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These faces of donkeys, each with its own expression, were created by participants in USITT's 2009 Costume Symposium, "Creating Creatures with Foam and Varaform" held August 6 to 8 at Ohio University in Athens, Ohio. Variations on the basic donkey pattern included T-rex, braying ass, cartoonish donkey, and natural donkey.

To see a complete report of all the activities of Symposium participants, see [The Last Word](#).

Photo/Courtesy Dixon Reynolds and Rachel E. Pollock



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New USITT Website Launched

Carol B. Carrigan
Administrative & Finance Manager

It's exciting, and brand new! Visit usitt.org and see USITT's new website! After more than a year of development, the Institute is proud to launch the site which is easy to navigate, colorful, informative, and full of interesting photos.

USITT staff managed the web project from the initial development of the site map; to collaborating with graphic designer Rick Whelan at Ditto!; to communicating at regular intervals with programmer Cameron Mason at ACC Technical Services.

The content of the site was developed and will be maintained by the staff using content management software provided by ACC Technical Services. Several sections of the new site will continue to link to the former site until final programming is developed linking the site to the USITT database. This phase will be completed over the next six months.

Key to the success of the project was the development and adherence to a detailed timeline and strong communication and collaboration among staff and contractors. A big thank you and

congratulations goes to staff members Monica Merritt, Barbara Lucas, Tracy Davis, Shannan Hoerger, and Michelle Smith for an exceptional job.

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2010 Election Candidates

Sylvia Hillyard Pannell*Nominations Committee Chair*

USITT 2010 voting will, again this year, be conducted electronically. Voting will begin in early December. Members will receive instructions detailing how to access and use the ballot. The ballot will include a brief biography and a position statement for each candidate.

The USITT Nominations Committee presents the following slate for the 2010 election cycle. This slate was first announced to the membership in the July 2009 issue of Sightlines.

Vice-President for Communications

Michael Monsos
Mark Shanda

Vice-President for Members, Sections & Chapters

Martha Marking
Stirling Shelton

Vice-President for Programming

Michael Mehler

Vice-President for Special Operations

Dan Denhart

Treasurer

Lea Asbell-Swanger
David Krajec

Officers who are elected will serve two-year terms starting July 1, 2010.

Directors at Large (six to be elected)

Pan Leung
Rafael Jaen
Jack Feivou
Raymond Kent
Tony Hardin
Don Childs
Debra Garcia Lockwood
John Prokos

Emily Gill
Jill Maurer
Stephanie Young
Michael Gros

Those elected Directors at Large will serve three-year terms beginning July 1, 2010.

DEADLINE FOR ADDING CANDIDATES EXTENDED

The slate may be amended by following the By-Laws that state: "Additional nominations for each elective office may be presented by petition, supported by no fewer than 50 signatures verified as those of members in good standing in the Corporation. Additional nominations shall be accompanied by written approval of the nominee and a brief biographical description."

Petitions for additional nominations for each elective office may be conducted electronically for candidates who wish to be included on the ballot. To file an e-mail petition:

- Confirm the willingness of the individual to stand for election and include their written agreement;
- Collect the names of at least 50 current USITT members who have agreed to support the nomination; and
- Send an e-mail, including this information by November 14, 2009 to Ms. Pannell as Nominations Committee Chair at sylvia_hillyard_pannell@usitt.org.

Or mailed to Ms. Pannell at USITT, 315 South Crouse Avenue, Suite 200, Syracuse, NY 13210—please mark the outside of the envelope **att: Nomination Petition**

The e-mail or snail mail must contain the name and brief biography of the nominee as well as names and e-mail addresses of all of those members who signed the petition in support of the nomination.

[See Sightlines July 2009 for complete details on filing a petition.](#)

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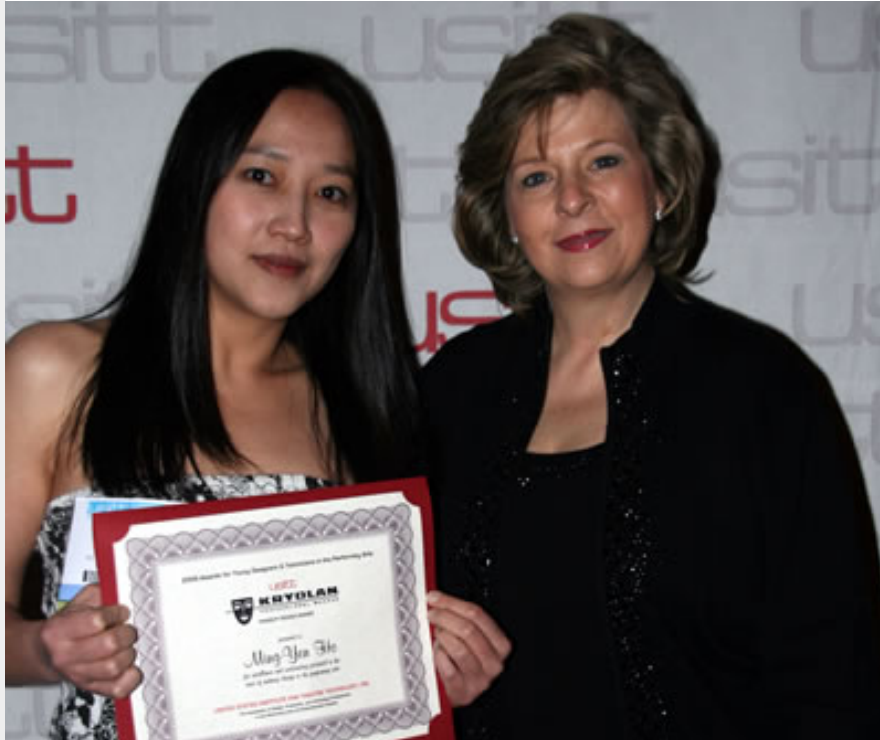
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Ming-Yen Ho's "very strong point of view with innovative imagery" won her the 2009 USITT Makeup Design Award Sponsored by Krylon. Ms. Ho, left, was presented with her award by Claudia Longo from Krylon.

Photo/Casey Kearns

Nomination Open for 2010 Young Designer & Technician Awards

Shannan Hoerger
USITT Administrative Assistant

USITT is seeking nominations of outstanding young professionals who are eligible for its prestigious Awards for Young Designers & Technicians in the Performing Arts (YD&T). The 2010 awards cycle begins in early October.

USITT's Awards for Young Designers & Technicians in the Performing Arts provide a monetary prize and recognition to young, talented professionals each year. This level of commitment is made possible by the financial support of sponsors including KM Fabrics, Inc.; Robert E. Cohen; Barbizon Lighting Company; Rose Brand Theatrical Fabrics, Fabrications, and Supplies; Zelma H. Weisfeld; Bernhard R. Works; Kryolan; Clear-Com Intercom Systems; and Stage Decorations & Supplies, Inc.

Applicants should be recent graduates or be completing college or university education. Specific awards are given to undergraduates or graduate students in areas including lighting, sound, costume

design, scene design, make-up, stage management, and technical direction.

In early October, award nominees can submit applications through the [USITT website](#). Each submission will require an entry fee and specific materials which may include photographs, paperwork, drawings, and renderings. All nominees and nominators must be current USITT members. Interested applicants are encouraged to visit the website for more information.

The program is highlighted in brochures which are being mailed to all current USITT organizational, individual, professional, and student members. All members, especially those from educational institutions, are encouraged to nominate individuals. Those selected for the awards will receive both recognition and financial support.

All nominations must be received by noon on October 30, 2009. The deadline for submission of support materials is November 20.

Awards will be presented March 31, 2010 at the YD&T Awards Luncheon during USITT's 50th Annual Conference & Stage Expo in Kansas City, Missouri.

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Nominate a Rising Star

Nominations are open through November 2 for USITT's 2009 Rising Star Award, sponsored and created by LDI2009/*Live Design*. Online nominations may be made [here](#).

The Rising Star Award recognizes young professionals in the first four years of their careers for artistic excellence in the areas of lighting, sound, scenic, and projection design or the convergence of design disciplines. A recipient must be in the first four years of professional (non-academic) work following the completion of his or her highest degree.

USITT members should nominate young professionals for this award. Nominees will be contacted by USITT and asked to electronically supply a professional resume, one or two letters of support, an application, and no more than eight representative examples of their work.

The 2009 Rising Star Award winner will receive \$1,000, a one-year individual membership to USITT, and a complimentary registration for the 2010 Annual Conference & Stage Expo. Contact the USITT Office at 800-938-7488 ext. 101 or info@office.usitt.org for assistance.

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Applications are due December 8 for USITT's 2010 Individual/Professional International Travel Award. The application process opens October 1. The International Committee sponsors two awards for international travel with support from the Samuel H. Scripps International Fund and, in 2010, Individual/Professional members are invited to apply.

The Institute supports and encourages enhanced global interactions through participation in OISTAT programs, the Prague Quadrennial, and invites international presenters to share their perspectives in conference programming. This award facilitates international connections and understanding through theatre-related research or activities for members.

The Travel Award, with support up to \$2,500, will be announced in January. Travel needs to be completed within one year of receiving the award. For additional details and application form, [click here](#). For questions, contact Sandy Bonds at abonds@darkwing.uoregon.edu.

This month:
Rising Star Award

USIT Travel Award

CITT/ICTS Web

Standards

Rock Our World Nominees

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New Website for CITT/ICTS

CITT/ICTS has launched a redesigned website including new communication tools for members. CITT/ICTS, the Canadian Institute for Theatre Technology, can be found at www.citt.org where the first page allows visitors to choose between English and French on the bilingual site.

Over the past few months CITT's Communication committee has worked hard to bring the CITT website up to date and improve its functionality to provide more value.



New Features include:

- Enhanced Member profile with ability to update contact info and add photo
- Privacy setting where Members can choose how much information is available to other members
- Searchable Directory
- Membership status updates with expiration notification and automated renewal
- Online registration and payment for events including CITT Annual Conference and Trade Show
- Addition Profiles for Corporate Members
- Private Discussion Forum

CallBoard is now closed, so addresses with the .citt.org suffix are no longer working. Contact with CITT/ICTS members can be made through the portal on the group's new website.

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Rigging Standards, Revision for RDM

At its July 18 meeting, ESTA's Rigging Working Group approved the initiation of two new projects. A revision of a remote device management standard is also available for review.

BSR E1.38 - 20xx, Temporary Ground-Supported Structures Used to Support Equipment in the Production of Outdoor Entertainment Events, Excluding Stage Roofs would establish basic requirements for the structural design, manufacture, use, and maintenance of temporary ground-supported structures used to support equipment -- such as video walls, followspot towers, and audio mixing platforms -- in the production of outdoor entertainment events. General public access structures, such as food vendor tents and seating bleachers, and temporary stage roofs that are within the scope of ANSI E1.21, are outside the scope of this standard.

BSR E1.39 - 20xx, Entertainment Technology - Recommendations for the Use of Fall Protection on Temporary

Suspended and Ground-Supported Structures would establish minimum requirements for the selection and use of personal fall arrest systems on temporary structures in the entertainment industry. It also establishes minimum requirements for manufacturers and owners of these structures being used as work platforms. The purpose of the document is to provide employers and workers methods for protecting workers in the entertainment industry that meet or exceed current standards for industrial fall protection.

Anyone interested in personally working on the development of the standards is invited to join the Rigging Working Group. Additional voting members who might be in the User or Dealer/Rental Company interest categories would balance the economic interests represented. Information about joining working groups and an application form are available on the [ESTA website](#). Send comments about these projects by November 8 to Karl G. Ruling, ESTA's Technical Standards Manager, at standards@esta.org.

BSR E1.20 - 200x, *Entertainment Technology--Remote Device Management over USITT DMX512*, is a project to revise the existing RDM standard, ANSI E1.20 - 2006. There are some errors in the published document that need to be corrected, and some issues about proxy devices that need to be clarified. The review materials include the revised standard, a listing of the errors being addressed, and, as background information, the resolutions to the comments received during the previous public review of the draft standard. The intention of the revision project is to correct errors, not to change the existing functionality of RDM.

The revision is available for public review on the ESTA website through October 19 in the [documents area](#).

For more information, contact Mr. Ruling at ESTA, 875 Sixth Avenue, Suite 1005, New York, NY 10001; 212-244-1505; or standards@esta.org.

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Finalists for Rock Our World Awards

ESTA (Entertainment Services and Technology Association) announced the finalists in the second annual Rock Our World Awards to be presented at the ESTA Annual Dinner & Awards Ceremony at LDI 2009.

The awards were created to honor groundbreaking achievement by ESTA members and to acknowledge the genius of both the creator of the technology and the designer or integrator who applies it in a real world environment. The finalists for the second annual Rock Our World Awards are:

- Cobra Display - Element Labs, Inc.
- DMXIS - ENTTEC
- P3-100 System Controller - Martin Professional

- OPTI Trilite V-Truss - Optikinetics, Ltd.
- Bad Boy Luminaire - Production Resource Group
- SRI ProPlus Fall Protection Systems - Sapsis Rigging, Inc.
- Helix P1 in Marco Borsato's Wit Licht (White Light) Concert Tour - Element Labs, Inc.
- The Grand Mosque, Abu Dhabi - Electronic Theatre Controls and Martin Professional
- Democratic National Convention and Barack Obama's Acceptance Speech, Denver, Colorado, August 2008 - Production Resource Group and Tribe, Inc.
- Anthropodino, the Ernesto Neto art installation at the New York Park Avenue Armory - Sapsis Rigging, Inc.

The winners are selected by a panel of industry judges and will be announced at the ESTA Annual Dinner & Awards Ceremony November 19 at the Rosen Plaza Hotel during LDI 2009. Reservation forms will be available at www.esta.org under "Upcoming Events."

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Discounts & Freebies on Equipment & Supplies

Michelle L. Smith*Membership & Ad Sales Manager***InterAmerica Stage, Inc.**

USITT members should check out the "drop zone" for free* items, mostly fabric. Visit http://iastage.com/drop_zone to learn more and see what's available.



To request items, you must be a current USITT member and provide InterAmerica Stage (IA) with information on how the free item will be used. Member can pick up material at IA's Central Florida Office or pay to have it shipped.

recipient pays for shipping costs*Limelight Productions, Inc.**

USITT members can receive discounts on a varying selection of items related to lighting, scenery, and/or makeup. Specials change each month.



To view selection, [click here](#). Or contact Limelight directly at 800-243-4950 or cbrouker@limelightproductions.com and identify yourself as a USITT member.

[Click here](#) for a complete list of member discounts. For instructions on accessing a discount, select the item of interest and enter user name (USITT member no.) and password (last name) at the prompt.

If you have questions or suggestions for a new benefit, contact Membership & Ad Sales Manager Michelle L. Smith at 800-938-7488 ext. 102 or michelle@office.usitt.org.

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Seek Works for PQ 2011 Exhibit

Susan Tsu*USITT/USA PQ Design Team*

The curatorial team for the USITT/USA Prague Quadrennial Exhibit of Theatrical Design 2011 exhibit is now seeking entries of innovative productions to be considered for inclusion. The exhibit will run at the PQ for 10 days in June 2011 and then tour the United States until December 2012.

Artistic Director Susan Tsu has a brilliant curatorial team already in full discussions to delineate the theme of this exhibit, "*Courage From The Edge*." Veteran scene designer Bill Bloodgood will design the exhibit space supported by scene designer Eric Stone, who attended to a million details for the USITT PQ USA '07.

The 2011 exhibit is dedicated to the memory of fellow curator, Ursula Belden, whose energy and vision were instrumental in the design of the past two USA National Exhibitions and the 2007 Student Exhibition. The 2011 curatorial team seeks unique work that redefines traditional theatrical parameters. The group is



Susan Tsu

investigating the works of seminal theatre collectives, designers, playwrights and directors as well as brilliant young American theatre innovators.

Courage is defined as having the drive to persevere in a task and daring to hold true to a unique artistic point of view despite risk. *Courage* shows commitment to a mission of artistic storytelling in which the need to communicate essential ideas supersedes economic, social, and/or political safety. *Edge* may refer to a boundary that defines a limit and the ability to push beyond that boundary. It is a place of great risk in which there is no easy path forward. It may also be the leading edge, the pinnacle of artistic achievement, the edge of danger, or the boundary that defines theatre as we know it.

The team seeks work that pushes traditional boundaries and redefines the field. The work may come from young companies that have not been exhibited at the PQ before or established groups that lead and excel. Individual designers and artists also are encouraged to submit designs for consideration. Above all, the work must be visually and aurally arresting and innovative. The idea is to show the world a view of American theatre that is uniquely American but not typically shown.

The curatorial team admires the vision and courage of artists, designers, playwrights, choreographers and directors who create anew-- who pose a challenge to probe our consciences and re-envision ourselves, who take political, social, and artistic risks.

The exhibit is limited to productions that opened between June 2006 and April 2010 and all entries must be received before March 1, 2010. Submissions will be juried at the USITT National Conference & Stage Expo in Kansas City, Missouri March 29 to April 2. Three production submissions per company/designer are possible.

Scenofest, educational events organized in cooperation with OISTAT, will be led by Cindy Limauro. More than 1,500 students from all over the world attended workshops and performed in Prague in 2007. For students interested in submitting work to the Student Exhibition, visit the [Student website](#).

After the Prague Quadrennial in June 2011, the exhibit will tour throughout the United States with projected stops in New York, Chicago, Texas, and California. The design team is tremendously excited about bringing *Courage from the Edge* to communities across the country where a galaxy of related gallery walks, performances, workshops and lectures may occur. Any institution with a gallery that might host the exhibit can contact Tour Director Ken Martin at kmartin@coastal.edu or kjgc.design@gmail.com.

The [USITT PQ USA '11](#) website offers more information and submission forms as well as periodic updates.

Members are asked to consider submitting work that fits the 2011

theme. This can be done by alerting the curators via the "scout" portion of the website and providing information on work that was particularly moving at <http://2011exhibit.usitt.org>.

Ultimately, the team is urging everyone to consider a trip to Prague to see the work of theatre visionaries the world over in June of 2011. Their theme is "Join us in Prague! It will change you forever."

USITT/USA/PQ 2011 EXHIBIT OF THEATRICAL DESIGN TEAM:

- **Sandy Bonds** *USITT and PQ International Liaison*
- **Dan Denhart** *Managing Director*
- **Susan Tsu** *Artistic Director*
- **Christopher Akerlind** *Lighting Curator*
- **Christopher Barecca** *Scene Design Curator*
- **Linda Cho** *Costume Design Curator*
- **Don Tindall** *Sound Design Curator*
- **Randy Gener** *Curatorial Advisor*
- **Scott Georgeson** *Architecture Curator*
- **Bill Bloodgood** *Exhibit Designer*
- **Eric Stone** *Exhibit Design Associate*
- **Tom Burch** *Student Exhibit Mentor*
- **Rachelle Beckerman** *Student Exhibit Curator*
- **Nick Nussrallah** *Student Exhibit Curator*
- **Collin Ranney** *Student Exhibit Curator*
- **Yu Shibagaki** *Student Exhibit Curator Alternate*
- **Mike Monsos** *Exhibit Project Coordinator, University of Montana Scene Shop*
- **Alessia Carpoca** *Assistant Project Coordinator*
- **Carolina Conte** *Videographer*
- **Ken Martin** *Tour Director*
- **Tammy Honesty** *Assistant Tour Director*
- **Jeffrey Gress** *Tour Manager*
- **Brian Hapcic** *Assistant Tour Manager*
- **Jason Lindahl** *Webmaster*

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Support for USITT's Grants & Fellowship program, comes from the triennial Art Auction in Cincinnati, Ohio in 2009, and from direct donations. At left David Weiss, professor emeritus of the University of Virginia, gives an art auction piece a close examination.

Grants, Fellowships Encourage Investigation

Tim Kelly

Co-Chair, Grants & Fellowships Committee

As USITT commemorates its 50th year of service to the entertainment industry, the Grants & Fellowship program celebrates its 25th year of funding creative work of Institute members.

In the early years of the Institute, Edward F. Kook, one of USITT's founders, mandated that the organization provide assistance to members by fostering creativity in technical theatre practice. It's only appropriate Mr. Kook, who along with Chuck Levy developed the leko stage light, has his name attached to the Kook Fund that provides resources for funding innovative research.

Mr. Kook's charge was realized in 1985 when President Randy Earle established the Endowment Fund Management Committee with the express purpose of soliciting project grant proposals. That year Dennis Dorn was the first grant recipient, receiving \$2,300 for a project in modular stage platform construction.

More than \$250,000 has been awarded in the ensuing years for 36 Project Grants and 12 Research Fellowships.

The importance of this program to our membership can best be characterized in comments from past G&F recipients:

- **Rafael Jaen 2008 Grant** "Receiving a USITT Grant is a terrific way to validate scholarly research and foster creativity; both the students that participated in this project and the audience members that viewed the results expressed excitement and wanted to use the techniques in their productions".
- **Lance Brockman 1999 Grant** "Like the current (US Government) Stimulus Initiative, the Kook Fund of USITT provided the catalyst for research that started in my early 30s with the Twin City Scenic project and has sustained me through my current work on the lost art of scenic painting and the Masonic project."

The measure of success for this program can be found in the body of knowledge uncovered through study and experimentation. An equally valuable component is the professional growth the researchers experience in completing a Project Grant or Fellowship.

In many cases funding provided by the USITT Grants and Fellowships program stimulates other granting sources by reinforcing the credibility of a researcher's work. USITT is well known to be the association for the entertainment industry and provides an important professional standing to its members.

- **Deborah Bell 2006 Grant & 2009 Fellowship** "I have spent about \$35,000 visiting and learning about mask makers throughout the world and the creative challenges they confront today. Part of this endeavor was supported with a \$7,000 USITT grant and a \$4,000 USITT fellowship. As a result of USITT's faith in my project, my university provided another \$2,000.

Many who receive these cash awards have their careers greatly influenced as new avenues for research are opened and personal development opportunities are realized.

- **Laura Crow 2008 Grant** "Through my USITT grant, I have been offered a new beginning along a road that will keep me engaged for the rest of my life. I am excited about this new beginning because it has allowed me to work with a number of students who now have a profound regard for history as a result of their work with the costume archive."
- **Robert Gerlach 2001 Grant** "Because it opened doors and invited interaction with leading professionals across the country, my USITT grant came with multiple benefits: it established the connections that jump-started my career in lighting; it helped fund the incubation of a successful technology; and it supported the development of unique tools that many people across the industry have now been able to utilize."

USITT's Grants and Fellowships program is successful on many levels by encouraging investigation and dissemination of information on topics of concern to the membership. Receiving a USITT Grant will not only afford funding to carry out a project, it will provide research credentials for professional standing.

This program is open to all USITT members and in alternating years offers significant funding to Project Grants or Research Fellowships. In the late fall of 2009, Project Grant applications will be accepted for the 2010 funding cycle. The deadline for Grant applications is January 10, 2010. All those interested in this program are encouraged to visit the [USITT website](#) for application information.

The USITT Grants & Fellowship program represents a real commitment of USITT in promoting research and scholarly activity within the entertainment industry. As USITT looks to the future, the committee is undergoing several transitions. As part of that process, the committee is very interested in gaining additional input and ideas from the entire membership.

Anyone interested in participating is urged to contact either of the committee's co-chairs Tim Kelly or Rich Dunham. Mr. Dunham noted "Some of the most important activities that all of us can use to promote these funds are to support activities like the Art Auctions or simply make a direct donation.

"No matter the size of a personal contribution/donation, if we all can provide a little seed each year -- we can eventually have a forest and will make even more significant contributions to the future projects and fellowships that will be supported," he said.

Contributions to the Edward F. Kook Endowment Fund will receive a 50 percent match through June 2010 in recognition of the Institute's 50th year. [Click here](#) to make a secure online donation or download a form to mail in. Donations also may be made by calling 800-938-7488, ext 102.

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The results of student collaboration, between aspiring theatre and architecture designers, could win acclaim in USITT's 2010 competition to design the ideal theatre. Submissions will be part of a display at the 2010 Annual Conference & Stage Expo in Kansas City, Missouri.

USITT Architecture Competition Spurs Student Collaborations

Scott F. Georgeson, AIA

USITT Architecture Commissioner

An unusual collaborative effort between theatre and architecture students could win recognition for teams which participate in USITT's Ideal Theatre Design Competition to create a new performing art space on campus.

Teams must work together with the theatre students serving as "clients" and the architecture students as the "design team." Students do not need to be attending the same college or university. Those who plan to participate are asked to send a notice of their intent by November 20 to sfg@workshoparchitects.com with a subject line of USITT Competition. Completed submissions will be accepted until 5 p.m. on January 19, 2010.

Complete information about competition rules, frequently asked questions, and past winners can be [found here](#).

Now in its fourth year, the competition was created by USITT's Architecture Commission. It has seen worldwide participation and recognition.

Through a collaborative design process, architecture students learn the technical and artist requirements of designing a performance space, as well as how to market their professional services to a client. Theatre students learn how to present their programming needs to an architect as they gain insight into the building design process.

For the 2009 competition, the Architecture Commission received more than 150 inquiries from students and faculty members from 16 states and 21 countries. Jury members John Prokos, FAIA, architect, Gund Partnership; Mark Holden, acoustician, Jaffe Holden Acoustics; and Benton Dillinger, theatre consultant, Theatre Projects Final reviewed 20 submissions from six states and five countries, including Poland, Iran, Spain, and Italy.

The three chosen for Honor Awards received \$1,000 and were invited to the 2009 USITT Annual Conference & Stage Expo in Cincinnati, Ohio to make a 15 minute presentation to the Architecture Commission explaining their design process and theatre design concept. Team Blulette from Poland, Team Puerta De Teatro Group of Spain and Team Aura from Iran were chosen as Honor Award winners.

Team 10, also from Poland, received a Merit Award. All entries were displayed at Stage Expo.

All five members of Team Blulette arrived the first day of the Conference and had a great time touring Cincinnati and attending Conference sessions. Javier Iglesias Schez represented Puerta De Teatro. His time at the Conference was short but equally enjoyable. Unfortunately, visa issues prevented members of Team Aura from traveling to the United States.

The presentation phase of the competition was assisted by members of the USITT Conference staff who found a translator to help Javier with his English. Of note is that both teams used video shorts.

Following the presentations and discussion Team Puerta De Teatro was given the Commissioner's Award after a close vote. Said Lounis of Serapid, a 2009 corporate sponsor, was on hand to present the awards.

The Architecture Commission also acknowledged Boldt Construction for its assistance with the 2009 Ideal Theatre Competition. Students, faculty, or others with questions about the competition should contact Scott F. Georgeson, AIA at sfg@workshoparchitects.com.

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2009 USITT Costume Symposium Co-Chair C. David Russell demonstrated the operation of a dragon head as part of the workshop which focused on creature construction.

Photos/Courtesy Dixon Reynolds and Rachel E. Pollock

Creatures Created at Costume Symposium

Dixon Reynolds

State University of New York at Fredonia

Rachel E. Pollock

University of North Carolina at Chapel Hill

This past August, Ohio University's Department of Theatre hosted a three-day weekend of lectures and workshops on constructing creature masks, hand puppets, mascots, and multi-operator macropuppetry using foam and Varaform. USITT Costume Symposium Chairs Holly Cole and C. David Russell led over 40 attendees from the United States and Canada. Master artisans Kjersten Lester-Moratzka, Katherine Wagner, Tom Fiocchi, and Brandon Kirkham lectured on related topics and assisted as lab mentors.

At the symposium's inception, the Ohio University team dazzled participants with an exhibition of their collection of foam and Varaform creatures, masks, headdresses, and puppets. The opening lecture provided a detailed overview of the collection. Given by Ms. Cole and Mr. Russell, it focused on the design, conception, and execution of each piece. Mr. Russell

then led a discussion on various types of thermoplastics - rigid polymer materials which become rubbery with application of mild heat, and can then be molded and sculpted, stiffening as they cool. Ms. Cole gave an overview of foam materials and offered strategies for project-specific selection of foam media.

The afternoon hands-on sessions divided symposium participants into two groups. Lab A concentrated on pattern development and adaptation of various foam products, with the ultimate goal of completing a large-scale reticulated foam donkey head. Symposium participants began working in polyurethane foam rubber, using a half-scale donkey pattern that could later be modified into a hand puppet. Workshop leaders challenged attendees to use their knowledge of draping and patterning in the context of an unusual medium—foam! Meanwhile, Lab B addressed the creation of an animal mask using Varaform. Using a subtractive sculpting method, participants carved a rabbit head matrix in rigid blue foam, on which they would later build up their Varaform masks. These initial, work sessions laid the foundation for the development of full-size heads during the remainder of the symposium.

The first day culminated in a catered reception at the Dairy Barn Arts Center in Athens, Ohio, where symposium participants enjoyed a private viewing of the 2009 National Quilt Show, a juried exhibition of stunning, complex works created by artists the world over.

Ms. Lester-Moratzka and Ms. Wagner began the second day with a presentation on constructing pod bodies for creature costumes and mascots. Both artists have extensive experience in the subject - Ms. Lester Moratzka at the Children's Theatre of Minneapolis and Ms. Wagner at a commercial mascot production company in New York City. Ms. Lester-Moratzka demonstrated patterning techniques and engineering of a pod body structure that can be adapted to variety of shapes and silhouettes. Ms. Wagner provided a thorough overview of large-scale mascot costume construction. Both artisans also offered invaluable tips on actor safety, visibility, and physicality.

Mr. Kirkham, a set and costume designer and Ohio University MFA program alumnus, led the second discussion on structural and mechanical design of kinetic puppets, masks, and headdresses. He shared his recent design renderings and technical



Thomas Bernard from California Polytechnic carving a blue foam rabbit matrix.

diagrams for creature-heavy productions of *Charlotte's Web* and *Petite Rouge* (a Cajun *Red Riding Hood*). Much of his reticulated foam work for children's theatre was on display, and he fielded questions about the patterning, construction, and decoration of these pieces, many of which had been dyed after construction using disperse dyes for acetate/nylon fiber.

Before participants dispersed to their afternoon labs, Ms. Cole and Mr. Russell covered advanced techniques of reticulated foam and Varaform assembly, expanding on their previous lecture and preparing participants for their work on the reticulated foam donkey head and Varaform animal head. For those who were dissatisfied with their results from the previous day's subtractive foam sculpting session, Mr. Russell demonstrated a simple, quick method to create a mask matrix from inexpensive vacuformed, Halloween-style animal masks. Using this technique, even those less apt at sculpting were able to produce complicated Varaform head structures. The presentation team also projected several step-by-step PowerPoint slideshows, and each demonstration was filmed live; all participants received a CD of the PowerPoints and a DVD of the video coverage, enabling them to easily incorporate these methods into future production processes or coursework.



Amy A. Page from UNC-CH working on a lion matrix.



Variations on the basic donkey pattern: T-rex, braying ass, cartoonish donkey, natural donkey.

Attendees divided the rest of the afternoon between the two projects, working on creations with the help of mentors and alumni volunteers. The Ohio team led attendees through relatively challenging projects with ease and encouragement. Many of the participants chose to return after dinner for an additional, optional, supervised work session.

The third and final day started with an insightful presentation on puppet mechanics, as well as rigging and assembly techniques. Ms. Cole and Mr. Russell showed examples of moveable eyelids and ears, and methods for using doll joints and knotwork for limb attachments on smaller-scale puppets. Ohio's propmaster Mr. Fiocchi discussed wood, steel, and aluminum frame construction and various methods for rigging inside of macropuppets. As he spoke, Mr. Fiocchi provided a practical example by manipulating a single-operator 10-foot puppet woman (Nana from Enchantment Theatre's touring production of *The Velveteen Rabbit*). Further discussion addressed materials, supply vendors, labor needs, shipping options, and costs. Everyone shared contacts, and participants received free samples of additional thermoplastic materials supplied by Dazian, such as two weights of Fosshape (thermoformable felt) and Wonderflex (solid thermoplastic sheets overlaid with a thin support mesh).

The remainder of the afternoon was allotted to lab work. Many participants used this time to finish projects, ask questions, or focus on a particular challenge. All of the symposium mentors were on hand to answer questions and offer help. The day ended in a casual "show and tell," giving each attendee the opportunity to comment on the work they had accomplished and to get feedback from the group, followed by a pack-out session for those who needed to ship their creations home.



Symposium participants experiment with half-scale donkey patterns in foam.

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Institute Launches Website, Opens Registration

USITT is launching a new website as it starts its next 50 years. If you have not seen it lately, check out www.usitt.org for an enhanced experience. As people have less and less time to explore, USITT has made much more information easier to access.

At the same time that the new website launches, USITT is opening registration for the 2010 Annual Conference & Stage Expo to be held March 31 to April 3 in Kansas City, Missouri. Come for the information and stay for the celebration of USITT's 50th Anniversary.

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Bandaloni Resurfaces at NY State Fair

You never know who or what will kick off the opening of Stage Expo. In 2005, when USITT's Annual Conference was in Toronto, the opening act was Bandaloni - a one man musical act with drum, harmonica, and all.



He was an unusual sight, and a big hit. In August, when Monica L. Merritt, USITT Conference Registration & Database Manager, visited the Great New York State Fair, guess who was part of the entertainment? Bandaloni! And she has the photos to prove it.

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Named Cirque's Director of Show Support

This month:
Website Updated

Bandaloni Visits

Kim Scott

Dan Guyette

Kim Scott, a USITT Director at Large, has taken on new responsibilities with Cirque du Soleil. She has been named to the position of director of show support, resident shows division.

As training manager for the resident shows for the past three years, she spearheaded many beneficial initiatives such as Learn.com, OSHA 10 hour, the new Las Vegas Training Studio, and many University Alignment Programs targeting future technicians through education. In making the announcement Cirque management noted she has supported the health and safety, and skills-based training of technicians around the globe by providing consistency of operation and remaining flexible to meet the demands of the show schedule.

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Guyette Named Dean

Dan Guyette, former Scene Design Commissioner, has accepted a new position as dean of fine and performing arts at Western Washington University. He took his new post this summer.

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Edge Truss Saves Space

TOMCAT USA is introducing a new intelligent pre-rig truss designed to save space and ultimately money - Edge. Its 30 by 24 inch format optimizes truck space by allowing four trusses wide and features stacking spigots. Edge saves space by providing the option of Edge rotating spigots for connecting in multiple planes as well as eliminating the need for bulky corner blocks. Damaged ladders can now be replaced as opposed to the entire section of truss with the interchangeable ladder feature. This feature also accommodates a flat pack choice for air travel. In addition, Edge comes equipped with an internal diagonal slider assembly that adjusts creating space for larger lights or extra lighting positions.



Contact a TOMCAT sales representative for additional technical information at sales@tomcatusa.com.

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Limp Bizkit Rocks the Pearl in Las Vegas

PRG provided production support to the July 18 performance by Limp Bizkit at the Pearl Concert Theater in Las Vegas, marking the band's first United States date in eight years. The band, back to its original lineup of Fred Durst, Wes Borland, Sam Rivers, John Otto and DJ Lethal, made a quick detour from their current 2009 Unicorns N' Rainbows tour in Europe and Asia to play the free concert at the 2,500 seat theater at the Palms Casino Resort as a gift to its fans.

For more information on PRG, visit www.prg.com.

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Exhibit Stage Lifts at PLASA 2009

Serapid, Inc. showcased its award-winning products at PLASA 2009 in London, England September 13 to 16 at the Earls Court Exhibition Centre.

The LinkLift and horizontal motion systems provide simple solutions to many of the common challenges associated with stage engineering. At the heart of all SERAPID products is the Rigid Chain - a chain capable of pushing, pulling, and lifting with the strength of a steel column. The LinkLift was recently seen during the 2008 Olympic Opening Ceremonies in Beijing.

Serapid's horizontal motion systems feature high transfer speeds and extremely low noise levels. More information can be found at [Serapid's website](#).

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Kind of Blue

There are churches, there are megachurches, and then there are megachurches.

Houston's Lakewood, the country's largest church and the home of Joel Osteen, falls firmly in the latter category. With a weekly attendance of approximately 43,000 people, it makes its home in the former Compaq Center, previously home to the Houston Rockets.



Wybron, Inc. Nexeras are used to light the 16,000-plus seat arena. Lighting the space is a challenge since it must provide worshippers with an intimate experience and still allow the services to be recorded for broadcast.

Since 1979, [Wybron, Inc.](#) has been an industry leader in innovative lighting products that have transformed the entertainment, church, and architectural landscapes.

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Institute Wraps Up Third Session

This month:
Serapid, Inc.

Wybron, Inc.

Stagecraft Institute of Las Vegas

Cobalt Studios

From a number of perspectives, the third annual session of the **Stagecraft Institute of Las Vegas** was by far its most successful. There were participants from seven countries and 15 states. The ages of participants ranged from 16 to 61. Vocations varied from a high school student to working professionals and included university and high school teachers, tech directors, fire twirlers, and iron workers. The students included the largest diversity scholarship class yet.

Faculty for the sessions included Sonny Sonnenfeld and Penn & Teller's Director of Covert Operations Nathan Santucci. Many states were represented as well as Canada, Holland, Japan and England.

On hand were Luc LaFortune, Don Holder, Valy Tremblay, Brian Gale, Joe McGeough and the staff at Flying by Foy; Jason Badger, Matt McAdams, Andrew and Pete Rogers with Silver States Wire Rope and Rigging, Yves Aucoin, Dr. Randall Davidson, Andrew Campbell of Cold Blue, Graham Campbell, Nol van Genuchten, Matt Dillingham and the staff at Advanced Entertainment Services, Steve Emerson, Linda Leonard, Leonard Miller with Vari-Lite, Peter Nordyke, William Burns, Kris Hanssen, Louis Bradfield, Jason Duke, Nicholas Champion and Bobby Harrell of Strand Lighting, Deanna Fitzgerald, Randy Johnson and Allen Lee from Bliss Light, Eric Mongerson, Cory Walker with Morpheus Lighting, Al Siniscal and Tony Alamia from A-1 Entertainment, Barbara Brennan PRG - Las Vegas, and David Hilton of ETC.

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Offer Fall, Winter Seminars

Cobalt Studios will offer several specialty pro-seminars this fall and early winter. Taught by Cobalt and guest artists/instructors (and industry legends), these three- to five-day seminars are great professional development opportunities for scenic artists and instructors alike.

Among the offerings are:

- Foliage Painting I: Photo-real Foliage Painting Techniques; October 6 to 9; Instructor: Rachel Keebler.
- Sign Painting For Film And Theatre; November 9 through 13; Instructor: Theresa Dringenburg.
- Perspective For The Scenic Artist; (class is filled) November 30 through December 3; Instructor: Diane Fargo.
- Interior Marble, December 7 to 11; Instructor: Rachel Keebler.

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Search for Executive Director Continues; Changes to By-Laws Considered

Carl Lefko
President

USITT's Executive Director Search Committee selected AlbertHall&Associate LLC to assist in seeking a new executive director. AlbertHall&Associates is a full service consulting and executive search firm providing support to many of America's most prestigious non-profit arts organizations.

In mid-October, following a strategic search process ensuring that all critical issues that might impact the success of an organization's future are incorporated into the search, AlbertHall will deliver a pool of candidates. USITT's search committee is pleased with the progress and looks forward to reviewing and interviewing finalists for this position. If you know potential candidates for this position, please tell them what a strong and vibrant community USITT represents and urge them to contact AlbertHall&Associates or the USITT office for information.

The work of our various Transition Advisory Team subcommittees has been extremely intense, with great discussion among all the subgroups and their constituents and colleagues.

That hard work is bearing fruit since the Executive Director search is a direct outgrowth of one subcommittee.

At the same time the Executive Director search is going forward, the By-Laws subcommittee has submitted for electronic discussion by the Board of Directors a draft of a revised set of the guiding principles by which USITT operates. The examination of our governing structure necessitated by the plan to hire an Executive Director has been moving forward.

Also being considered are a new organizational structure and a new elections matrix. Comments drawn from that discussion, held over the past eight weeks, are now being incorporated for further review by the board. The aim is to have further discussion when the Board meets in November in Orlando, Florida.

Another subcommittee has been addressing the complex issue of the job descriptions for USITT's volunteers and how those will change and be integrated into the Executive Director's role. With so many active volunteers who contribute to the organization in a huge variety of ways, that task has helped focus all the organization accomplishes from exhibiting at the Prague Quadrennial to organizing the yearly Costume Symposiums.

In conjunction with By-Laws, and Job Descriptions reviews, yet another Transition Advisory Team subcommittee has been looking into policies and procedures, and how best to gather together and document all the work accomplished on behalf of USITT. Helping codify how all those activities can go forward in an efficient and effective manner will make the organization stronger as well.

It is an exciting time to be part of USITT's leadership. I look forward to all that lies ahead as we prepare to celebrate our 50th anniversary in Kansas City with a true Birthday Bash!

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Group Plans Events Throughout the Midwest

This year, the Midwest Regional Section travels to all four member states for a variety of programming. The Section already has had a very busy event at Notre Dame's DeBartolo Performing Arts Center on September 26. There was so much packed in, it was called *DeBartolo Performing Arts Center, Design, Audio, Masks & LEDs, OH, MY!*

In November, the section will travel to Steven's Point, Wisconsin for an OSHA workshop and more. The group will brave the wind and cold of Chicago in February for workshops in Casting/ Moldmaking and CNC Router operation at The Theatre School at DePaul University as well as take in one of the many choices of theatre performance in Chicago.

The final Section stop is The Grand Rapids Civic Theatre in Grand Rapids, Michigan in March for a demonstration of controlling more than just lights with a lighting console, a workshop on Styrofoam production, and a tour and performance at the Meijer Majestic Theatre. The Section also sponsors events at all of the State High School Theatre Festivals in the area. Visit the [Midwest Regional Section's website](#) for all the details.

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Career Workshop, Seek Student Nominees

Performers ask, "How do I get to Carnegie Hall?" We all know the standard answer, but what do we tell technicians and designers? Desert State Regional Section, in conjunction with Maricopa Community Colleges, will offer a workshop on, but not limited to, resume building and portfolio review for careers in theatre. Putting Your Best Foot Forward: How To Market Yourself and Your Art is geared to students helping them put together a portfolio and résumé for this industry. This will be presented on Saturday, October 17 at Scottsdale Community College, 9000 E. Chaparral Rd. (101 and Chaparral Rd), Scottsdale, AZ, 85256, in the Turquoise Room. The event will start at 9 a.m. and wrap up by 3 p.m. Registration can be done by contacting Fran Southerland. The \$10 registration fee includes lunch. It will be a working lunch giving everyone time to network. This will be a great help to anyone who wants to apply to the Student Award Program.



This month:
Midwest
Desert State

This is the third year Desert State will hold the Student Award Program. This program helps three students or young professionals attend the Annual USITT Conference & Stage Expo. The goal is to receive 12 submissions, with more coming from the community colleges in addition to the state universities.



The section is trying something new in 2010. "Our members have spoken and we have listened!" said Fran Southerland, Section Chair. The 2010 Desert State annual meeting and conference will be on Monday January 18.

Mark your calendars now! Submit your workshop requests! Volunteer to present a workshop! Got questions? Contact franesutherland@gmail.com. The section can also be found on Facebook, Desert State USITT.

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Travel is Easy, Hotels are Close For USITT in Kansas City 2010

Tom Mardikes
2010 Local Promotions Coordinator

1972 must have been an amazing year for KC architectural firm Kivett and Myers: they opened two astonishing public projects in Kansas City, Missouri. The Harry S. Truman Sports Complex east of downtown, included Arrowhead Stadium, home to the Kansas City Chiefs, and Royals Stadium (now Kauffman Stadium) home to the Kansas City Royals.

This sports complex became the model for the future in American professional sport, and the team of architects who designed this innovative project went on to turn Kansas City into the architectural sports design leader for the world. Two big sports architecture firms in KC today are Populous (formerly HOK) and Ellerbe Beckett.

And Kivett and Myers also opened the Kansas City International Airport. Most of those arriving by air for the USITT Annual Conference & Stage Expo in March 2010 will arrive through KCI's gates. Everyone should know that by flying into KCI, they will be flying into the best airport in the world for the traveler!

Visitors get off a plane and are curbside within 100 feet. Baggage claim is probably less than 100 feet away. And when guests leave Kansas City, they go through a security checkpoint that doesn't serve 200 gates, but only about five at the most. It's great for

Most visitors to the 2010 Annual Conference & Stage Expo will probably arrive through the traveler-friendly Kansas City International Airport, but Union Station is still serving those who prefer to travel by rail.

Photo/Courtesy KCCVA

people, and the airlines hate it. Kansas City has never been successfully used as a hub, so about every flight in or out of the airport has KC as a destination.

There are actually three "C"-shaped terminals at KCI. The busiest carrier is Southwest Airlines. The second largest is the new Republic/Frontier/Midwest wing formation. All other major carriers have a presence: Continental, Delta, United, American, USAir, etc. Being in the middle of the country makes it easy to be able to find a direct flight from most cities.

A couple of weird things:

- when booking, the airport code isn't KCI, but for longstanding reasons it is MCI (Mid-Continent International),
- when people arrive, there isn't a cab stand at the curb. Travelers should find a cab phone in the terminal and order one from the cab stand (it's quick), and
- when heading home at the end of a visit, make going through security the last thing you do. Most restrooms, shopping and food services are in the public terminal sections, not post-security. KCI Airport offers free Wi-Fi service.

GETTING DOWNTOWN:

- Cabs to downtown hotels are \$50+ (use terminal phone). This is about a 20 mile ride down Interstate 29 to downtown Kansas City, Missouri.
- Supershuttle to downtown is about \$19, less for round trip, and can be booked here. There may be a USITT discount, but that's not guaranteed.
- Bus transportation can be tricky. Visitors have to get to Terminal C, and catch the KC Area Transportation Authority Bus #129/ I-29 from there. Click here for maps and schedules. The bus could be a good deal. Consider buying a Visitors Pass in advance (they mail it to you) for \$10. It's good for 3 days. Travelers can also buy a Day Pass when boarding the bus. Tell the driver before depositing the \$3 fare that you want a Day Pass.

HOTELS:

There are four great hotels, all just steps from the Kansas City Convention & Entertainment Facilities, which are offering discounts to USITT members and guests, and it is easy to book them online via www.usitt.org/2010 or directly by clicking here.

The Marriott Kansas City Downtown is USITT's headquarters hotel, and will be the site for the Fifty and Nifty party on Wednesday, March 31 and the Anniversary Party on Saturday night, April 3.

The Marriott, which includes two towers connected by a second-level walkway from the main hotel, has registration desks and bars

in both towers for easy access. The function space in the historic Muehlebach Hotel, incorporated into Muehlebach Tower, has been restored to its early 20th century elegance.

Current plans are to utilize the Marriott for the USITT Conference Employment Service, Tech Olympics, Portfolio Reviews, and several USITT and ESTA business meetings.

Just a few steps away is the Aladdin Hotel, a Holiday Inn property. This landmark hotel re-opened in May 2007 after extensive historic restoration. It features a mezzanine martini bar and the Zebra Room Restaurant. The hotel notes the changes are "bringing back the original art deco ambiance with a vintage hip approach for a fresh look at yesterday."

Also nearby is the Crowne Plaza, which is offering both regular rooms and suites to USITT guests. Of special interest at the Crowne Plaza may be the free wi-fi service throughout the hotel along with fitness room and business center.

Just a block further from the Convention Center is the Hilton President Hotel, noted for its Drum Room, has recently been renovated with rooms which provide the convenience of 2010 with the ambiance of the 1940s when President Harry Truman was a noted guest. The Hilton is the USITT hotel closest to the Power & Light District which features numerous dining and entertainment possibilities.

Kansas City offers a great airport to arrive by, and great places to stay during USITT's upcoming 50th Annual Conference & Stage Expo, so plan now to be part of the excitement.

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Herb Camburn of Camburn Associates talks to potential customers at Stage Expo 2009 in Cincinnati, Ohio. Companies and educational institutions interested in table spaces for the 2010 Stage Expo can make their selections now.

Photo/R Finkelstein

Kansas City 2010 Table Spaces Now Available

Helen Willard
Stage Expo Sales Manager

Space selection for Commercial and Non-Commercial tables for Stage Expo in Kansas City is now taking place. Commercial tables cost \$850, and Non-Commercial tables cost \$650. Each table reservation includes a 6-foot table with two chairs on a carpeted space, plus two full-conference exhibitor badges.

Commercial tables may be selected by USITT Organizational members whose company's annual gross sales are less than \$250,000 or whose sales in the performing arts market, as determined by USITT, are less than \$100,000. In order to qualify for a Commercial Table, organizations must submit a statement from a CPA or attorney acknowledging that the company/organization meets either qualification.

Non-Commercial Tables may be selected by USITT Organizational Members whose company or organization operates with a not-for-profit status. All public educational institutions are qualified to select a Non-Commercial Table. Other organizations that meet the qualifications must include a statement from a CPA or attorney acknowledging that the company/organization meets the qualification or provide copies of appropriate IRS documentation.

Eight tables are grouped in a 20 by 20 foot area, with a draped storage space located in the center of each cluster for those eight

table exhibitors to share. Each exhibitor's responsibility is to be a "good neighbor" to adjacent exhibitors, and exhibit operations must be conducted so as not to trespass upon the rights of other exhibitors. Table guidelines were developed to insure that each of the eight exhibitors in a cluster of tables is able to fully utilize the space for which they have paid.

Table guidelines are as follows: "A standard commercial or non-commercial table is allocated a space not to exceed 7 feet wide. Exhibits over 7 feet wide will need to purchase two table spaces or a booth. Diagonal installations that infringe upon adjoining tables will not be permitted. No table exhibit can be taller than 8 feet. Exhibits must not intrude into any aisle. Local fire codes will be strictly enforced."

A total of 80 Commercial and Non-Commercial table spaces are available for Stage Expo 2010. These tables are a great deal for colleges, universities, and other organizations who wish to promote their programs at the conference. Anyone who wishes to reserve a table should contact hpwillard@aol.com.

Plan now to join us in Kansas City March 31- April 2, 2010 for the 50th Annual USITT Conference & Stage Expo. The preliminary Stage Expo layout and list of exhibitors may be found at www.usitt.org. If there are exhibitors who you would like to see at Stage Expo 2010 who are not on this list, please e-mail their contact information to hpwillard@aol.com.

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A session at the 2009 Annual Conference & Stage Expo in Cincinnati, Ohio focused on the Alexander Technique as a way to release stress and pain which could be caused by everyday activities in performing arts spaces.

Photos/Rob Berls

Offer *Alexander Technique* for Technicians Session

Robert Berls

Vice-Commissioner for Health and Safety Scene Design Commission

Any technician who might have arrived late at the session *The Alexander Technique for Technicians* during the 2009 Cincinnati Conference & Stage Expo may have wondered what was going on and where he had landed.

People were sitting down and standing up repeatedly, and then they were aligning their heads above their necks. Could this be a workshop at USITT? For those who attended the entire session; the many techniques explored could release the stress and pain from everyday theatrical activities. The workshop addressed many issues of the pained technician.

This well-attended workshop addressed how to use a bamboo painting stick more efficiently: pre and post stretching to help free the body, changing a stance to support body and weight, and adjusting foot position to increase and sustain reach. Time also was spent helping designers to learn proper arm and body position when cutting illustration board and drafting over a table.

Attendees learned a better way to sit down and work at a computer without increasing tension and fatigue. Using the Alexander Technique in these ways -- including stretching before shop calls,

using screw guns in a more ergonomic way, and finding a more balanced and controlled stance to help with low back and foot pain -- can make a world of difference.

The session delved further into optimizing body movements for maintaining healthy and sustained productivity throughout an entire career. This workshop enlightened technicians at all stages of their careers and helped to increase their productivity and ability to be healthy in the workplace.

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- Monica Weinzapfel

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