



NETWORK NJ

Newsletter of the New Jersey Chapter of the Society of Women
Environmental Professionals (www.njswep.org)

July 2010

Editor: Kelly McCormick, Langan Engineering & Environmental Services

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Licensed Site Remediation Professional (LSRP) Strategy and Update Panel Discussions in Philadelphia and NJ

NJ and Greater Philadelphia SWEPE Chapters kicked off the first half of 2010 with sold-out panel discussions on NJ's LSRP program and the Site Remediation Reform Act (SRRA). The two chapters try to do at least one joint program a year; in 2010 to date we've done at least 4 joint programs—probably a record!

The first LSRP/SRRA panel was held in January at the Philadelphia offices of Flaster/Greenberg, PC and quickly sold out. The second session was held across the Delaware River in Trenton at NJDEP. The panelists discussed strategies to effectively implement the SRRA and the role of the LSRP from their unique perspectives.

NJDEP kicked off both sessions: in January, Assistant Commissioner Irene Kropp presented, in June, Mark Pedersen represented Site Remediation. Both Irene and Mark brought attendees up-to-date on how the program is working, the current number of temporary LSRPs, findings and experience from the document review process that NJDEP has been conducting, status of the regulatory and guidance changes brought about by the Act, and an update on all of the activities of the stakeholder teams.

Kathi Stetser, LSRP, of Roux Associates (and SWEPE) discussed the roles and responsibilities of the LSRP. She brought attendees up-to-date on the impact of revisions to the technical regulations for practitioners on the ground working on actual cases. Marty Judge, Esq. of Flaster/Greenberg, PC, spoke at both sessions and highlighted some possible pitfalls and issues for consideration facing LSRPs and regulators. Robin Kelliher of Willis Group Holdings provided both sessions with information on about professional liability insurance coverage needs and availability. Sue Boyle of GEI Consultants (and SWEPE) spoke at both locations as a representative of the LSRP Association; Sue walked through the requirements for a license, what the Association is seeing, and the benefits offered by the Association to LSRPs and associate members.

The Philadelphia session was expertly moderated by Frank Reisenburger, Esq. of Flaster/Greenberg, PC, and Fredi Pearlmutter, Esq. of Lindabury, McCormick, Estabrook & Cooper, PC and NJSWEP did a masterful job moderating in Trenton.

PowerPoints from the June event have been posted to the NJSWEP website at www.njswep.org.

What Can You Do With Those Capri Suns After Your Kids Slurp Up the Juice? NJSWEP Members Know...Recycle Them at TerraCycle!

by Tali MacArthur

About 30 lucky SWEP members had the opportunity to visit TerraCycle, a unique and innovative recycling facility in Trenton. Even before we went in the door, we knew TerraCycle was not going to be your typical drab and dreary cubicle-maze office space. Amazing and creative “graffiti” adorned almost every surface of the outside walls. Potato-chip, cereal, and granola bar wrappers wallpapered the interior spaces. Young, energetic and enthusiastic employees could be overheard excitingly chatting up their new ideas.

As we waited for everyone to arrive, we crowded around examples of back packs made from Carpi Sun bags, pen and paper holders made of Fritos wrappers, three ring binders made from bags that once held other sweet and salty delights, even coolers from Starburst advertising posters! A little after 4 PM the tour started with a history of the company, how it’s grown, what they recycle, and how to become part of a recycling brigade. We were then lead, behind the scenes, to a huge, slightly stinky, room full of both pre- and post consumer packaging that was awaiting the transformation to new and newly useful items. TerraCycle not only collects such otherwise non-recyclable items but the company also collects used soda and drink bottles to fill with fertilizers made from liquefied worm poop (that is not a typo!). SWEP members had the opportunity to ask questions and one lucky daughter of a SWEP member went home with a couple very cool new school supplies to show off to her friends. She’ll be the envy of all the eco-kids in her class!

SWEP would like to extend a Thank You to the TerraCycle staff who took time from their very busy schedules to help us plan our visit and share with us this exciting new venture, especially Emily Bradford. NJSWEP would like to thank fellow NJSWEP member and volunteer Maura Metheny, who kept track of the registrations for the event. For more information on TerraCycle and to find out how you or your kids’ school can join a recycle brigade visit www.terracycle.net/.

NJSWEP Professional Development Series Continues in 2010!

The NJSWEP Professional Development Series kicked off 2010 with a seminar on the topic of “The Basics: Resume Building and Interview Skills”. The seminar was presented to NJSWEP members by Susan D. Shelton of Shelton Associates, Inc. Attendees received information pertaining to career development options for environmental and engineering professionals with a focus on effective resume development guidelines and professional interview skills exercises.

During the presentation, Susan encouraged audience participation by soliciting questions and encouraging interaction between the attendees. In response, the attendees enjoyed a roundtable discussion after the formal presentation and shared anecdotal accounts of their own professional career experiences as it related to the topics. The seminar took place at the Newark Public Library and attendees were encouraged to attend the event via public transportation and/or carpooling. Participants also enjoyed a luncheon provided by NJSWEP.

The next seminar in the series will focus upon the topic of “Career Mentoring and Market Trends” and will highlight new trends in environmental careers and present a Q & A session, Roundtable discussion, and an interactive seminar with professionals who have changed careers within or outside of the environmental arena. Topics of the presentation and discussion will focus upon the following:

- The importance of mentors in effective career development
- Examples of the varying roles that mentors play in career development
- Presentation of examples of Mentor/Mentee relationships

We are currently seeking two to three volunteers to participate in a panel discussion of the importance mentoring relationships have played in the development of their professional careers. Volunteers are asked to contact Susan D. Shelton via email at: Susan.Shelton@W2EUSA.com

We want hear for our members! Where should the next Professional Development Seminar be held?

Trenton/Princeton/Mercer County area
Eatontown/Red Bank/Monmouth County Area
Westfield/Union County
Other Location

Let us know what you think! NJSWEP only works when our members get involved!



Four SWEPC Chapters Unite for the Northeast Sustainable Communities Workshop!

by Sue Boyle, GEI Consultants, Inc.

For the second consecutive year, the NJ, Greater Philadelphia, Capital Harrisburg, and Connecticut Chapters of SWEPC have united as partners on the Northeast Sustainable Communities Workshop, held on June 17, 2010 at the NJ Institute of Technology (NJIT). Members of the chapters were active on the workshop planning committee, were featured panelists, and SWEPC sponsored the after-workshop reception for additional networking opportunities. The SWEPC banner was displayed prominently throughout the day.

Workshop attendees were treated to energetic and informative keynote speakers representing President Obama's administration and the NJ state government administration of Governor Christie. Mathy Stanislaus, the Assistant Administrator of USEPA's Office of Solid Waste and Emergency Response spoke about the federal partnership for sustainable communities, a revolutionary effort bringing together the 3 federal agencies with the greatest impact on local community development --USEPA, the Department of Housing and Urban Development (HUD) and the Department of Transportation -- to support each other and to support the creation of sustainable communities. AA Stanislaus was joined by HUD partner Regina Gray to describe the efforts to date. And, of course AA Stanislaus briefed the group on the emergency response efforts in the Gulf as a result of the BP explosion, with which his office is so involved.



Nancy Wittenberg, Assistant Commissioner for Climate and Environmental Management at NJDEP set just the right tone as the luncheon speaker. Speaking about the nation's long history to develop alternative energy sources on a large scale, and thanking Jon Stewart of the Daily Show for making her feel really old while reflecting on the long history, AC Wittenberg shed some light (solar powered, of course!) on the current efforts in NJ to develop solar farms on former landfills and brownfield properties. She also spoke of the efforts to change the culture within NJDEP into one where staff is encouraged to think creatively and to also be responsive to its customers.

President Obama's Council on Environmental Quality was represented by Edward Chu, Deputy Associate Director, who closed out the workshop with a discussion of the national effort on the creation of quality green jobs. Mr. Chu was then joined by a panel of local providers of green job training in the region.



In addition to the plenary and lunch sessions, other panels throughout the day examined real time challenges facing sustainable development; the impact of multi-site brownfield programs; urban agriculture efforts in the region; regional regulatory innovations in remediation and redevelopment efforts; transit oriented development; financial assistance available for sustainable brownfields and community development; efforts in the region to green sites and green entire communities while promoting self-reliance and combating climate change; and renewable energy projects to power brownfield redevelopment.



Video of the keynote speeches will soon be available on the NSCW web site, www.nscw.net, as will photos and summary write-ups of each panel. Please go to the website regularly for updated information and to meet the other terrific organizations that worked with SWEP on the workshop. In keeping with the SWEP goals of mentoring, the NSCW also included a job exchange, which will stay up on the website, and several scholarships were offered to interested attendees who have suffered in these tough economic times.



SWEP was represented during the workshop by Denise Brinley (Capital Harrisburg, PA), Beth Barton (CT), Colleen Kokas and Sue Boyle (NJ), and the generous financial support of the Philadelphia Chapter. The day would have been nothing without the hard work of NJSWEP's Jeanne Mroczko, who served as coordinator for the event.



Land Use Regulatory Updates

by Kelly McCormick, PWS, LEED AP, Langan Engineering & Environmental Services

NJDEP Adopts Freshwater Wetlands Mitigation Requirements for General Permits - November 2009

The NJDEP Division of Land Use Regulation has adopted a series of revisions to the Freshwater Wetlands General Permit program to require mitigation for impacts greater than 0.1 acres for certain general permits. These regulation amendments are effective immediately and bring the State program into alignment with the requirements of the Federal 404 regulatory program. The Federal Nationwide Permit program already requires mitigation for projects with more than 0.1 acres of impacts to waters of the United States including wetlands.

The Freshwater Wetlands Protection Act (FWPA) Rules (N.J.A.C. 7:7A) were amended to require mitigation for general permits 2 (underground utility lines), 6 (isolated wetlands), 10A and 10B (minor road crossings), 11

(stormwater outfalls and intake structures), 21 (aboveground utility lines), and 27 (redevelopment). Mitigation must be provided for permanent loss and/or disturbances of 0.1 acres or greater of wetlands. For impacts less than 0.1 acres proposed under these general permits, the NJDEP will determine on a case-by-case basis whether or not to require mitigation. The NJDEP will consider alternatives and minimization in their determination, although an applicant will not have to reduce the scope of the project or consider offsite alternatives to demonstrate that impacts have been minimized.

Mitigation under these general permits must be submitted to the NJDEP Division of Land Use Regulation at least 4 months prior to the initiation of the regulated activities and, the mitigation must be performed prior to or concurrently with the general permit activities.

New Jersey “Permit Extension Act of 2008” Extended

As one of his last acts before leaving office on January 18th, former Governor Corzine signed an amendment bill (A4347) to the “Permit Extension Act of 2008” further extending the expiration date of many State, county and municipal development permits and approvals until December 31, 2012. For permits/approvals with expiration dates from January 1, 2007 through December 31, 2012 the new expiration date will be December 31, 2012. The change of expiration date from July 1, 2010 to December 31, 2012 is the only change made to the “Permit Extension Act of 2008”.

The permits and approvals extended by the “Permit Extension Act of 2008” generally include, but are not limited to, the following:

- Soil Erosion/Sediment Control Plan Certification;
- Waterfront Development Permits;
- CAFRA Permits;
- Coastal Wetlands Permits;
- New Jersey Pollution Discharge Elimination System Treatment Work Approvals;
- New Jersey Pollution Discharge Elimination System Discharge to Groundwater Permits;
- Water Allocation Permits;
- Well Drilling Permits;
- Safe Drinking Water Permits;
- Delaware and Raritan Canal Commission Approvals;
- New Jersey Meadowlands Commission Approvals; and
- Municipal and county site plan, subdivision and variance approvals and construction permits.

The permits and approvals not extended under the Act generally include, but are not limited to, the following:

- Federal permits or federally delegated programs to State agencies including Freshwater Wetland Permits (except for Transition Area Waivers, LOIs, Exemption Letters, and Freshwater Wetlands GP6, provided they are not in waters of the U.S.), NJPDES Discharge to Surface Water, NJPDES Stormwater, and RCRA Permits;
- Flood Hazard Area Permits, except where work has commenced on any site improvements/buildings;
- Permits issued in Environmentally Sensitive Areas (e.g. State Planning Areas 4B or 5, critical environmental and historic sites);
- Any Center or Coastal Center designations proposed under the State Plan or CAFRA processes;
- Permits issued by the NJDOT (except for right-of-way permits); and
- Highlands and Pinelands Approvals.

A copy of the original Permit Extension Act can be viewed at http://www.njleg.state.nj.us/2008/Bills/A3000/2867_R2.htm. A copy of the Amendment to the Act can be viewed at http://www.njleg.state.nj.us/2008/Bills/A4500/4347_11.PDF.

For additional information and a complete listing of permits covered by the Permit Extension Act of 2008 see NJDEP's website at: <http://www.state.nj.us/dep/oppcc/extension.htm>.

NJDEP Commissioner Issues Administrative Order Concerning Water Quality Management Planning Program - April 2010

Commissioner Martin of the NJDEP recently signed an Administrative Order that postpones certain compliance dates originally set forth in the Water Quality Management Planning Rules (N.J.A.C. 7:15) adopted in July 2008; and, provides direction to the NJDEP and public on public participation as part of the wastewater management plan update process required by these rules.

Highlights of the Administrative Order include, but are not limited to:

- The submission deadline for wastewater management plans by wastewater management planning agencies (counties) is extended to April 7, 2011;
- The NJDEP shall not withdraw any wastewater service area designations prior to April 7, 2011;

- The NJDEP shall allow for public comment and hold hearings for draft wastewater service area mapping submitted by the wastewater management planning agencies (counties); and,
- Property owners may submit a written request to the NJDEP to have their property included within a future sewer service area as part of a new or updated wastewater management plan. The NJDEP shall respond in writing within 90 days to the property owner's request.

The involvement of the public in the review process, as set forth in the Administrative Order, is extremely important. The prior process only allowed for public involvement late in process, when many people felt the sewer service area maps would be a "done deal." Property owners should carefully evaluate how sewer service area mapping updates currently underway by county agencies may impact the future development capabilities of their property. Property owners should be provided a higher level of certainty as to the development potential of their property given the new opportunity today to write to NJDEP and receive a written response as to whether the property will fall within a sewer service area.

The Administrative Order can be viewed on the NJDEP website at:

http://www.state.nj.us/dep/watershedmgt/DOCS/administrative_order_no_2010-03_1.pdf

The NJSWEP Program Committee Has Been Resurrected and Is Looking for a Few Good Volunteers!

After a somewhat slow start to the year, the NJSWEP Steering Committee has agreed to bring back the Program Planning Committee so that NJSWEP can better develop, schedule, market, and plan programs for you, our members.

Ms Sue Shelton and Ms Tali MacArthur will be joining forces to co-lead the Committee, but we need your help. Some initial tasks include developing an annual schedule of "repeat offenders," those successful programs we hold each year; developing criteria and protocols for events and programs held jointly with the Philadelphia SWEP; improving how we advertise our programs to ensure the best possible turn out; and assuring that great ideas from our members for new programs become realities!

As you can see, we need your help, input, and enthusiasm! Please contact tali.macarthur@gmail.com if you are interested in joining us.

Also, if you have a venue or space you can donate for a future program, please let us know. We're always looking for new ideas and new partners.

Herron Park Demonstrates Philadelphia's Innovative Approach to Sustainable Stormwater Management

By: Jayne Spector, RLA, LEED-AP, and Thomas Spokas, PE, LEED-AP, Langan Engineering & Environmental Services

Like many older cities, Philadelphia relies on a combined sewer system to handle much of its stormwater. Combined sewer systems convey both wastewater from bathroom and kitchen drains and rainwater from roof drains and street inlets to sewer treatment plants that filter and purify the water before discharging to rivers and streams. In dry weather, the system works however small amounts of rain can overwhelm the system, allowing rainwater laced with road oil and litter in addition to bathroom and kitchen wastewater to overwhelm the system and gush, untreated, directly into Philadelphia's streams and rivers causing bacteria levels to skyrocket.

In 2009, Philadelphia unveiled its 3,369-page plan to transform the city's approach to drainage over the next 20 years. The plan relies on relatively low-tech green infrastructure measures such as rain gardens, green roofs, thousands of new trees, and porous paving to manage the billions of gallons of rainwater that overwhelm the city sewer system when it rains.

The regional director of the Environmental Protection Agency, Jon Capacasa, believes the city's stormwater management plan presents a bold, innovative approach to reducing drainage requirements and improving water quality. He said it was "the most significant use of green infrastructure I've seen in the country, the largest scale I've seen-" The EPA has the final say on whether the city's plan passes muster.¹

Philadelphia's plan is a radical departure from the more typical approach to stormwater, which entails expanding sewage plants and adding highly engineered tunnels under streets. Applying such a typical approach in Philadelphia would have required reconfiguring 1,600 miles of pipes and digging up yards, walkways and streets throughout the city at a cost of billions of dollars.

"Instead of figuring out how to manage this pollution, maybe we should be looking at how to prevent it in the first place," said Howard Neukrug, director of the Office of Watersheds in the city's Water Department. "Let's break down some of the barriers against nature and deal with rainwater where it lands."²

It is critical that sustainable stormwater elements be an integral part of the site design, not a tacked on afterthought. To integrate stormwater elements in site design requires thinking about how stormwater can be used as a resource to irrigate landscapes and recharge the water table rather than hustling stormwater down the nearest drain.

South Philadelphia's Herron Park, designed by Langan Engineering and Environmental Services in 2008, incorporated many of the sustainable urban

drainage measures cited in the city's proposed stormwater plan. At Herron, both the site design and material selection reinforce the public and play spaces in the park while serving to control stormwater. Examples include:

- *A push-button activator for the sprayground elements* ensures that water is only on when people are present. This simple activator replaces a typical fountain timer and requires no additional maintenance.
- *A porous asphalt basketball court surface* allows water to infiltrate to the gravel bed below.
- *A springy playground safety surface made from recycled tires* meets all playground safety and public accessibility criteria while allowing water to infiltrate through the surface into gravel beds and the water table below the playground.
- *Over 80 native and adapted trees, and hundreds of shrubs and grasses* shade the site, reduce reflected glare and define use areas while breaking the impact of raindrops, absorbing water through their roots and releasing water vapor back into the atmosphere through their leaves.
- *A rain garden* uses water-tolerant native and adapted plants with many seasons of interest which serves to buffer the park from the street and shade play and gathering areas while creating a low point to store initial rainfall and allow particulates to fall out of the stormwater before any overflow is allowed to enter the drainage system.
- *A vegetated swale* serves as a passive lawn play area while slowing down the flow of stormwater toward drains so it can infiltrate into the ground or be absorbed by plants before stormwater enters the city's drainage system.
- *An infiltration trench* replaces a traditional solid drain pipe. The trench uses a perforated pipe surrounded by gravel to allow stormwater to infiltrate the soils beneath the porous play surface while ensuring that the playground drains properly.
- *Catch-basin traps* were constructed in each drainage inlet to allow oil and floatable materials to rise to the top of an inlet, thereby preventing these pollutants from entering the sewer system.



Before construction Herron Park was paved over in impervious asphalt and playground safety surfaces did not comply with code requirements.

The rain garden, pictured immediately after planting, stores a couple inches of stormwater during a rain event to minimize the initial release into storm drains and allow rainwater to percolate into soils.



A wide planting bed incorporates native trees and grasses that allow stormwater infiltration.



Sprayground elements can be turned on by pressing an activator button and automatically turn off every couple minutes.



The safety surface under the new play equipment is made of recycled rubber tires. It is poured in place and leveled to create a smooth, spongy surface that serves to break falls and allow stormwater infiltration.

The innovative stormwater design for Herron garnered the first Green Project Review by the Philadelphia Water Department. The project also received a 2009 Stormwater BMP Award granted through Villanova University, Temple University and the Philadelphia Water Department.

References:

¹ Sandy Bauers. "Breaking ground with a \$1.6 Billion plan to tame water." *The Philadelphia Inquirer* 27 September 2009: 1.

² Ibid: 18.

Save the Date . . .

Register for the New Members Breakfast

Come join us as we welcome this year's new members. Enjoy a delicious breakfast buffet as we get to know each other. Find out what is happening in NJSWEP this year.

When: Thursday, July 22 - 8:30 to 10:30AM

*Where: The Archives of The Marriott - Trenton Lafayette Yard
1 West Lafayette St, Trenton, New Jersey*

The program is free to NJSWEP members. Please RSVP by July 15, 2010 to Linda Esposti at LindaEsposti@verizon.net.

There is parking in the Marriott parking garage and it is close to the train. For driving directions, please go to: www.marriott.co.uk/hotels/travel/ttnmc-trenton-marriott-at-lafayette-yard.

Register for the NJ Society of Women Environmental Professionals (SWEP) Gala

When: Thursday, August 12, 2010, 5:30-8:30 P.M.

Where: New Jersey State Museum in Trenton, New Jersey

Featuring: Food, Drinks, Networking and Awards Presentation

Sponsorship opportunities are still available for this event. Please contact Colleen Kokas, NJSWEP Treasurer at grapp6@comcast.net and cc: Tali MacArthur, the NJSWEP coordinator of this event at tali.macarthur@gmail.com.

Sponsorship levels:
Platinum*[□]: \$500 or more
Gold*: \$250 to \$499
Silver: Up to \$249

* INCLUDES TABLE SPACE FOR DISPLAYS AT THE EVENT
□ INCLUDES OPPORTUNITY TO ADDRESS ATTENDEES FROM PODIUM

Upcoming Events

*Save the date...*NJSWEP is endorser of the USEPA/International City/County Management Association Brownfield 2011 Conference, being held April 3rd through 5th in Philadelphia, Pennsylvania. More details to follow.

NJSWEP Professional Development Program Presents: “Career Mentoring and Market Trends”. Time and date to be announced shortly.

Join NJSWEP on LinkedIn

NJSWEP is now a group on LinkedIn. Please join our network today!
<http://www.linkedin.com/>

Employment Notices

In order to ensure that NJSWEP members get immediate notice of job postings, Linda Esposti will forward employment notices to all NJSWEP members and post them on the website (www.njswep.org) as soon as she gets them. Please email Linda at LindaEsposti@verizon.net if you have a job opening you want to publicize to NJSWEP members.

NJSWEP 2010 MEMBERSHIP FORM

Please fill out to renew your membership or to become a new member. You may also use this form to revise the list of corporate members or submit an address change, if you are an active member. If you have any questions, please contact NJSWEP Membership Chair, Linda Taylor at (609) 586-6559 or ljtaylor3@optonline.net

A. Membership Status (Please circle one):

*New Membership Renewal Active Membership with Revision to Address or
List of Corporate Members*

B. Type of Membership (Please circle one):

Type of Membership	NJ Chapter Membership Fees	Joint NJ/Philadelphia Chapter Membership Fees
Individual	\$125.00	\$160.00
Government Employee	\$ 20.00	\$ 30.00
Student	\$ 10.00	\$ 20.00
Corporate (up to 5 members)	\$350.00	\$460.00

C. Check Here if You Would Like to Help or be on a Subcommittee, also please indicate chapter:

<input type="checkbox"/> Membership (NJ/PA)	<input type="checkbox"/> Newsletter (NJ/PA)	<input type="checkbox"/> Programs (NJ/PA)	<input type="checkbox"/> Public Relations (NJ/PA)
<input type="checkbox"/> Scholarship (NJ/PA)	<input type="checkbox"/> Sponsorship (NJ/PA)	<input type="checkbox"/> Gala (NJ only)	<input type="checkbox"/> Touchtone (PA) only)

Name: _____

Title: _____

Firm: _____

Address: _____

Phone _____ Fax _____

Email _____ Website _____

**LIST CORPORATE MEMBERS ON A SEPARATE PAGE
(name, title, phone # and email)**

D. Would you like to sponsor an event? yes no

E. Do you have meeting space that you could make available for a SWEP event? yes no

Return the completed form with a check endorsed to NJSWEP and send to:

**Linda Taylor
140 Norcross Circle
Mercerville, NJ 08619**

NJSWEP 2010 Steering Committee

Name	Committee Roles	Telephone	E-Mail
Norma L. Eichlin O'Brien & Gere - Edison, NJ	<ul style="list-style-type: none"> ▪ Chapter Co-Chair 	973-492-7725	eichlinL@obg.com
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Colleen Kokas NJDEP - Trenton, NJ	<ul style="list-style-type: none"> ▪ Treasurer 	215-630-0482	grapp6@comcast.net
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SWEP Mission Statement

"SWEP was founded in 1994 with the mission to promote personal and professional development, support other women environmental professionals including students, and help women network and gain influence in environmental law, science, business and policy.

The goal of the NJ Chapter is to provide networking opportunities for members, to encourage information exchange, and to provide a forum for the discussion of women's issues and general development issues. Membership benefits include: (a) quarterly newsletter; (b) bi-monthly seminars; (c) opportunities to market yourself and your company; (d) networking luncheons; and (e) a chance to mentor others in the field, etc."

