

The PICA Investigative Reporter

The Official Publication of Professional Investigators of California

INSIDE ...

- **What's been happening at PICA this year?** *New conference website, SB1666 battle and more!* Page 2, inside.
- **A TSCM expert at a Northern California District Meeting.** *Members learned how to mitigate threats through increased awareness.* Page 3, inside.
- **What does JEM stand for in criminal defense?** *Turn to page 4 and find out what could motivate a private attorney in a criminal matter.*
- **"How much do I charge my clients?"** *We review Roy Miller's book "Surveillance on Success" and ask Sam Spadewski.* Page 7, inside.
- **P.I. Museum Hero's** *Read about the PI's who helped purchase a rare camera!* Page 8, inside.
- **PICA represented in Washington DC.** *Read how PICA is fighting for you!* Pages 10-11.

**Think Professional
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PICA's 2006

Annual Conference

Annual Conference in Pomona Starts this Friday

The star of Court TV's PARCO P.I., also known as Vinny Parco, will kick off PICA's Annual Conference this Friday night at the Shilo Inn in Pomona. Vinny operates Intercontinental Investigations based in New York City and will be speaking on Publicity and the Private Investigator.

Following a top sirloin dinner and the ceremonial swearing in of the 2007 PICA Board of Director's, PICA's Annual Business Meeting will commence.

The conference on Saturday starts with Skiptracing Techniques by Mike Dores of Merlin Information Services in full session and then breaks up into two tracks. Accident Reconstruction for P.I.'s by William Sommers and Covert Tracking Systems by Jeff Breier are on the first track, followed by lunch and time to visit the vendors in the exhibit hall.

The afternoon session consists of two tracks; Surveillance techniques by Paul LeGrand and the Anatomy of a Shooting by Marc Halcon.

This is truly an exciting time in PICA's history as both our exhibit hall and registration sold out before the conference. Our conference website is www.picaconference.com, and includes everything from speaker biographies to vendor information. The ABM Committee has been working hard all year, and the input received from previous conference attendees has helped tremendously.

Thank you to all the vendors and sponsors for their support of our association.



SOLD OUT

...FROM THE EDITOR

So much to say, so little space. Our annual conference is sold out, our vendor room is at capacity and the anticipation mounts as PICA celebrates its annual conference for 2006.

We created a website for the conference, sent out stunning postcards and created a new theme for PICA...Think Professional. A little advanced planning, an incredible will to make it affordable and intriguing, the recipe of which came mostly from the kitchen of Ann Marie Batesole. Along with the rest of our ABM Committee which consisted of Steve Wachtel and Mary Dobson, our heartfelt thanks.

We started the year with the stunning loss of our Inland Empire District Director Bill Reese, and in his memory, continued the work of the association which he found so important to our industry.

Through district meetings, we continued to find those speakers who provided unique learning opportunities about our field of investigations. We revamped the method we used to communicate (thanks again to Ann Marie) with members and now send full-color emails embedded with links to make it easier to sign up for events, renew membership and have all the information at our fingertips.

This Constant Contact with PICA members led to a successful legislative notification to our members about SB 1666 in the California Legislature. Spearheaded by our Leg Chair, Dee Modglin, with content created by Ann Marie, more than 90 PICA members responded on a moments notice to register their vote concerning the issue. This effort led to multiple faxes, letters and phone calls to our representatives in Sacramento, and the legislation ultimately was not brought to a vote.

PICA also made considerable progress in Washington D.C. this year, in tandem with the NCISS Hit the Hill Campaign. Dee Modglin and myself represented PICA and continued to establish and maintain relationships built up from the previous year. These relationships with staffers and Congressional offices pay huge dividends when pending legislation that could hurt the PI industry are given a second look due to our urging because of the "unintended consequences."

In closing, this is truly an exciting time in our association's history. Our membership numbers are blossoming, we are communicating efficiently, spending our resources wisely, and will continue to represent our industry on the front lines of both educational opportunities and legislative progress.

Thank you,

Gary S. Brummond

Editor PICA Investigative Reporter



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NORTHERN CALIFORNIA DISTRICT NEWS

June 24, 2006 Meeting

Our PICA meeting was held at Harry's Hofbrau in Redwood City, with PICA member Art Lesser, President of Merit Security, giving a very comprehensive presentation on Technical Surveillance Countermeasures. Art answered countless questions in the course of his talk, adding many valuable insights in the process of being thoroughly questioned by his fellow investigators. He provided a professionally bound, eleven-page guide for all attendees.

Art defines TSCM, as it is commonly abbreviated, as the search for clandestine or surreptitious eavesdropping devices that could compromise confidentiality, proprietary and sensitive information. He notes in his reports evidence of past activity, or suspicious findings and makes recommendations to mitigate threats, increase awareness and harden the target.

Art gave examples of possible indicators of past activity he has encountered, such as ceiling ducts that look compromised and dust trails where a wire could have been recently pulled out. Modified cell phones have been "forgotten" in conference rooms and acted as room bugs

and tape residue found under tables where simple micro recorders could have been attached. Art showed us what a keystroke logger placed inline on a computer keyboard looks like, and talked about other computer security issues that could compromise confidentiality.

Warning was given of accepting any gifts that will be placed in executive offices. Art showed us an ordinary desk lamp that transmitted his voice through the electrical outlet to a simple amplifier plugged into another outlet elsewhere in the restaurant. This could be assembled by anyone with a small knowledge of electronics and a few parts from Radio Shack. He also told us how to protect speakers from being easily turned into microphones in any conference room.

Art has accumulated over \$150,000.00 of sophisticated electronic countermeasures hardware. Equipment includes: spectrum analyzers, computer driven spectrum correlators, broadband receivers & RF devices, telephone analyzers & testers, wiring analyzers & testers, X-ray, thermal imagery, non-linear junction detector, along with more common tools and equipment.



Art has made a commitment to use all the resources necessary to do the job right and has assembled a team of professionals in radio and telephone systems to work with him on the jobs. They sometimes arrive quietly in the night to do their work and sometimes monitor meetings during the day. Aside from electronic measures, a grueling physical search is done based on the threat level. This could even include the partial disassembly of the executive's cars at specialized shops.

I attended the FBI Economic Espionage Conference held at Ames NASA a couple of years ago and I can confidently state that China as well as other countries are an enormous threat to the security of intellectual properties. Art cannot openly divulge the companies that he works with and all of the expertise that the "Merit Teams" maximum effort delivers, however, for more information or expert advice, contact Art directly at (650) 366-0100 or email him at aless@meritsecurity.com.

By : William Stepka, CPP

NORTHERN CALIFORNIA DISTRICT NEWS

September 30, 2006 Meeting

The Northern, CA District PICA Meeting was held at the Vacaville Marriott Courtyard with Jim Goodrich, JD, speaking on Criminal Defense Investigations. Jim was the Chief Investigator for the Placer County Public Defender's Office and was a former member of the Navy's Underwater Demolition/ Seal Team.

Jim stated that while a criminal defense investigator may not be a law enforcement officer, he does enforce law as written in the US Constitution. His job is to provide evidence for the defense of the accused -- regardless of any admissions, statements or desire to plead guilty. He seeks information to determine the truth of what actually transpired. The investigator helps enforce the constitutional rights of the accused, seeing that there was a proper arrest and following up on any fruits of the poisonous tree. Assuring that everything from any improper actions is gone from the case.

The investigator must understand the elements of Criminal Law: Actus Rea, the Bad Act and Mens Rea, the Evil Intent -- which is broken down into General Intent (awareness of risk/drunken driving) and Specific Intent, which includes the desire to do that specific criminal act. Both the Bad Act and Evil Intent must be present for a crime to occur.

Jim used the acronym JEM for a guide in assisting the defense. Justification for the violation (self defense), Excuse for the violation (mental health), Mitigation for the violation (Murder down to voluntary manslaughter). The



investigator locates witnesses, interviews, interrogates, collects evidence and testifies in court. He played the tape from a trial of an abused woman, which brought her release after 18 years in prison. A new law allowed her case to be reviewed and Jim was instrumental in finding new evidence.

Jim has found that Public Defenders are often more highly motivated than the private attorney focused on cash flow issues. In fact, he has successfully worked with defendants who had to move to a Public Defender after the private attorney had exhausted all their funds.

By : William Stepka, CPP

**Congratulations
Steve Klinger!
Re-Elected for 2007
Northern California
District**

CENTRAL COAST DISTRICT NEWS

June 29, 2006 Meeting

Ms. Gretchen D. Lichtenberger, owner of "You've Been Served" in Ventura, California spoke about her specialization in surveillance and process serving. The meeting was held at Ottavio's Italian Restaurant.

September 11, 2006 Meeting

The significance of the meeting date was not lost on anyone and in recognition of this, the evenings speaker was Ms. Laura D. Hernandez, Assistant Director for the Ventura County Sheriff's Office of Emergency Services. Ms. Hernandez represents Sheriff Bob Brooks and is responsible for countywide disaster planning, response, recovery and hazard mitigation. Ms. Hernandez has over 22 years of emergency management experience which included the Topanga and Schools Canyon Fires, the 2005 Winter Storms and La Conchita Landslide, the Alaska Airlines Disaster, the Oklahoma City Bombing, the Northridge Earthquake, and the 1992 Los Angeles Civil Unrest.

**Congratulations
Paul Dryman!
Elected for 2007
Central Coast
District**

LOS ANGELES DISTRICT NEWS

August 9, 2006 Meeting

L.A. District Director Dale Gustafson spoke to nearly thirty investigators about Expanding your Business with New Opportunities. These new opportunities included heir tracing, bail bonds and internet dating.



November 1, 2006 Meeting

Nick Harris Detectives & Detective Academy hosted a free mixer for PICA members. Corey Friedman, the owner of Nick Harris Detectives, spoke on the “New Advantage Laws of the Bail Bond Business.”

Congratulations

Dale Gustafson!

Re-Elected for 2007

Los Angeles

District

ORANGE COUNTY DISTRICT NEWS

June 7, 2006 Meeting

The Orange County District had a fun time of socializing and talking about each other’s businesses at The Old Spaghetti Factory in Fullerton. Unfortunately, our speaker had a flat tire and was unable to attend.

September 20, 2006 Meeting

Nigerian 419 scams, fraud and the banking industry were intertwined into the presentation given by retired LAPD officer Luis Lopez. A member of an elite task force which investigates these crimes, Mr. Lopez led a stimulating talk which centered around how private investigators can assist their clients with knowledge and insight into not being a victim.

The next OC Meeting is scheduled for December, as Mr. Lopez returns to discuss similar issues which are too sensitive to print.

Congratulations

Gary Brummond!

Elected for 2007

Orange County

District

INLAND EMPIRE DISTRICT NEWS

September 13, 2006 Meeting

Claude Ammons III and Edward Saucerman presented a mini-seminar on GPS devices to a packed audience at Carrow’s in Rancho Cucamonga. There are many times in the course of an investigation where GPS devices can assist, however, having knowledge of the laws and what works best in certain situations can make or break a case.

Congratulations

Larry Smith!

Re-Elected for 2007

Inland Empire

District

SAN DIEGO DISTRICT NEWS

September 25, 2006 Meeting

A “Crab Fest” held at The Boat House Restaurant” in San Diego provided an opportunity for PICA members to relax and enjoy the awesome night view of San Diego Bay.

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- Search strategies for dealing with truncated SSNs
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- The best way to verify a current address
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Presented by Mike Dores, Licensed PI and owner of Merlin Information Services



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Book Review



It's impossible to place a value on experience, let alone learning from the experience of others. As a professional investigator, you not only must equip yourself with knowledge from your field of expertise, but you must also run your business in a way that is profitable, or you will be seeking other employment.

In *Surveillance on Success*, Roy Miller provides that needed direction. Put yourself in the shoes of the beginning investigator and be paid a visit by fictional PI Sam

Spadewski. The harsh realities are true—it's best to learn from the best, and listen from the best. Mr. Spadewski also attends a PI conference, and you will be inspired by the conversations. Networking with other professional investigators, sometimes by chance, always with a shared goal in mind—to help each other.

One common question PI's pose to Sam Spadewski: "How much do I charge my clients?" Miller advises, "to determine the value of your service to your client, base the rates on the relative value, not the cost to you." Three rates listed included Standard, Hurry up and the Sky is Falling. Miller goes on to explain how to charge more and why your client is willing to pay more.

When talking to a new prospective client, what is the first question you are getting ready to answer? It's the price. Miller explains how to avoid discussing the issue of price. Your client has a problem. You need to understand the problem and provide a solution to that problem. The value of that solution to the client will dictate the price they are willing to pay.

Surveillance on Success is certainly an entertaining read. Every investigator who is starting out should read this book, front to back, and go through the exercises to determine your strengths and weaknesses in running your agency. Every investigator who thinks they are running a successful PI agency should read this book. Practical applications, fun stories and the roadmap to success. Visit www.CaseWorks.com for more information on *Surveillance on Success*.

Book Reviewed by: Gary S. Brummond, Editor

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for the PICA Investigative Reporter

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P.I. Museum Hero's

This very rare detective camera ERGO Zeiss Ikon (1929-1930) (seen on the next page) is part of Our P.I. History. This is due to the acts of men and women listed in this Honor Roll of P.I. Museum Hero's.

Brian King, CII, King-Reed & Associates, Toronto, Ontario - CANADA

Rick Perkins, CII, Aberdeen Investigations, Northern Ontario, CANADA

Paul Curtis, ThePIGroup, W/C Investigations, Duarte, CA-US

Jeffery D. Stearman, CALI-WAD, Stearman Investigative Services, CA-USA

Peter Heims, WAD *The youngest old man we know* Brunswick House, Surrey, UK

Donald A. Thorn, CALI-PICA, Two Eagle Investigations, CA-USA

M. Gregory Scott, WAD 3rd VP, Scott & Associates Investigations, Inc., NC-USA

Themistokles Kostenas, WAD, PrivatDetektivBuero AG, Zurich, Switzerland

Warren Mallard, WAD, Lyonswood Investigations & Security Group, Sydney, AU

Joan M. Beach, CII Chairperson, Joan M. Beach, Ltd. VA-USA

Don C. Johnson, CII, Trace Investigations, IN-USA

Logan Clarke, CALI-WAD, Clarke International Investigations, CA-USA

Robert Montgomery, Montgomery Investigations, CA-USA

Richard Johns, Lionheart Sec Con & Tactical Training, Saskatoon, Saskatchewan, CANADA

J.D. Vinson, Jr., WAD President, Vinson Guard Service & Detective Agency, Inc., LA-USA

Steven J. Wachtel, CALI-PICA, Brady Investigations, CA-USA

Michael Duffy, WAD, PER MAR Security Services, Davenport, IA-US



Dateline: August 18, 2006

Museum Curator's Thoughts...

The last few days have taught me much that will surely help me to be a better "caretaker" of our history. I've also become closer to many of the people listed to the left that I could have ever imagined that I would. Although I already knew how hard it was to ask people to make *Pledge Donations* (even when it's going to the Private Investigator History that belongs to everyone), I wasn't really prepared for what has come about.

The seemingly simple act of saying "Thank You" to these P.I. Museum Hero's has now become strangely emotional for me. What these emotional reactions turn into in response to such displays of *Vision* and *Generosity* from these investigators brought me to the point of fighting back a tear, or maybe two. At the same time I also had a much greater realization that sometime's it's better to not *fight* but simply to *accept* this natural human reaction when overcome by selfless generosity of what it

is, after all, a *worthy cause*.

Mr. Brian King, thanks for issuing the *Pledge Donation Challenge* in the first place. My thanks to all of the rest of you for having joined together from the corners of our *Private Eye World*, out goes *humble gratitude*. Many more future generations of professional investigators and interested members of the public will be able to know us better because you have all shown the true meaning of what many call "*Paying it Forward*".

Fraternally,

Ben Harroll, CA PI 7085

The P.I. Museum was founded in 1978 and operates on the generosity of other Private Investigators, Interested Parties and Mr. Harroll's personal interest and financing. Charter Founder's Circle Memberships are: Individual, Pinkerton, Vidocq and Sponsor.

(Ben) Benjamin R. Harroll, PI #7085

Founder & Curator

www.pimuseum.com

(619) 239-6991

The P.I. Museum is a regular feature in the PICA Investigative Reporter. Please contact the editor for reprints.



Zeiss Ikon ERGO (301) Detective Camera

Circa 1927-1931

The Ergo is a detective camera designed to look like a monocular, taking images on 4.5 x 6cm plates at a right angle to what direction the user would appear to be viewing. It was fitted with a 4.5 Tessar in Compur shutter.

The Ergo was originally produced as the Argus (no relation to the American camera of the same name) in 1911 by Nettel Kamerawerk. When they merged with Contessa to form Contessa-Nettel, the design was continued. At some point the name was changed to Ergo, most likely during the Contessa-Nettel period. It was again carried over through the next merger in 1926 that form Zeiss Ikon. The camera was discontinued in 1931.

In spite of it's long production life, it is a very difficult camera to find today.

In the next issue of the PICA Investigative Reporter:

An interview with Ben Harroll,
Gaslamp Quarter Investigations

Judge Donald P. Cole—Decision

Case No. A1 2004 10697

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NCISS “Hit the Hill” Campaign

The NCISS “Hit the Hill” Campaign began with a reception and orientation Wednesday night, September 13, 2006 at the Holiday Inn on The Hill. Anita Dunn, NCISS’s President opened the meeting by thanking the attendees who had traveled from all over the country to attend. The welcome continued as Bruce Hulme, NCISS’s Legislative Director spoke about the recent news surrounding the HP scandal, and how we might address the topic should it arise during our meetings with Members of Congress. Those in attendance were then educated by Larry Sabbath, the lobbyist for NCISS, on the significance of the current bills in Congress which would directly affect the professional investigation industry.



A rainy day in DC

As you might expect, the text of legislation can be quite lengthy, and NCISS has done an extraordinary job of reading the text line-by-line, and identifying the “unintended consequences” that different variations of wording would have on our industry.

The NCISS Legislative Committee identifies those bills which contain the harmful language and proposes new language which would minimize or eliminate the problem areas. Often, the “unintended consequences” of the original language would have a “ripple effect” through the legal system if passed into law, causing the rights of consumers to be jeopardized, legitimate investigations to be hindered, and actually making it easier for the “bad guy” to be successful. This is why supporting NCISS is so important.

Communicating this new language to Members of Congress is essential in our lobbying efforts.

Communicating this new language to Members of Congress is essential in our lobbying efforts.



California PI’s in front of Senator Barbara Boxer’s Office

While visiting the members’ offices, the text of the new language is identified as an Amendment to the existing bill, and is included with other literature in the material distributed during each visit. Every professional investigator is a constituent of some Member of Congress. The value of walking into their Congressional office as a constituent can not be underestimated – it is crucial.

Each member of our group identified their Congressional representative and appointments were made prior to our arrival. Dee Modglin and myself joined a group of other PI’s from California (see group picture above) as we visited the offices of Senator Barbara Boxer, Senator Diane Feinstein and numerous other Congressional offices. As a group of five professional investigators, all from California, we made valuable contact with both Senators’ offices.

We would occasionally split apart for separate visits to the other Congressional offices, always prepared to speak about the legislation and eager to determine if the office agreed with our position. These face-to-face meetings present a valuable opportunity to solicit questions and often result in educating the staff member or Congressman about the flaws in the proposed legislation.



Visiting Congressional offices in the Rayburn Building

These face-to-face meetings present a valuable opportunity to solicit questions and often result in educating the staff member or Congressman about the flaws in the proposed legislation.

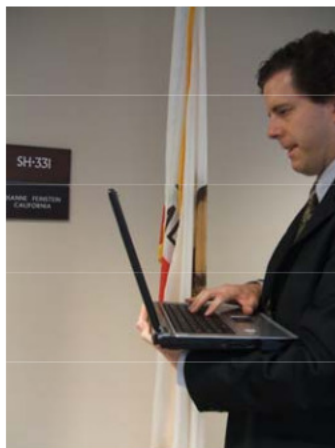


Preparing for our next meeting in the Hart Office Building

NCISS “Hit the Hill” Campaign (continued)

The benefit of traveling to Washington D.C., or Sacramento, is not only the ability to meet face-to-face with your representative, but also to visit other representatives from the region. As we walked the Halls of Congress, we visited numerous offices and dropped off our information packet at each one. Whether we were walking a hallway, taking an elevator or riding the underground railway under the Capitol, there were chance encounters with people from all over the beltway. Part of the fun in these chance encounters was to find out who people were and what they did for a living. As soon as it was our turn to let them know we were private investigators lobbying for our industry, we immediately garnered their attention and made a difference.

Our visit to Washington D.C. on Thursday, September 14th was quite memorable. As we were visiting with the legislative counsel for Senator Feinstein’s office, (who we have developed a good working relationship with started by our Leg Committee Chair Dee Modglin), she informed us at the beginning of our meeting that she noticed an amendment to H.R. 4709 that was being “hotlined.” If you google “hotlined” you will see that it is a secret way to get a bill passed without going through the traditional committees and debate. Fearful that this bill included an amendment which would be harmful to the PI industry, we immediately went online to see if the “hotlined” text was included with the bill. After some phone calls and personal visits to the offices of Congressman who co-sponsored the bill by Dee Modglin and myself, we determined that the amendment was related to the security guard industry. It just shows how fast things move in Washington.



Outside Senator Feinstein’s Office checking on legislation which is being “redlined.”

One of the primary focuses of PICA is to educate our membership on legislation which could affect our industry from both Sacramento and Washington D.C. The Legislature in Sacramento affects the professional investigation industry regarding state-wide issues, whereas the Congress in Washington D.C. affects our industry regarding national issues. Recently, we were very concerned about a bill in Sacramento entitled SB 1666. Passage of this bill would have had devastating “unintended consequences” for our industry, but through persistent lobbying, constant phone calls and faxes to our representatives and communication with our state legislative representatives, the bill died. This was a good example of legislation, which, if enacted on the state level, could very easily have been copied and adopted on a national level. As we monitor Sacramento legislation, NCISS is monitoring federal legislation.

With Washington D.C. a good distance away, and with a limited budget, PICA supports NCISS and its’ lobbying efforts in the nations capitol. Our association is a member of NCISS, and we encourage all PICA members to become members of NCISS, as well. This truly is a membership that pays for itself many times over as a proactive means of preventing damage to our industry, your business, through lobbying efforts. Think of it as an insurance policy.

The “Hit the Hill” Campaign was in its second year in Washington, and also included an NCISS Board Meeting. PICA sent Leg Committee Chairwoman Dee Modglin and Board Member / Editor of the PICA Investigative Reporter Gary Brummond to attend the event on behalf of the membership.

PICA and NCISS will continue to work together in the pursuit of achieving legislative success on behalf of our membership. Whether on the state or federal level, we are dedicated to keeping the membership informed and believe the partnership will benefit the profession for years to come. The more PICA members also become a member of NCISS, the greater influence our profession will possess in lobbying for our interests.

SPECIAL NOTE

from the Editor

According to the PICA ByLaws, Article III, Number 9, The Official Publication of the Association shall be known as the "PICA Investigative Reporter." It shall be published and distributed to all members no less than semi-annually.

It is my absolute privilege to be the Editor of the PICA Investigative Reporter, and I take my responsibilities very serious. This publication has been a central communication link in our effort to publicize the association and to bring relevant, information-packed pages to our interested readers.

Although the ByLaws indicate a minimum of two issues per year, it has always been my goal to publish quarterly. There will be a post-Conference issue of the PICA Investigative Reporter, full of pictures, entertaining tidbits, and information on each of the speakers and vendors.

I would like to apologize to the PICA membership, as well as the Board of Directors, for not providing more issues for our membership. My personal and business life changed for the better earlier this year due to a significant increase in business, and I found it necessary to concentrate more on my business for a period of time, instead of PICA. Now that I am able to adjust to the changes better, I am more inspired than ever to make 2007 an incredible year for this association.

Thank you for your patience and please contact me anytime as we watch this association grow.

Sincerely,

Gary S. Brummond
Editor PICA Investigative Reporter

PICA's 2007**BOARD OF DIRECTORS**

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Annual Business Meeting ByLaw Proposals

In accordance with the ByLaws for the Professional Investigators of California Association, adopted by the Board of Directors on October 10, 2002 [Glendale, California] and last amended by the Members on September 22, 2005 [Las Vegas, Nevada], Article XIV states that proposed amendments [to the PICA ByLaws] be published in the PICA Investigative Reporter with Board of Directors' recommendations prior to the Annual Business Meeting.

ARTICLE V – MANAGEMENT

2. The Board of Directors may increase or decrease the number of districts from time to time as needed by a majority vote of the **BOARD** members as dictated by the geographical needs of the Association.”

BOARD RECOMMENDATION: PASS

ARTICLE V – MANAGEMENT

2. The member districts shall consist of: **Bay Area**, Northern, Central Coast, Los Angeles, Orange, Inland Empire and San Diego areas.

BOARD RECOMMENDATION: PASS

ARTICLE IV – DUES

1. The annual dues for ACTIVE and ASSOCIATE membership of this Association shall be ~~\$99.00~~ **established from time-to-time by the Board of Directors in a written policy**. All dues are non-refundable. The annual dues for Service and Industry membership of this Association shall be ~~\$99.00~~ **established from time-to-time by the Board of Directors in a written policy**. All renewals are due January 1st of each year. The Board of Directors may vote to modify the annual PICA dues permanently or for specific periods of times.

BOARD RECOMMENDATION: PASS

ARTICLE IV – DUES

2. A member, whose dues for the current year have not been paid by ~~December 31~~ **April 30**, forfeits his membership and inclusion in the Association directory and access to the PICA Listserv Group. Exemption or reinstatement may be made only upon approval of a majority of the Board of Directors.

BOARD RECOMMENDATION: PASS

PICA's Membership Continues to Grow...

Richard Goff, Ventura
 Joseph Caruso, Placentia
 Gregory Frost, Los Angeles
 Vickie Ward, Chino Hills
 Mario Armendariz, Porter Ranch
 Jeff Banks, Murrieta
 Mitchell Cox, Sugarloaf
 John Parker, Long Beach
 Alyson Brewer-Hay, San Francisco

Rosa Lola Kusiak, Bakersfield
 Kevin Schumacher, San Bernardino
 Scott Devereaux, Santa Monica
 Matt Brown, Santa Clarita
 Justin Hodson, Fullerton
 Edward Carpenter, Murrieta
 Phil Tyner, Oxnard
 William McDonald, San Diego
 Marvin Parker, Brookings, OR

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