

February 14, 2018



## Notes from the Environmental Workforce Professional Learning Community (PLC)—Cycle 18, Session 3

This series of bi-weekly phone calls examines effective Environmental Workforce Development and Job Training (EWDJT) strategies from experienced grantees. PLC calls share ideas among successful grantees and prepare interested organizations for the next EPA Request for Proposals. Calls will be a mix of open discussion, workforce development news, resources, and presentations from current grantees.

- Topics:
1. News from Washington and HMTRI
  2. Questions from PLC members
  3. Cypress Mandela Training Center, Inc. – Art Shanks, Eric Shanks and Nelsy Batista
  4. Last call for environmental trainer professional development
  5. Webinars of interest
  6. Funding opportunities
  7. EPA Regional Job Training Coordinators
  8. Tune into upcoming PLC calls
  9. Attachment – Registration for the 2018 All Grantee Meeting and Workshop

### 1. NEWS FROM WASHINGTON AND HMTRI

**No new news from Washington.** Review of FY18 Environmental workforce applications continues. Keep your partners informed as those noted in the application may be contacted by evaluators. Additionally note that the individual noted as principle contact, will be first get the good news, so stay in touch.

#### 2018 Annual Grantee Webinar

**Presented by HMTRI and ATEEC** (the Advanced Technology Environmental and Energy Center) on **Tuesday, February 20<sup>th</sup>, 2018 at 2 p.m. ET.** To attend visit <https://brownfields-toolbox.org/2018-webinar> and follow the “Enter as a Guest” instructions.

#### Webinar presenters and topics

**Melonee Docherty**, Instructional Designer

- Educational resources available to environmental workforce instructors and students.
- *Brownfields in a Box*, a multidisciplinary training module that uses simulated and actual Brownfields case studies to exhibit to students the importance of science, math, and critical thinking.

**Linda Baxley**, Director

“Defining Careers” webpages. Online resources that provide in-depth information on environmental, water, and energy careers that can be obtained with a certification, diploma, or two-year degree.

## **2018 Annual All-Grantee Meeting and Workshop – August 8th and 9th**

**PLC members are invited** along with current and alumni EWDJT grantees to this special workshop. EPA headquarters, regional job training coordinators, grantees, PLC members and special guests will be networking in small groups. Hotel and meals are provided. **See registration and information attached to these post session notes.** Send any questions and suggestions you may have to Heather at [hkballou@eicc.edu](mailto:hkballou@eicc.edu) or 563-441-4093.

## **2. QUESTIONS FROM PLC MEMBERS**

If you have questions you would like addressed, send it to Heather Ballou at [hkballou@eicc.edu](mailto:hkballou@eicc.edu).

EWDJT grants support environmental remediation training. How come OSHA 10 General Construction is covered while other construction courses are not?

*A general guide to training supported by EPA can be found on page 9 of the FY18 grant guidelines. Here is a link to follow.....*

<https://www.epa.gov/brownfields/fy2018-environmental-workforce-development-and-job-training-guideline-documents>

*Like 40-hour HAZWOPER, OSHA 10 General Construction addresses health and safety of workers and is necessary when working on construction sites that may require environmental assessment or remediation. Other OSHA courses such as confined space may also be necessary when remediating enclosed structures and would be supported by the EPA grant.*

## **3. CYPRESS MANDELA TRAINING CENTER, INC.- OAKLAND, CA**

**Art Shanks**  
Executive Director

**Eric Shanks**  
Project Coordinator

**Nelsy Batista**  
Program Assistant

Many thanks to Art, Eric, and Nelsy.

The Cypress Mandela Training Center traces its origins to the 1989 Loma Prieta earthquake causing catastrophic damage just a few blocks from the original training center. Immediate needs for skilled workers matched Art's desire to provide meaningful jobs to local unemployed and underserved Oakland residents. "The key to "making this work" was training to match skill, knowledge and certification requirements needed by employers engaged in the reconstruction effort."

In 1998, with base closures creating remediation jobs, Cypress expanded to provide environmental employment opportunities with seed money from one of the first \$125k EPA Brownfields training grants. The initial cooperative agreement was with the Oakland Private Industry Council (PIC) using Cypress Mandela for training. The successful pilot project was funded again in 2004.

In 2008 Cypress Mandela branched out on its own receiving a \$200K EPA brownfields environmental job training grant. Exceeding expectations, Cypress Mandela Training Center was awarded a stimulus grant for \$500,000 in 2009. With among the highest retention, graduation, and placement rates, Cypress has successfully competed for six Environmental Workforce Development and Job Training grants.

**Here are a few of the areas where Cypress demonstrates outstanding performance.**

- Program graduates – 3 cycles with 50-65 participants
- Recruitment, placement, and tracking for as long as 5 years
- Close relationships with labor organizations and nonunion employers
- Extensive use of “first hire” and project labor agreements (PLAs) as placement tools
- Pre-apprenticeship programs when applicable
- Emphasis on student services, life skills, and readiness training
- Leveraging with program synergies and resource sharing
- Above all – personal interest in program participants
- National and local recognition for community service

**The culture at Cypress Mandela Training Center**

- Cypress Mandela operates on a “Boot Camp” model.
- The Cypress mantra is “love, respect and honor. Be with us and we will help and support you...”
- “At Cypress everyone is on the same page”.

Maintaining funding requires constant attention to quality training and graduate performance after employment.

**A quick “rundown” of Cypress Mandela Training Center’s environmental workforce program**

**The target community**

- Cypress Mandela Training Center Inc. is targets women, minorities, veterans, ex-offenders, unemployed, and underemployed residents of Oakland, California, including east and west Oakland (94 percent minority), San Leandro and Emeryville.
- The target area has an unemployment rate over 20 percent.
- Manufacturing jobs have significantly declined- former industrial sites are now brownfields.
- Over 55 percent of residents live below the poverty level.
- Gentrification is pushing residents out and creating unaffordable housing.

**Program objectives**

- 3 training cycles per year
- 50-65 participants per cycle
- Intensive training 7:00 AM- 3:30 PM – 5 days per week for 16 weeks.
- No stipends are provided
- All participants must demonstrate positive attitude and discipline.
- Physical training is required to instill discipline
- Participants must remain drug free to graduate

## **Facilities**

- The new facility has 80,000 square feet for hands-on and classroom training .
- 4 acres of outside space (for training, recruitment and placement events)

## **Student Recruitment and Screening**

- Extensive use of graduates and alumni nights for awareness and recruitment
- Community involvement and reputation / “word of mouth”
- Well known in the community for high starting wages \$20-25/hr. +++
- The next orientation will be March 11 in an Oakland auditorium
- Of the hundreds of interested applicants - screening begins the next day

Check out recruitment/placement videos on YouTube <https://www.youtube.com/watch?v=zxbEismKdPk>

## **Student Screening:**

- Graduates of a 16-week pre apprenticeship training program apply for the supplemental environmental training
- 7<sup>th</sup>-8<sup>th</sup> grade TABE math and reading
- While applicants may not begin drug free – they must be drug and alcohol free to graduate
- All applicants must pass a fitness test
- All participants participate in staff interviews
- Most important is a commitment to change their lives and begin a new career

## **The training program**

- 16 weeks of training – simulating typical dress, behavior, and work schedules
- 5 days per week 7am-3:30 pm – simulating a typical workday
- 2 hours of instruction including construction trades
- General construction projects and skill development
- 80 hours of life skills
- 40 hours of job readiness training
- First aid and CPR

Cypress Mandela supplements construction training with additional advanced environmental training

## **Core environmental training includes an additional 77 hours in addition to leveraged training described above**

- |                       |   |
|-----------------------|---|
| -40-hour HAZWOPER     | -Introduction to EPA and OSHA                 |
| -Confined space entry | -Asbestos and lead awareness                  |
| -OSHA 10 construction | -Mold awareness and inspection                |
| -Hazard communication | -Six state or federal certifications provided |
| -Ergonomic hazards    |   |

**Retention strategies**

- Extensive personal and professional development with life skills training
- Emphasis on job readiness across all training
- Using alumni and mentoring job clubs for retention, mentoring, and instruction
- Extensive personal interaction
- Team building
- Personal support and encouragement when needed
- 85-90% retention

**Placement strategies**

**In addition to traditional placement pathways special programs include:**

- PG&E Power environmental employment pathways
- Green recycling and construction programs
- Wastewater worker pathways
- Pre Apprenticeship pathways
- Direct entry to apprenticeship programs when applicable
- Use of Project Labor Agreements (PLA’s) for placement
- Use of Direct Entry and first hire agreements on city projects

Placement and tracking efforts are intensive. Not only are graduates tracked through their apprenticeship, they are tracked for the 5 years required to reach Journeyman. Extensive use of alumni as mentors and recruiters contributes to the public awareness of the program as well as marketing and recruitment efforts.

**Leveraging**

Cypress Mandela Training Center offers training and services substantially exceeding those supported by EPA. Leveraged support is constantly being sought from numerous partners and stakeholders. Leveraging by combining resources from multiple sources is essential for sustainability. In addition to being independent of any single funding stream, leveraging raises the quality and effectiveness of the entire program. Leveraging eliminates duplication by combining and sharing limited resources and establishing a “critical mass” needed for comprehensive training and student support.

**Key partners**

International Chemical Workers Union Council  
 Union City Youth and Family Services.  
 City of Oakland  
 Oakland Workforce Investment Board  
 UC Berkeley  
 Tri-City Economic Development Corporation

Laney College – College credit available  
 Alameda County Social Services Agency  
 Oakland Housing Authority  
 Community-based organizations  
 Environmental employers

### **Advice for maintaining partner interest and support**

“Provide employers with well trained, disciplined employees having the skills needed for employment.”  
Provide the community with a solid well run organization where everyone is “on the same page”. Keep close to your graduates, supporters and employers.

Thanks Art, Eric, and Nelsy.

Art, Eric and Nelsy would all be happy to discuss their program in more detail by phone or email

### **Contact Information:**

#### **Art Shanks, Executive Director**

Cypress Mandela Training Center, Inc.

**ashanks@cypressmandela.org**

977 66th Ave

Oakland, CA 94621

Phone: 510-208-7355

[www.cypressmandela.org](http://www.cypressmandela.org)

### **4. Last call for environmental trainer professional development**

#### **Time is running out for this professional development opportunity for Environmental Trainers**

**The GreatEST Institute**— Applications are **due February 28th**

PLC members are invited to apply

June 4-15, 2018

Davenport, Iowa

OSHA Health and Safety Instructor Training

The Community College Consortium for Health and Safety Training (CCCHST) instructors are prepared through a 10-day Train-the-Trainer Program called the GreatEST Institute (Great Environmental Safety Training Institute) to deliver required certifications for public and private responders and workers including:

- 40-hour Waste Site Worker Health and Safety
- 24-hour Industrial Emergency Response
- DOT Haz Mat Awareness
- Confined Space Non Entry Rescue
- Hazard Awareness and Communication
- Disaster Site Worker Awareness

Instructors use CCCHST curriculum to train workers and responders in their local area and report to PETE the number of courses they provide, for which they are provided a small reimbursement. PETE reports these numbers to NIEHS. CCCHST members may charge for the courses offered in their local area.

Instructors reporting numbers may return at least every two years for Instructor Refresher training offered at colleges across the nation.

In 2016, membership numbered 157 training organizations with 214 trainers in 35 states and two U.S. territories. CCCHST institutions offered 3710 classes to 60,888 students generating 409,579 contact hours this past year.

CCCHST is sponsored by the Partnership for Environmental Technology Education (PETE) headquartered in South Portland, Maine. PETE is one of twenty-two affiliated councils of the 1,150-member American Association of Community Colleges (AACC) and the only council whose core mission is environmental, health, safety and security training. PETE has more than 400 community, technical and tribal college members for whom PETE provides faculty development programs, workshops and institutes. This program is supported with grant funding from the National Institute for Environmental Health Sciences (NIEHS) Grant #5U45ES019377-08  
20 scholarships covering travel, tuition, lodging and some meals are available from PETE.

Electronic Applications are available on our website homepage <http://www.nationalpete.org>, or link to the page <http://nationalpete.org/2017/11/28/3568/>.

**A complete on-line application package is due by due February 28, 2018**

For more information contact: Patti Thompson [pattijthompson@gmail.com](mailto:pattijthompson@gmail.com)/ 319-721-1509

## **5. WEBINARS OF INTEREST**

### **2018 Annual Grantee Webinar**

**Presented by HMTRI and ATEEC** (the Advanced Technology Environmental and Energy Center)

**Tuesday, February 20<sup>th</sup>, 2018 at 2 p.m. ET.**

To attend visit: <https://brownfields-toolbox.org/2018-webinar>

Follow the "Enter as a Guest" instructions.

### **Winning and Managing Brownfield Grants**

**Hosted by: South Florida Community Development Coalition**

**Date: March 1, 2018**

**Time: 2:00 PM - 3:15 PM Eastern Time**

This webinar is **not** directed at EWDJT applicants. It addresses potential applicants for assessment, cleanup and revolving loan funds. However, much of the guidance also applies to workforce programs and may be worth attending.

"Are you looking for funding for a brownfield project? Thinking about applying for a brownfield grant? Get expert "Tips and Tricks" for writing a successful proposal and find out what you can be doing NOW to position yourself for success. The U.S.E.P.A. and the State of Florida have brownfield programs that provide funding and incentives for brownfield assessment, cleanup, and redevelopment. Funding is

limited and competition is intense. This webinar is intended to provide: an explanation of the various federal and state brownfield grants and incentives, expert tips on how a community can position itself for success, and tips on managing a brownfield grant from a successful grantee.

This webinar will be useful for:

- Developers
- Local, county, and regional government officials and their representatives
- Economic development/redevelopment Agencies
- Non-profit organization staff and community leaders
- others interested in brownfield funding and incentives”

[REGISTER HERE](#)

## **6. FUNDING OPPORTUNITIES**

### **Up to \$3 M in funding for locally-focused environmental education grants**

EPA will award three to four grants in each of EPA’s ten Regions, for no less than \$50,000 and no more than \$100,000 each, for a total of 30-35 grants nationwide. Proposals are due March 15, 2018. The Requests for Proposals is posted on [www.grants.gov](http://www.grants.gov).

In addition to other environmental topics, the 2018 EE Local Grant Program includes support for projects that reflect the intersection of environmental issues and agricultural best-practices, conservation of natural resources, food waste management, and natural disaster preparedness.

Funded projects are to increase public awareness of those topics and help participants to develop the skills needed to make informed decisions.

"By recognizing locally-based learning and awareness opportunities, the Environmental Protection Agency is taking both a local and national leadership role in promoting sound agricultural conservation practices, environmental disaster preparedness, adequate food waste management and other important environmental best-practices," said Administrator Scott Pruitt. "Environmental education starts locally in our own backyards, classrooms and in the fields of farmers who work the land directly, and I'm proud to play a role in enhancing such learning opportunities."

Through this grant program, EPA intends to provide financial support for projects that design, demonstrate; and/or disseminate environmental education practices, methods, or techniques, as described in this notice, that will serve to increase environmental and conservation literacy, and encourage behavior that will benefit the environment in the local community in which they are located.

Since 1992, EPA has distributed between \$2 million and \$3.5 million in annual grant funding under this program, supporting more than 3700 grants.

Proposals are due by March 15, 2018. The full solicitation notices are posted at [www.grants.gov](http://www.grants.gov) and at <http://www.epa.gov/education/environmental-education-ee-grant-solicitation-notice>.

Find background on the EE Grants Program and resources for applicants at <http://www.epa.gov/education/environmental-education-ee-grants>.

## 7. EPA REGIONAL JOB TRAINING COORDINATORS

EPA Region 1 Danny Rodriguez	CT, ME, MA, NH, RI, VT	Phone: (617) 918-1060 E-mail: <a href="mailto:rodriguez.danny@epa.gov">rodriguez.danny@epa.gov</a>
EPA Region 2 Schenine Mitchell	NJ, NY, PR, VI	Phone: (212) 637-3283 E-mail: <a href="mailto:mitchell.schenine@epa.gov">mitchell.schenine@epa.gov</a>
EPA Region 3 Jeff Barnett	DE, DC, MD, PA, VA, WV	Phone: (215) 814-3246 E-mail: <a href="mailto:barnett.jeff@epa.gov">barnett.jeff@epa.gov</a>
EPA Region 4 Bushra Jawaid	AL, FL, GA, KY, MS, NC, SC, TN	Phone: (404) 562-8569 E-mail: <a href="mailto:jawaid.bushra@epa.gov">jawaid.bushra@epa.gov</a>
EPA Region 5 Linda Morgan	IL, IN, MI, MN, OH, WI	Phone: (312) 886-4747 E-mail: <a href="mailto:morgan.linda@epa.gov">morgan.linda@epa.gov</a>
EPA Region 5 Craig Mankowski		Phone: (312) 886-9493 E-mail: <a href="mailto:mankowski.craig@epa.gov">mankowski.craig@epa.gov</a>
EPA Region 6 Rita Ware	AR, LA, NM, OK, TX	Phone: (214) 665-6409 E-mail: <a href="mailto:ware.rita@epa.gov">ware.rita@epa.gov</a>
EPA Region 7 Alma Moreno Lahm	IA, KS, MO, NE	Phone: (913) 551-7380 E-mail: <a href="mailto:moreno-lahm.alma@epa.gov">moreno-lahm.alma@epa.gov</a>
EPA Region 8 Christina Wilson	CO, MT, ND, SD, UT, WY	Phone: (303) 312-6706 E-mail: <a href="mailto:wilson.christina@epa.gov">wilson.christina@epa.gov</a>
EPA Region 9 Nova Blazej	AZ, CA, HI, NV, AS, GU	Phone: (415) 972-3846 E-mail: <a href="mailto:blazej.nova@epa.gov">blazej.nova@epa.gov</a>
EPA Region 9 Noemi Emeric-Ford		Phone: (213) 244-1821 E-mail: <a href="mailto:emeric-ford.noemi@epa.gov">emeric-ford.noemi@epa.gov</a>
EPA Region 10 Robert Tan	AK, ID, OR, WA	Phone: (206) 553-2580 E-mail: <a href="mailto:tan.robert@epa.gov">tan.robert@epa.gov</a>

## 8. UPCOMING PLC CALLS

Join our 30 minute discussion with EPA EWDJT grantees, alumni and new interested stakeholders.

PLCs give grantees a chance to highlight their programs and an opportunity for others to learn from their experience.

Email questions or to be placed on the PLC register send contact information to [hkballou@eicc.edu](mailto:hkballou@eicc.edu).

**Next PLC Session:** February 28, 2018, 2:00 p.m. ET  
319.527.3513, access code 550105#  
Please call in five minutes early.

**Upcoming PLC sessions:**

<u>PLC</u>	<u>Date</u>
186	February 28
187	March 14
188	March 28
189	April 11
190	April 25
191	May 9
192	May 23

Feel free to invite a guest! Send your contact information to Heather Ballou at [hkballou@eicc.edu](mailto:hkballou@eicc.edu).

Visit our [HMTRI Brownfields Toolbox](#) website for more information on Brownfields Environmental Workforce Development and Job Training programs. All [PLC session notes and recordings](#) are also located on the website. For those interested in providing content or suggestions, please contact Heather Ballou at [hkballou@eicc.edu](mailto:hkballou@eicc.edu).

**NOTE:** The PLC brings together ideas and opinions of individuals interested in environmental workforce development and job training. Ideas and opinions are not those of EPA or its policy and should not be taken as official guidance.



## 9. REGISTRATION FOR THE 2018 ALL GRANTEE MEETING AND WORKSHOP

DATE: January 17, 2018

TO: Environmental Job Development and Training Grantees

FROM: Heather Ballou, HMTRI

RE: Annual Environmental Job Development All-Grantee Meeting



The Hazardous Materials Training and Research Institute (HMTRI), under a cooperative agreement with the U.S. Environmental Protection Agency, invite you to attend the **ANNUAL ENVIRONMENTAL JOB DEVELOPMENT ALL-GRANTEE MEETING** on August 8–9, 2018 (travel days August 7 and August 10) in Alexandria, Virginia. All grantees are strongly encouraged to attend. This meeting provides a unique opportunity to share a variety of approaches to Brownfields job training and development. The focus of the meeting is for grantees to exchange information and ideas with each other and with EPA Regional/Headquarters representatives. The goal of the meeting is to assist every grantee to develop their best possible job training program. By attending, you will have the opportunity to share:

1. Information that will include basic program component guidelines necessary for successful completion of your program, initiatives that support and interact with Brownfields activities, key measures and expectations, partnering, and related job development program issues;
2. Project plans and implementation strategies with other grant recipients and your EPA project officer; and
3. Information on available technical resources and technical assistance sources.

The meeting will be held **two FULL days**. Participants will be expected to attend the entire meeting, so please schedule your travel days on August 7 and August 10. HMTRI will pay lodging costs for people from out of town for three nights (Tuesday, Wednesday, and Thursday).

### AGENDA DETAILS

The meeting will begin at 8:00 a.m. and adjourn approximately 5:00 p.m. each day. The agenda will consist of 2–4 tracks running concurrently, and large-group sessions. It is helpful when at least two representatives from each program attend as a team in order to take advantage of the concurrent sessions and networking that will take place at the meeting.

All sessions will be informal, and you will be encouraged to participate in all discussions. If you have a question on a particular topic or want to share a best practice, please bring that with you. A draft agenda will be emailed to you before the meeting.

### COST

There is no fee to attend. Participants from out of town will have their lodging paid for three nights (Tuesday, Wednesday, and Thursday) through the master contract we have set up with the Crowne Plaza Old Town Alexandria.

## MEETING DETAILS AND HOTEL INFORMATION

### WHEN

Wednesday, August 8, 2018 | 8:00 a.m.–5:00 p.m.  
Continental breakfast, working lunch, and breaks will be provided.  
Thursday, August 9, 2018 | 8:00 a.m.–5:00 p.m.  
Continental breakfast, working lunch, and breaks will be provided.

**CASUAL DRESS IS REQUIRED!**

### WHERE

Crowne Plaza Old Town Alexandria, 901 N. Fairfax Street, Alexandria, VA 22314  
Reservations phone number: 1.877.317.5752  
Reservation deadline: **MONDAY, JULY 9, 2018 \***

A block of rooms has been reserved at the Crowne Plaza Old Town Alexandria. HMTRI will pay lodging costs for people from out of town for three nights (Tuesday, Wednesday, and Thursday, August 7–9. You are responsible for making your own hotel reservations. Call the reservations number listed above and identify yourself as being with the **HMTRI BROWNFIELDS ALL-GRANTEE MEETING 2018** to be put in the reserved block of rooms at the group rate of \$119 per night. You can also [book your reservation online](#). As part of this year's contract, all sleeping rooms will have complimentary Internet access.

The deadline for making reservations is **MONDAY, JULY 9.\*** After that date, any remaining rooms will be released for general sale and will be handled on a space availability basis at a higher rate. The hotel will ask for your credit card number when you call to make your reservation only to confirm your lodging and to pay for incidentals. The hotel must be notified of any cancellations 72 hours prior to your arrival date. **Charges incurred for rooms not canceled within this time constraint will be billed to your credit card.**

\* Reservations made after the deadline may receive a higher rate. You will be responsible for paying the difference between the group rate and the higher rate.

**NOTE: Space is limited.** Please register for the meeting and make your hotel reservations **NOW** to avoid problems later. ***It is much easier to cancel a hotel reservation than it is to get one at the last minute!***

## HOW TO REGISTER

Please send me an email at [hkballou@eicc.edu](mailto:hkballou@eicc.edu) and include:

Your name, organization, address, city/state/zip, phone, fax, and the name of the job training program you are representing or indicate that you are a PLC member. A registration form is also included with this letter that you can fax or email. Emailed registrations are preferred. The registration deadline is **MONDAY, JULY 9.**

The effectiveness of this meeting depends on the participation of EPA regional project officers and a representative from each Job Training program. **You are strongly encouraged to attend.** If you have any questions, please contact me at 563.441.4093 or by email at [hkballou@eicc.edu](mailto:hkballou@eicc.edu); or contact your Regional EPA Brownfields Project Officer.

Thank you. I hope to see you in August!



## REGISTRATION FORM

### ***ANNUAL ENVIRONMENTAL JOB DEVELOPMENT ALL-GRANTEE MEETING***

August 8-9, 2018  
Alexandria, Virginia

(PLEASE COPY THIS FORM FOR MULTIPLE REGISTRATIONS)

Name: \_\_\_\_\_

Organization: \_\_\_\_\_

Address: \_\_\_\_\_

City/State/ZIP: \_\_\_\_\_

Phone: \_\_\_\_\_

Fax: \_\_\_\_\_

Email: \_\_\_\_\_

Name of Job Training Program you are representing or if you are a PLC member:

\_\_\_\_\_

If you are unable to register through email,  
please fax this registration

**BEFORE July 9, 2018**

to:

Heather Ballou  
563.441.4080 fax

