City Center Hotel.

For more information, please call ASSE Customer Service at 847.699.2929 or visit our web site at www.asse.org.

Corporate Prime Time

This is a special program for companies wishing to have a tailored private education program for their employees before or after the symposium. Companies bringing 10 or more employees to this symposium will receive discounted registration fees when they also contract for a private seminar under the Corporate Prime Time program. Please contact Charlyn Haguewood at 847.768.3429 for more information.

CEUs

To receive 1.2 CEUs and other education credit, attendees must attend the entire education portion of the symposium and participate in all activity requested by presenters.

Hotel Accommodations

Sheraton Baltimore City Center Hotel
101 W. Fayette Street
Baltimore, MD 21201 U.S.A.
Ph: 800.325.3535 or 410.752.1100
Rate: \$169 single/double + tax
Rate valid through February 6, 2008

To receive the group rate, please identify yourself as an American Society of Safety Engineers or ASSE attendee. The hotel reservation deadline is February 6, 2008. After that date, the hotel may charge a higher rate or be sold out.

Please reserve your room as early as possible as the hotel may be sold out before the February 6, 2008 deadline.

Car Rental Discounts

AVIS is the official car rental company for ASSE in Baltimore. To reserve an AVIS car, please call 1-800-331-1600 and refer to (AWD) number A835799.

Physically Challenged

Whenever possible, arrangements will be made for physically challenged registrants provided ASSE receives 45 days advance notice. Please write a letter of explanation, your name and phone number, and attach to the registration form. ASSE will contact you.

SYMPOSIUM TASK FORCE

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Cancellations/Substitutions

Full refunds will be granted for cancellations received in writing by February 22, 2008.

Refunds less a \$100 administrative fee will be granted to written requests received between February 23, 2008 and March 7, 2008. Refunds will not be granted after March 7, 2008. If you are unable to attend and wish to send a substitute, a \$25 substitution fee will be charges. ASSE membership is individual; therefore, substitution with a non-member will be charged the non-member rate plus the \$25 substitution fee. ASSE reserves the right to make substitutions to the program should unforeseen circumstances occur. ASSE also reserves the right to cancel the program two weeks prior to presentation. The program description contain in this brochure is based upon the information available at the time of printing.

REGISTRATION FEES

	Postmarked by 02/08/08	Postmarked after 02/08/08	On-Site Registration Fee
ASSE Member	\$525	\$575	\$600
AIHA/ACHMM Member	\$550	\$600	\$625
Non-Member	\$575	\$625	\$650

REGISTRATION INCLUDES

1.2 CEUs/COCs
2.0 IH CM Points #07-3349
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Lunch and beverage breaks
Handout binder with proceedings

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Member	\$525	\$575	\$600
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Non-member	\$275	\$325	
<input type="checkbox"/> ASP Workshop			
Member	\$625	\$675	
AIHA/ACHMM Member	\$650	\$700	
Non-member	\$675	\$725	
<input type="checkbox"/> CSP Workshop			
Member	\$625	\$675	
AIHA/ACHMM Member	\$650	\$700	
Non-member	\$675	\$725	
<input type="checkbox"/> Corporate Safety Mgmt.			
Member	\$595	\$645	
AIHA/ACHMM Member	\$620	\$670	
Non-member	\$645	\$695	

Discount (Disc't) \$30 discount per person when three or more register at the same time

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