

## 2003 SBO/SBAP National Conference

Baltimore, Maryland

April 13 – April 16

Speaker Biographies

### Sunday April 13

9:00 a.m. – 2:30 p.m.

#### Compliance Advisory Panel Training

**Karen V. Brown** is EPA's Small Business Ombudsman and Director of the Small Business Division. Since joining EPA in 1981, Karen has held a series of management positions, working with the Administrator, the Deputy Administrator and the Assistant Administrator for Solid Waste and Emergency Response. Most of her work has focused on the needs of small business. In 1985, Karen was appointed the EPA Small Business Ombudsman by Administrator Lee Thomas. Three years later she was asked to take on additional duties as EPA's Asbestos Ombudsman. During the 1990's EPA's Small Business Ombudsman program continued to gain recognition under Karen's leadership. It was highlighted in Congressional testimony as one of the best outreach programs in federal government, profiled in the *Wall Street Journal* as an outstanding model of government working well for the people it serves, and described in *Entrepreneur Magazine* as a friend to the small business community. Prior to EPA, Karen worked as a chemist and environmental health specialist with the District of Columbia's Environmental Health Administration. Karen holds a B.S. degree from the University of the District of Columbia and has done graduate work in Environmental Science at The George Washington University. In recent years, Karen attended the Federal Executive Institute and has completed a number of management programs.

**Elsa Bishop** joined the USEPA Small Business Division, on May 13, 2002. Immediately prior to joining EPA, Elsa worked for the Florida Department of Environmental Protection, where she served as Florida's Small Business Ombudsman and Small Business Technical Assistance Director. In addition to her small business-related duties, Elsa served as the Administrator of the Office of Air Programs Communication and Outreach and was responsible for media relations, outreach, internal and external communication, environmental education, pollution prevention and the "Partnership for Ecosystem Protection (PEP)" Program

Elsa has over twenty years of experience in the environmental field, mostly in private industry. Prior to joining the Florida DEP, Elsa was the Manager of Air Permitting and Programs for the Environmental Affairs Department of Florida Power & Light Company, the fourth largest electric utility in the United States, and was responsible for all air-related activities including legislative and regulatory development, strategic planning, permitting, compliance, special projects and general issue management. She was also Chair of the Florida Electric Power Coordinating Group Air Subcommittee, a group representing 37 electric utilities, and was extensively involved in the legislative and regulatory efforts to implement the Clean Air Act Amendments of 1990 in Florida

**Mark Shanahan** is the executive director of the Ohio Air Quality Development Authority (OAQDA) and its Clean Air Resource Center. Appointed in 1989, he oversees the management of more than \$1.6 billion in outstanding bond issues, as well as the Authority's research and special projects programs. In December 1994, Gov. George V. Voinovich appointed him Ohio's first Clean Air Ombudsman for small business. He was reappointed to that position by Governor Bob Taft. He chairs the National Steering Committee for the Small Business Ombudsman and Small Business Assistance Program. He is a statutory member of the Ohio Ethanol Incentive Board and the Ohio Public Benefits Advisory Board. As an active member of the Air & Waste Management Association, he is past chair of its Economics Committee and chair of the Program Administration division. He also is a member of the Ohio Development Association and the Ohio Alliance for the Environment. Administrator Christine Todd Whitman recently appointed him to the USEPA National Advisory Council for Environmental Policy and Technology's Compliance Assistance Advisory Committee.

Prior to joining the OAQDA, he was a division director at the Ohio Bureau of Employment Services. While there, he helped design and then implement the state's first coordinated response program to meet the needs of workers whose jobs were lost due to plant closings or permanent mass layoffs. Shanahan earned his PhD from Case Western Reserve University. He received his MA (with honors) from the University of Pennsylvania and graduated from Boston College (magna cum laude, Phi Beta Kappa).

**Bruce Morrison** is a partner in the law firm Green, Hennings & Henry, as well as an attorney with the Great Rivers Environmental Law Center. For the past fourteen years he has represented the interests of small businesses, individuals, and not-for-profit environmental organizations. He has substantial experience litigating environmental matters, and has been lead counsel in a number of cases seeking cleanup costs and compensation for damages to real property. He has litigated matters in state and federal courts and before regulatory agencies involving underground storage tanks, Superfund sites, environmental impact statements, air and water pollution, hazardous waste, lead-based paint, releases of pollutants into the environment, development of property in environmentally sensitive areas, solid waste landfills, indoor air quality, and insurance coverage for environmental harm. He provides legal advice on a wide variety of environmental topics including release reporting, evaluating the environmental aspects of commercial and industrial real estate purchases, representing potentially responsible parties (PRP's) at Superfund sites, and handling other environmental and enforcement matters.

Bruce is a graduate of Purdue University and of the Washington University School of Law. He is a current member and past Vice Chair of the Missouri Bar Environmental and Energy Law Committee, and a current member of the Bar Association of Metropolitan St. Louis, where he has served on various committees, including the Environmental and Conservation Law Committee. He serves on the Environmental Council of the St. Louis Regional Chamber and Growth Association and on the Board of Directors of the St. Louis Lead Prevention Coalition.

Bruce is the current Chair of the Missouri CAP.

**Glenn Heilman** graduated from Penn State with a self-designed dual major in business administration and civil engineering. Before college and continuing to the present, his employment has been exclusively in a small family business — Heilman Pavement Specialties located north of Pittsburgh, PA. Glenn's environmental involvement began in 1990 when the Pennsylvania Department of Transportation requested VOC air emission documentation regarding a newly developed asphalt pavement technology by Heilman Pavement Specialties. Two years of university research concluded that this new asphalt reduced VOC emissions by three tons per mile paved. He has been charging into the environmental arena ever since.

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Glenn has served on the Pennsylvania CAP since 1993, chairing it from 1995 – 2001. He received a Pennsylvania Governor's Award for Environmental Excellence for the company's asphalt technology, appeared on the CBS Evening News regarding air pollution and small business, and testified before both houses of Congress on the same subject. Glenn was recently reappointed to another four-year term on the Pennsylvania CAP and has served as Chair of the National CAP since its creation in 2001.

**Reimar von Kalben** came from Germany in early 1956 to Toronto, Canada, and moved to Pueblo, Colorado, in 1959, where he started his own small business, Allied Refrigeration & Electric. He started in appliance repair and sales (Refrigerators, Air Conditioners) and then added electrical contracting. He was declared top small business in 1989 by the Pueblo Chamber of Commerce, and served on the Pueblo City Council in the mid 80's. He has served as a member of many organizations, including Symphony; Optimist Club; NFIB; RSES (Refrigeration Service Engineers Society); the Pueblo Chamber of Commerce; and is active in promoting small business at the state level and in Washington.

Reimar's son, Stephan von Kalben is now in charge of Allied Refrigeration and Electric and developed ground source refrigeration and heating systems. The company provides service to convenience stores, electrical/refrigeration installation/sales for Phillips 66, Loaf 'n Jugs, and other stores. Reimar has been actively involved with the Colorado CAP for the last 4 years and has served on the National CAP since its creation in 2001. He was recently elected Vice Chair of the National CAP.

**Gary Dawson** is a third generation Drycleaner who, along with his wife Joan, owns and operates Belleair Bluffs Cleaners located in Belleair Bluffs, Florida. Over the past 23 years, this small business grew from Gary and Joan and a part-time employee to the current 12 employees. Gary's other involvements in the Industry include: Member and Treasurer elect of the Board of Directors for the International Fabricare Institute an International Drycleaning Trade Association; Past President and current Director of Southeastern Fabricare Association, a Trade Association representing Drycleaners through out the Southeast; Co-Executive Officer of the Florida Drycleaners Coalition, a non-profit corporation monitoring legislative issues regarding the Drycleaning Industry in the State of Florida. This group of small Drycleaners developed the first Drycleaning Contamination Clean-up Program in the country and passed it through the Florida Legislature in 1994. Gary is the current Chair of Florida's CAP, which he has been since its creation in 1994, and he serves as the Region IV representative on the National CAP.

**Richard G. Rasmussen, Jr.**, is the Director of the Virginia Department of Environmental Quality's Small Business Assistance Program (SBAP). In this capacity he has the primary responsibility for directing the activities of Virginia's 1990 Clean Air Act's Small Business Stationary Source Technical and Compliance Assistance Program, or the Small Business Assistance Program. Through the auspices of this program, non-regulatory compliance assistance is provided to Virginia's small business community on a multi-media basis. Richard joined the Department of Environmental Quality in March of 1993 as the initial Director of the Small Business Assistance Program. He came to this position from the Department of Economic Development where he spent five years as an Industry Service Representative. In this capacity, he had the special responsibility of calling on Virginia's manufacturing firms as an ombudsman, bringing the resources of state government to bear on the resolution of problems and concerns facing the Virginia's business community.

Richard's unique understanding of the problems which face manufacturers and businesses across the Commonwealth has been grounded through his background in manufacturing, spending fourteen years with Russell Stover Candies, Inc. in various management positions culminating in seven years as Plant Manager. He is a graduate of the University of North Carolina with a degree in Political Science, and has served as an officer in the United States Army and the National Guard.

**9:00 a.m. – 2:30 p.m.**

#### **Building Capacity for Multi-Media Assistance**

**Kimberly A. Finch** has worked for the State of Delaware since 1994, taking the position as the Small Business Ombudsman in April 2001. Prior to that, Kim worked in the Air and Waste Division of the DNREC as an Environmental Protection Officer. Kim led the team that planned the multimedia training.

**Leigh Leonard** has over 12 years' experience with environmental health & safety management. Recently, she assisted the EPA Small Business Division with training small business assistance providers throughout the country on a practical approach to environmental management systems and coordinated the agenda for the national conference *Laboratory Safety & Environmental Management*. Prior to joining PRIZIM, Leigh co-managed the EHS program for the twenty-six campus University of Wisconsin System.

**Nick Melliadis** has been the CDPHE Small Business Environmental Ombudsman for the past two years. He works with the Hazardous Materials and Waste Management Division, the Water Quality Division, and the Consumer Protection Division, as well as the Air Pollution Control Division. He recently started a multimedia assistance providers' group to help create more efficiency and effectiveness in Colorado's compliance and technical assistance efforts. Nick has worked for the CDPHE for 19 years. Prior to being Ombudsman he served for 8½ years as an assistance provider in the Small Business Assistance Program and before that for 8½ years as a permit review engineer.

**Richard G. Rasmussen, Jr.** (see CAP Training, Sunday April 13)

**Loretta Sanford** has several years' experience with an emphasis on providing high impact training as well as informational tools and materials. Ms. Sanford is a Certified Environmental Trainer with the National Environmental Training Association. She recently was project manager for a training assignment for municipal employees of the Massachusetts Highway Departments (MassHighway), overseeing training design, execution, and evaluation.

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### **Newcomer Training**

**Pamela J. Christenson** became the Small Business Ombudsman (SBO) for the Department of Commerce in August 2000. In this position, Ms. Christenson assists many different types of small businesses with state and federal regulations. By acting as an advocate for small businesses, Pam works with the state agencies as they develop new rules that may impact smaller employers. The SBO position also offers assistance to small businesses that have been treated unfairly by a government entity. Prior to becoming the Small Business Ombudsman, Pam coordinated the Department of Commerce's Small Business Clean Air Assistance Program. From 1994 through 2000, Ms. Christenson worked with this non-regulatory program, providing thousands of small businesses with free, confidential environmental compliance assistance. From 1999 through 2001, Ms. Christenson was an appointed representative to EPA's National Advisory Council for Environmental Policy and Technology (NACEPT). Through this council, she provided input and made recommendations to the Environmental Protection Agency on future compliance assistance activities and materials geared towards smaller businesses. From 1997 through 2000, Pam chaired the National Steering Committee, which represented Small Business Assistance Programs from around the country. Currently, she serves as Chairperson of the Air Committee for a state wide environmental trade association and as board member of the Department of Regulation and Licensing Small Business Review Advisory Committee and the Wisconsin Aquaculture Industry Advisory Committee. Ms. Christenson received her Bachelor's degree from the University of Wisconsin- Madison in Journalism and Advertising. She and her husband own a small business (bar/restaurant) in the Madison area.

**Mark Shanahan** (See CAP Training, Sunday April 13)

### **Monday April 14**

**8:30 a.m. – 9:00 a.m.**

### **Welcome**

**Karen Brown** (See CAP Training, Sunday April 13)

**Kendl P. Philbrick** was appointed Deputy Secretary of the Maryland Department of the Environment (MDE) by Governor Robert L. Ehrlich, Jr. on January 31, 2003.

As Deputy Secretary of the Environment, Mr. Philbrick will assist the MDE Secretary in all aspects of pollution prevention, environmental regulation and environmental enforcement in Maryland, including the administration of a combined operating budget of approximately \$250 million. MDE's programs include air quality control of stationary and mobile sources, management of hazardous and solid waste, oil control, regulation of wastewater discharges and public drinking water, wetlands protection, environmental risk assessment, and financial assistance for environmental restoration.

Prior to his appointment, Mr. Philbrick served as Executive Vice President of LMC Properties, Inc., and a wholly owned subsidiary of Lockheed Martin Corporation. For ten years he was responsible for a broad range of matters including coordination of environmental assessments and investigations, and the development, approval and implementation of remediation activities for environmentally impacted properties like Empire Centre in Burbank, California and iPark in Lake Success, New York. Empire Centre is built on land once used for aircraft production since the early 1920's and is the original birthplace of Lockheed Corporation prior to its merger with Martin Marietta in 1995 to form Lockheed Martin Corporation. The site had a wide range of contamination issues that are currently being remediated while at the same time the property has been redeveloped into a multi-use commercial area with two hotels, three office complexes and retail shopping. The iPark site was once home to the Sperry Corporation in Lake Success, and the first home of the United Nations Security Council in the early 1950's. The original manufacturing building has been refurbished and converted into a high tech office building while at the same time ground water remediation is on going. These and other similar reuse projects contributed greatly to the communities in which they occurred. These are examples of partnerships between the public and private sector where interests of all the stakeholders were considered, contaminated sites are being remediated and are now providing high paying jobs and generating greater tax revenue for the communities.

Mr. Philbrick was instrumental in forging effective working relationships with local and state environmental regulators, elected officials, environmental groups and community leaders in accomplishing several redevelopment projects. It's a model he hopes to initiate at MDE.

Mr. Philbrick believes that through a balanced interpretation of the laws, rules and regulations MDE can be both business-friendly and still be protective of the environment. Companies want to locate where they can be validated, grow and be successful; MDE needs to help change the perception that Maryland's environmental policies make it difficult to operate successfully in this State.

Mr. Philbrick received his Bachelor's degree from the University of Richmond and his MBA from the University of Chicago. The Deputy Secretary resides in Fallston with his wife, Cynthia.

**9:00 a.m. – 10:00 a.m.**

### **Keynote**

**Jay Benforado** is the Director of EPA's National Center for Environmental Innovation. His organization is responsible for piloting innovative cross-media environmental strategies, working in creative partnerships with businesses and communities, managing the regulatory process at EPA and assuring that Agency policies and decisions are based on sound economic analysis. Before joining EPA in 1985, he worked as a water policy analyst at The Conservation Foundation and as a wetland ecologist with the U.S. Fish and Wildlife Service. Jay's initial work at EPA was in the wetland protection and National Environmental Policy Act programs. He then moved to EPA's Office of Research and Development where for nearly 10 years he provided senior leadership on science policy issues and research planning. Born in Boston, Massachusetts, Jay is a 1976 cum laude graduate of the University of Wisconsin at Madison with a degree in zoology and physical geography. He received a master's degree from Indiana University's School of Public and Environmental Affairs, with a concentration in ecology.

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**10:15 a.m. – 11:45 p.m. General Session: SBO/SBAP Issues and Updates**

**Mark Shanahan** (See CAP Training, Sunday April 13)

**12:00 p.m. - 1:45 p.m. Luncheon**

**Catherine Pugh** is President of CE Pugh & Company and Member of the Baltimore City Council. (See attached)

**2:00 p.m. – 3:15 p.m. Breakout Sessions**

### **Beyond Air**

**Gary Kelman** has worked for the Maryland Department of the Environment for 23 years. His current position, Maryland State Pretreatment Coordinator, is responsible for the oversight of all local pretreatment programs in Maryland and for being the expert on water toxics treatment, analysis and effects. Gary is also the Water Management Administration's representative on the Governor's Commission on Environmental Justice and Sustainable Communities. Another project that he is leading is Maryland's effort to reduce and eliminate the amount of mercury disposed of by dentists. He is also drafting guidance, under an EPA grant, on how local pretreatment programs can be expanded into environmental management systems. In his spare time, Gary is on the Board of Directors of the National Association of Environmental Professionals (NAEP) and is the current chair of its annual conference in San Antonio this June. He was the national president of NAEP during 1993/1994. Prior to working for MDE, Gary worked for a small consulting firm in Bethesda, Maryland. He has a BS in Life Sciences from Philadelphia University and an MS in Environmental Engineering from the University of Maryland College Park.

### **Involving Small Businesses in the Rulemaking Process**

**Elsa Bishop** (See CAP Training, Sunday April 13)

**Paul Lapsley** manages EPA's Regulatory Management Staff, which is responsible for development and oversight of the Agency's rulemaking system. This covers initiation, final Agency review, and Federal Register publication of all EPA regulatory actions. The Staff assures all rules meet Agency analytical and quality standards and comply with legislative and Executive Order requirements governing rulemaking (e.g., Congressional Review Act, Regulatory Flexibility Act, Unfunded Mandates Reform Act, Paperwork Reduction Act, Tribal Consultation Executive Order, Federalism Executive Order, Children's Health Executive Order, etc.)

Prior to his current appointment, Paul served as Deputy Director of the Biological and Economic Analysis Division in the Pesticides Program. In his 20+ years with the Agency, he has held staff or management positions in the Offices of Pesticides, Toxic Substances, and Air and Radiation. Before joining EPA, Paul held engineering positions with Xerox and Sperry Rand. Paul received his B.S. in Physics from the State University of New York and his M.S. in Systems Analysis from the University of Rochester.

**Gary Dawson** (See CAP Training, Sunday April 13)

**Jeff Gunnulfsen** has over 10 years of professional experience in the Environmental arena, with particular expertise in: RCRA Issues, Water Issues, EPCRA, TSCA, EPA Innovative Programs, Training, Compliance, and Pollution Prevention. Jeff is currently a government relations manager with the Synthetic Organic Chemical Manufacturers Association (SOCMA) and has been at SOCMA for 3 1/2 years, where he is the manager of the Environmental Committee, and is responsible for advocating on behalf of the membership to EPA and Congress on Hazardous Waste, Water and EPCRA issues. He is also responsible for informing members of new regulations and policies to assist them in compliance. One of Jeff's many responsibilities is managing a series of regulatory compliance workshops. Jeff has also served as the manager of the TSCA Committee and developed the Global Chemical Regulations Conference. Prior to joining SOCMA, Jeff was a regulatory manager at the Chemical Manufacturers Association (now ACC), where he managed 6 RCRA issue committees and managed the development of a RCRA Subpart CC compliance manual. In addition, he is currently leading a coalition of small business trade association representatives to help tackle together the obstacles to environmental compliance and integrating small businesses into EPA's innovative programs.

Jeff learned the RCRA regulations on the RCRA/SF Hotline, has worked on numerous compliance manuals, and participated on environmental audit teams for DOE facilities. While at the Hotline, Jeff taught regulatory compliance courses on RCRA and developed training guides that are still in use today. Jeff also has extensive consulting experience, notably with Booz Allen and Hamilton.

### **How to Communicate Effectively with Small Businesses**

**Angela Jones** is Assistant Director of Regional Media Communications for NFIB, the nation's largest small-business advocacy organization. Ms. Jones manages and directs the group's statewide media outreach program, which includes regular contact with media organizations, reporters, editorial page editors, political reporters and small-business owners. The goal of the organization's media outreach effort is to increase the visibility of small businesses and to inject the small-business view into local, regional and national stories. NFIB also works with small-business owners to make them more knowledgeable about the need for media relations and to help them become effective media spokespeople for small-business issues. Before joining the staff of NFIB 14 years ago, Ms. Jones was a broadcast journalist for 12 years, working as a producer for NBC Radio/Mutual

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Broadcasting, a reporter at WWL Radio in New Orleans, La. and news director of WVMI/WQID in Biloxi, Miss. She earned a B.S. in broadcast journalism from the University of Southern Miss. and is a native of Vicksburg, Miss.

**Andrew Langer**, Manager of Regulatory Policy, National Federation of Independent Businesses. As the point man to the Executive Branch for America's largest small-business organization, Mr. Langer is frequently welcomed by policymakers throughout federal agencies both for the influential group he represents and for the intellectual capital he brings to his job.

Andrew Langer joined the 600,000-member National Federation of Independent Business (NFIB) in the spring of 2002. In his role as NFIB's Manager of Regulatory Policy, Langer helps White House and Executive Branch policy makers understand the impact of laws affecting the small-business owners of America who employ nearly 60 percent of the nation's workforce.

Small-business owners pay nearly twice as much as their big business counterparts in regulatory compliance and personal (not business) income tax rates matter more to them, since more than 80 percent of small-business owners are single filers. Added to his job in making these two distinctions known to those with the final say on what will and will not become law is the task of helping find a solution to the current health-care crisis. About 60 percent of Americans without health care come from families where someone either owns a small business or works for one. All of this is in addition to his responsibilities of protecting the interests of small business in the face of constant assaults by the EPA and OSHA. Prior to joining NFIB, Andrew Langer was Director of Development for the Washington D.C.-based Competitive Enterprise Institute (CEI) where he helped raise the stature of the group from a boutique organization focused on environmental issues to one more frequently called upon by the shapers of policy for opinions on intellectual property, tax competition, comparative risk, biotechnology, as well as CEI's mainstay environmental studies.

Before joining the Competitive Enterprise Institute, Andrew Langer worked for Defenders of Property Rights, the nation's only legal foundation dedicated exclusively to protecting property rights. The time spent at both organizations has made Mr. Langer one of the most articulate advocates of property rights in the nation. He is now leading an effort to reinvigorate the protection of private property, chairing a DC-based working group on behalf of NFIB's members.

**3:30 p.m. – 4:45 p.m.**

### Breakout Sessions

#### Small Business Owners Panel

**Tammy Essmeier** has over 13 years of experience in engineering, legal, and regulatory support. She received a bachelors of science degree from Colorado State University in Civil Engineering and a law degree from the University of Denver. Her technical engineering degree, combined with her advanced law degree, provide a comprehensive perspective to projects. Tammy's professional experience has involved problem-solving, assessments, and advocacy in many sectors including transportation, energy production, manufacturing, mining, construction, and insurance.

Currently, Tammy is providing project management, regulatory compliance, stakeholder involvement, and risk management consulting services for a variety of industrial clients. Her consulting services include: conducting feasibility studies for real estate disposition of contaminated properties; developing project and claims management plans; providing permitting and regulatory compliance services; developing and implementing stakeholder involvement plans; identifying appropriate risk management tools; managing insurance claims; and providing governmental/regulatory support and negotiation. Her clients have ranged from small industrial clients to large mining companies; from small municipalities to federal agencies. Tammy currently serves on the Colorado CAP.

**Bruce Morrison** (See CAP Training, Sunday April 13)

**Donnie Snow** was born in Boone County, Kentucky, the first of seven children. Donnie graduated from Boone County High School, was inducted into the US Army in 1966 and was stationed in Vietnam with the volunteer 82<sup>nd</sup> Airborne Battallion. He was wounded on August 12, 1968 and was returned stateside to Walter Reid Hospital. After military service, Donnie purchased a Gulf service station in Burlington, Kentucky, which he operated from 1969 to 1975. He then went to work for a ready-mix company in September of 1975, thus starting his career in the ready-mix concrete industry. In 1983, Donnie and a couple of his co-workers incorporated the current company, All-Rite Ready-Mix, where he serves as Vice President and is one of three private owners.

Donnie currently serves on the Boards of four corporations, is past president of the Kentucky Ready-Mix Association, is Chair of the Kentucky Concrete PAC, and serves on the Kentucky CAP.

#### Partnering for Success: What our Partners Want From Us

**Kevin Malachi** works for Baltimore City's Department of Housing and Community Development.

**William (Bill) Fisher** is Chief Executive Officer of the International Fabricare Institute, the association of professional drycleaners, headquartered in Silver Spring, Maryland. As CEO, Mr. Fisher is responsible for directing IFI's operations, including work on basic and applied research, marketing, membership, communications, education, textile analysis activities, and legislative and regulatory issues facing the industry. Mr. Fisher first joined the Research Department of IFI's predecessor, the National Institute of Drycleaning in 1965, and became Director of Research 1976. In August 1995 Mr. Fisher was appointed as the Chief Executive Officer by the IFI Board of Directors, taking over during a particularly trying time for the Institute and the industry. Over the past eight years, Mr. Fisher has instituted numerous new programs and services for Institute members. Currently, Mr.

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Fisher serves as a Director of the Fabricare Foundation, and as Chairman of the joint industry CLEAN Show (World Educational Congress on Laundry and Drycleaning).

#### Performance Measurement

**Terri Goldberg** is the Deputy Director of the Northeast Waste Management Officials' Association (NEWMOA). She has been directing a number of NEWMOA's regional measurement activities for the NEWMOA member states for over 12 years. She has a wealth of experience and expertise in state and local environmental assistance programs and their activities. In recent years she has been managing the development of a P2 & CA measurement software system for the participating state programs in NEWMOA. She is a member of the EPA Compliance Assistance Advisory Committee (CAAC) and the NPPR Board of Directors. She is co-chairing the CAAC Subcommittee that is developing recommendations to EPA on assistance program measurement. Terri has a Master's Degree in environmental health policy from the Harvard School of Public Health.

**Dan Nickey** is the Iowa Air Emission Assistance Program Manager at the Iowa Waste Reduction Center. Dan graduated from Wesley College with a BS in Environmental Science and Chemistry. He has worked at the Iowa Waste Reduction center for over eight years. He has been the Program Manager of the Iowa Air Emission Assistance Program (IAEAP) at the center for the last three years. The IAEAP completed 66 on-site visits to small businesses in 2002.

#### Tuesday April 15

8:30 a.m. – 10:00 a.m.

#### General Session: Working Together for Small Business

**Karen Brown** (See CAP Training, Sunday April 13)

**Daniel M. Eddinger** is a Program Analyst with the Small Business Division of the U.S. EPA stationed in Washington, D.C. He joined the EPA in May 2001 and is working with Environmental Management Plans, Best Environmental Management Practices, and Innovations for Small Businesses. Mr. Eddinger has over 18 years of environmental management experience, he served as an Army Officer and Senior Environmental Manager with the Nebraska National Guard, retired from the Army after 26 years of service. Dan was the first Public Advocate for the State of Nebraska Department of Environmental Quality and provided site-visits, technical assistance and Ombudsman services to over 250 small businesses in Nebraska. In 1993, Dan was elected as the first National Chairperson for the Small Business Assistance Program Steering Committee. Dan is a graduate from Doane College with a degree in Human Relations and Biology. Dan is a Vietnam, Combat Infantry vet, and SCUBA Dive Master.

**La Ronda Bowen-Fruin** is the principal of Bowen & Associates. Beginning with the California State Conferences and the White House Conference on Small Business in the 1980's and continuing through today, La Ronda Bowen-Fruin has provided leadership in the areas of communications and business-related public policy. For the past eleven of those years, she has focused on environmental issues. From 1989-2000, Ms. Bowen-Fruin reported to the Governing Board and Executive Officer of the South Coast Air Quality Management District (SCAQMD), the largest air regulatory agency in the United States on small business issues. She initiated the first small business assistance program within an environmental regulatory agency. She opened the door to small business participation in rule development and established new-technology partnerships between small businesses, equipment suppliers, manufacturers, public utility companies and others. She helped craft legislation to provide multi-media environmental assistance and financing to businesses. Ms. Bowen-Fruin mentored dozens of states, territories, and programs in setting up small business assistance programs of their own. She served on the first national steering committee for these programs. She provided leadership which helped EPA recognize that for businesses to voluntarily seek assistance with regulatory problems, they must be able to do so without fear of penalty. This led EPA to develop a confidentiality policy for small businesses.

In addition to small business issues, Ms. Bowen designed and implemented key elements of the SCAQMD's first Environmental Justice program. She instituted town hall meetings and initiated results-tracking to ensure public accountability for the agency. She led the diverse team that developed the agency's consensus-based Environmental Justice Policy. In 2002, USEPA Administrator Christie Todd Whitman appointed her to the Compliance Assistance Advisory Committee. Committee members elected her to co-chair the group. However, of the many honors she has received, Ms. Bowen is most proud of receiving USEPA's "Pioneer Award" from the Small Business Ombudsman's Office.

In 2000, La Ronda and her husband moved from Los Angeles to Sacramento, where she formed Bowen & Associates. The company provides consulting services to businesses, public agencies, and others. Ms. Bowen continues to write and speak frequently on small business and environmental justice issues. She received her BA in liberal studies from Norwich University and will complete her Master's in Fine Arts, with an emphasis in writing in June 2003.

**Elsa Bishop** (See CAP Training, Sunday April 13)

**Lalit Banker** has been working in the air pollution field for over twenty years. He has extensive experience in the development of air regulations for various industries. This regulation development process includes on-site inspections, gathering data on air emissions and emission reduction techniques, estimating the environmental and economic impacts of the regulations, and preparing technical background documents. Some of the MACT rules he has been lead on include Chromium Electroplating and Pesticide Active Ingredient Production. Currently, he assists in developing MACT implementation tools, conducting workshops, and addressing small business issues. Mr. Banker has been working with the EPA as an environmental engineer since January 1990, and before that with the State of Illinois EPA and Midwest Research Institute. He has a B.S. in Chemical Engineering and an M.S. in Environmental Engineering

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1:30 p.m. – 3:00 p.m.

Breakout Sessions

### OECA Update - Potomac

**James R. Edward** has worked for the Environmental Protection Agency in various positions since coming to the Agency in 1984. He is currently the Director of the Compliance Assistance and Sector Programs Division in the Office of Enforcement and Compliance Assurance (OECA). His division serves as the agency's focal point for advancing the practice of compliance assistance and developing strategies to address compliance problems in emerging sectors. Prior to assuming his current position in March 2000, he served as the Deputy Director of the Federal Facilities Enforcement Office (FFEO) and Director of the FFEO Planning, Prevention and Compliance Division from 1993-1999.

In previous EPA jobs, Mr. Edward was the Deputy Chief, Prevention Integration Branch in the Office of Pollution Prevention (1990-1993), the Deputy Director of the Federal Facilities Compliance Division in the Office of Federal Activities and a Policy Analyst in the Office of Enforcement and Compliance Monitoring. He also was assigned to the EPA Region III Chesapeake Bay Program Office as the Pollution Prevention Coordinator in 1991. He began his career with the Department of Interior in 1979 where he worked for four years before coming to EPA.

Mr. Edward has received numerous agency awards including a Silver Medal for serving on the EPA Environmental Compliance Audit Task Force where he spent one year conducting environmental audits of EPA laboratories. He has received Bronze Medals in recognition of his work in drafting Executive Orders on Pollution Prevention, Community Right-To-Know and Environmental Management Systems. He also received a Bronze Medal for serving as Team Leader for the Environmental Audit of the White House and for developing the Code of Environmental Management Principles for Federal Agencies. He has a B.S. from Rutgers University (1977) and Master's Degree in Regional Planning from the University of Massachusetts (1979). In 1995, he attended Harvard University where he completed the Senior Executive Fellows Program at the John F. Kennedy School of Government. He is married with three children and resides in Annapolis, Maryland.

**Seth Heminway** is a 1987 graduate of Franklin and Marshall College in Lancaster Pennsylvania. Since 1991 after returning from a stint in W. Africa with the Peace Corps, he has worked for the U.S. Environmental Protection Agency. During his tenure at EPA he has supported EPA's compliance mission across numerous environmental statutes and industry sectors including the wood treating, pulp and paper and now the construction industry. For the past 7 years he has lead the Sector Notebook Project, which profiles the primary environmental concerns associated with over 30 major US industries. Seth now works for EPA's Office of Compliance in the Compliance Assistance and Sector Programs Division as a sector analyst. His responsibilities include conducting research aimed at identifying emerging environmental compliance problems, coordinating OC's support for EPA's Pilot Integrated Strategies, and he is the project manager for the new Construction Industry Compliance Assistance Center. Outside of work, his energies are spent supporting his wife and 2 kids in Falls Church, Virginia.

**Karin Leff** is the Associate Director of the Compliance Assistance and Sector Programs Division in the Office of Compliance, Office of Enforcement and Compliance Assurance at the Environmental Protection Agency (EPA) in Washington, DC. For the past six years, she has worked in the Office of Compliance in a variety of capacities, including as Chief of the Chemical Industry Branch, developing compliance assistance policy and tools for small business and other industry sectors. Previously, Karin worked in the RCRA enforcement program at EPA. In 1997, Karin spent a year as a Visiting Fellow at the Center for Strategic and International Studies serving on the staff of the Enterprise for the Environment Project. Prior to joining the Agency in 1990, Karin worked as an associate at a law firm in Washington, DC. Karin has a law degree from Georgetown University and a Bachelor of Arts degree from Columbia University.

### MACT Updates

**Mr. Keith Barnett** is currently an Environmental Engineer in the Minerals and Inorganic Chemicals Group of the Emission Standards Division of EPA, with over 16 years experience in the development of New Source Performance Standards (NSPS) and National Standards for Hazardous Air Pollutants (NESHAP). His current duties include development of 10-year NESHAP, and acting as the division resource for small business issues. Mr. Barnett also participated in two Small Business Advocacy Panels convened under the Small Business Regulatory Enforcement Fairness Act. Mr. Barnett joined the EPA in July 1997. Prior to joining the EPA, Mr. Barnett worked for Radian Corporation, an environmental consulting firm, and also owned and operated a small business.

### Homeland Defense and 507 Programs

**Carolyn W Merritt** joined the U.S. Chemical Safety And Hazard Investigation Board in August 2002, bringing with her some 30 years' experience in overseeing the safety of industrial operations where chemicals were widely used or manufactured. Chairman Merritt's work directly involved quality control, process engineering, operations and management of environment and safety compliance systems in a wide range of manufacturing, including munitions, pharmaceuticals, metal and non-metal mining, chemical manufacturing, pulp and paper, phosphate and nitrogen fertilizer production.

Most recently, Chairman Merritt served as Senior Vice President, Environment, Health and Safety at IMC Global Inc in Lake Forest, IL. Prior to that, she served in management positions with RMT/Jones and Neuse and Champion International Paper in Houston, TX, and as manager of Solid Waste in Champion's corporate offices in Stamford, CT. Her mining and chemical manufacturing experience was gained in Copperhill, TN at the former Tennessee Chemical Co.

Chairman Merritt began her career in environmental management in the 1980s. She acquired progressive responsibility and knowledge in EHS management systems implementation. Following the promulgation of the 1990 Clean Air Act Amendments she was responsible for implementing

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OSHA's Process Safety Management regulations both at the facility level as well as at the corporate level. She was a noted industry leader in Environmental and Safety Management systems implementation.

She was nominated as chair of the Chemical Safety and Hazard Investigation Board by President Bush in June and confirmed by the Senate in August, which she considers to be an honor that culminates her life's work: to improve the safety of industrial chemical workers and reduce the impact of industrial operations on the environment and communities in which they operate.

Chairman Merritt was educated at Radford University, obtaining a degree in Analytical Chemistry. She has been married to Stephen Merritt since 1967 and together they have two grown children, Shannon and Matthew. Her interests are traveling, gardening, teaching Reformation Theology and motorcycling. Carolyn now makes her home in Washington DC. While much of what we hear about Homeland Security is in regard to emergency response, there are also prevention efforts quietly being made to reduce hazards at manufacturing facilities and thus their vulnerability to external threats. Come and learn about these efforts, and what our role in these efforts can be to better serve both small businesses and our country in furthering the goals of Homeland Security.

**Jim Belke** is an engineer with EPA's Chemical Emergency Preparedness and Prevention Office (CEPPO). His primary duties include development and implementation of federal regulations and technical guidance for EPA's Risk Management Program, and working with companies, industry associations, standards bodies, and other organizations toward preventing hazardous chemical accidents. Prior to working for EPA, Mr. Belke worked as a safety engineer at the Department of Energy, worked as a private engineering consultant, and served on nuclear submarines and in military intelligence as a commissioned officer in the U.S. Navy. Mr. Belke earned his Bachelor of Science degree in Electrical Engineering from Rensselaer Polytechnic Institute, holds a Master of Science degree in Civil Engineering from Virginia Tech, and is qualified as a Nuclear Engineer Officer in the U.S. Navy's Nuclear Propulsion Program.

**3:15 p.m.– 5:00 p.m.**

### Breakouts Session

#### **Funding Sources for Compliance Assistance Projects: Two Agencies are Better than One**

**Patrick Hoermann** has been the Manager for the Voucher Incentive Program for King County in Seattle, Washington, for more than seven years. Pat has worked in the environmental field for more than fifteen years in a variety of assignments including management, laboratory, and fieldwork. Pat is involved in the National Small Business Financial Assistance Work Group, and presently serves as editor the work group home page. Born in San Antonio, he is a 1983 graduate of Texas A&M University at Corpus Christi, with a Bachelor of Science degree in Biology. This is his fifth SBO/SBAP conference.

**Greg Copley** is the Director for the Kentucky Business Environmental Assistance Program (KBEAP). KBEAP provides small businesses free and confidential assistance on air quality issues. Greg has been the director since the program's inception in October 1994. Prior to KBEAP, Greg worked at the Kentucky Division for Air Quality as an inspector, asbestos coordinator, and a supervisor in the Program Planning Branch. As an inspector he was also a member of the Environmental Response Team responding to hazardous material incidents.

Greg is past co-chair of the small business workgroup of the National Pollution Prevention Roundtable. He also participates on a committee for environmental issues of the Association of Small Business Development Centers. He teaches, part time, at Lexington Community College's Environmental Science and Technology Program. He is a member of the UK Tracey Farmer Center for the Environment outreach committee, the UK safety committee and chair of the UK Gatton College safety committee. He is also on the advisory board of the Iowa Waste Reduction Center's Pollution Prevention for Painting and Coating Compliance Enhancement located at the University of Northern Iowa. Greg holds a B.S. degree in Biology from Centre College and a Masters in Business Administration from Morehead State. He, his wife and two daughters live in Shelbyville.

**Norm Covell** is Presently serving as Air Pollution Control Officer for the Sacramento Metropolitan Air Quality Management District. The District has a staff of 78 positions and an annual program budget of \$15 million. He formerly served as the Director of the Sacramento County Environmental Management Department, which included the Air Quality Management District, as well as Environmental Health and Hazardous Materials Divisions. Before coming to Sacramento County, Mr. Covell was employed with the Fresno County Department of Health in the position of Assistant Director of Environmental Health. Appointed to this position in February 1974. This position included the position of Assistant Air Pollution Control Officer. Mr. Covell is also Past President of ALAPCO, the national Association of Local Air Pollution Control Officials, 1994-95 and Chair of ALAPCO External Relations Committee dealing with international issues

### Wednesday April 16

**9:00 a.m. – 10:00 a.m.**

### General Session - Thomas M. Sullivan

**Thomas M. Sullivan**, the U.S. Small Business Administration's fifth Chief Counsel for Advocacy, represents a new generation of small business leadership. Nominated by the President and confirmed by the U.S. Senate, he is charged with independently advancing the views, concerns and interests of small business before Congress, the White House, federal regulatory bodies, and state policy makers. Congress created the Office of Advocacy in 1976 to serve as the watchdog for small business within the federal government. Last year the office helped save America's small businesses over \$21 billion in money they would have spent attempting to comply with federal regulations.

Upon his confirmation in January 2002, Tom Sullivan began opening channels for small business concerns to be heard at the highest levels of government. Within two months, President Bush announced his Small Business Plan, which named as key priorities strengthening the Office of

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Advocacy and "giving small businesses a voice in the complex and confusing federal regulatory process." On August 13, 2002, the President signed Executive Order 13272, designed to direct federal agency attention to regulatory impacts on small firms. As Chief Counsel, Tom heads a team of attorneys and economists who work to remove regulatory barriers to entrepreneurial growth, conduct economic research, and publish data on small businesses' contributions to the economy. Through the Office of Advocacy, Tom is working to elevate small business' visibility within all levels of government. Sullivan's dedication to small business can be traced to his previous work experience, most recently as the Executive Director of the National Federation of Independent Business (NFIB) Legal Foundation, which provides guidance on legal issues to small businesses and promotes a pro small business agenda in the nation's courts.

Named by *Fortune Small Business* magazine as one of the "Power 30 most influential folks in Washington" in September 2000, he was described as "an affable lawyer...respected by regulators for his well researched positions on issues affecting small business."

Before taking the helm of the NFIB Legal Foundation, Tom served as NFIB's Regulatory Policy Counsel. There he saw clearly the hurdles small employers face in dealing with the federal government's legislative and rulemaking processes. His previous government service was in the Environmental Protection Agency and the U.S. Department of Justice. Tom Sullivan received his law degree from Suffolk University in Boston, MA and his undergraduate degree in English from Boston College. He is admitted to both the District of Columbia Court of Appeals and the Supreme Judicial Court of Massachusetts. He and his wife, Juliane, reside in Alexandria, Virginia.

#### **10:00 a.m. – 11:00 a.m. Report from the working session**

**Mark Shanahan** (See CAP Training, Sunday April 13)

#### **11:00 a.m. – 11:30 a.m. Closing Session**

**Karen Brown** (See CAP Training, Sunday April 13)