President’s Column, by Betsy Chessler

Empty House Party
Take one cavernous public law library, built circa 1958, rip out as many interior walls as possible, add in one disco ball, several butterfly motifs, one long red carpet, one live band, casino tables, distinguished judges, attorneys, law librarians and other happy citizens and mix with excellent food and drink and you have San Diego Law Library’s amazing Empty House Party, held February 10, 2011 at the main library downtown.

Director John Adkins and his staff pulled out all the stops to welcome everyone to the start of a renovated and reinvigorated community library. Wearing our butterfly festooned SDLL dog tags, Barbara Glenna, Ian Kipnes and I even took some candid shots in the photo booth (see pic left). Midway through the evening, magic happened as kids from Eveoke Dance Theatre and their new librarian friends broke out into a Flash Mob dance. The whole evening was a huge success and the best way possible to show the tangible changes to our vital county law library.

Gearing Up for the Spring Workshop.
As professional organizer Sue Crum told me, we only get 168 hours a week. Time is a limited resource, and I am always running out of it. Sure, it would be nice to explore some of these social media tools a little more, maybe create my own blog. But when am I going to find time to do that? Well, do we have a deal for you. We have found that time and it is called the 2011 Spring Workshop. Just a couple of hours on Saturday, April 9, 2011. You, your laptop (this is a BYOL - Bring Your Own Laptop - event), and a bunch of like-minded information professionals gathered at the brand spanking new Thomas Jefferson School of Law building. After breakfast and coffee, build a blog using WordPress, then fill it with multimedia images and integrate it with Facebook and Twitter. Then admire your creation over lunch, when AALL President Joyce

(Continued on page 2)
Manna Janto will speak to us about the vendor colloquium, the progress on the strategic plan and some of the changes to the Annual Meeting schedule. So much content and fun in such a short time. Such a deal! Look for further information on this workshop soon on the SANDALL blog and Web site.

The Joint Institute comes to San Diego in 2012!

I grew up in Seattle, which is an emerald jewel, but very gray and soggy and colorless this time of year. So I have never taken for granted the California poppies, lupines, ice plants and other flowers that carpet the sides of roads early in the new year and continue with bursts of purple and yellow and orange through spring. It is easy to show off our city when you have all these flowers working for you. And this time next year, when San Diego is arguably at its most colorful, members from our San Francisco chapter, NOCALL, and our Los Angeles chapter, SCALL, will gather with SANDALL members in San Diego for our 4th All-California Joint Institute, to connect for a Friday afternoon and Saturday morning.

Over the last several months, Patrick Meyer and I have been working with NOCALL President Shannon Burchard, SCALL President Hugh Treacy and Larry Meyer, Director of the Law Library of San Bernardino County (and also Patrick’s brother) to decide on a venue and general details of our joint institute. The previous joint institute, held in Sacramento in 2006, attracted nearly 200 participants. I am certain we will have an equally successful and fun event in 2012. Watch an upcoming column for more details on this event, which will replace our usual Spring workshop next year.

SANDALL members - Very Important People

In an attempt to get a little more organized and “de-cluttered” (no doubt inspired by our February brownbag, see more details in this newsletter), I came across my copy of the “Awards and Acknowledgements” brochure from the AALL annual convention in July in Denver. I am proud to report that SANDALL members were well represented, and my congratulations got out to the following worthy SANDALL members:

**Benita Ghura**: 2010 recipient of the AALL & Thomson West Geo. A. Strait Minority Scholarship and 2010 recipient of an AALL scholarship for Library Degrees for Law School Graduates.

**Jane Larrington**: 2010 recipient of a Chapter Registration Grant (free full Annual meeting registration)

**Margarita Bull**: 2010 recipient of PLL (Private Law Libraries Special Interest Group) Travel Grant to Attend the AALL Meeting, 2010 recipient of PLL Registration Grant to Attend the Pre-Conference Meeting “Change as Opportunity Summit”.

Would you like to tell me about a professional accomplishment of a fellow SANDALL member? Send me the details at bcchessler@mofo.com. I will be delighted to share the news.
This is Your Year and NOW is the Time: Getting Organized and Balanced in 2011.
SANDALL Brownbag
February 25, 2011
Speaker: Sue Crum
Summary written by Betsy Chessler

P2 + P2 + F2 = B

What does this mysterious equation mean? Read on to the end to find out.

Imagine the scenario: While on vacation, a new M.B.A. graduate strikes up a conversation with a fisherman in a small village. The graduate admires the fisherman’s catch and encourages him to expand his fishing operation, laying out an elaborate business plan. The fisherman listens politely and nods every so often. And then the graduate describes the final pay off after years of work building up an international fishing business: the fisherman can retire, fishing only for pleasure, taking a siesta with his wife, and playing with his grandchildren. Ah, but that is what the fisherman does now. He does a little fishing, takes a siesta with his wife, and plays with his kids. He is not rushed. He is not anxious and stressed. He has exactly what he needs. His life is in balance.

We can’t all be this Mexican fisherman, but we can strive for balance. We can get more organized and focused and we can be more productive. Sue Crum, a professional organizer, stager, and productivity consultant, talked about just how to do that at our February 25th brownbag.

Eighty-eight percent of us make New Year’s resolutions, but only 20% of us can keep them. Why? They are too vague! Our goals have to be specific, measurable, action-oriented, realistic and timely. We also have to understand that not all of our time is productive. Ever heard of the Pareto Principle? Pareto was an economist who discovered that 20% of the people in his country owned 80% of the land. The 80/20 rule applies in so many areas: 20% of realtors make 80% of all sales; 20% of employees do 80% of the work; we wear 20% of the clothes in our closet 80% of the time. While this is not a perfect science, it applies more often than not. So in any given day, only 96 minutes are productive. Chris Crouch, a productivity expert, says you need to maximize those 96 minutes. Otherwise work expands to fit the time. Our most productive time will vary from person to person. For some it is mid-morning; for others it is late at night. Figure out your peak productivity time and set a timer for those 96 minutes. Use that time to tackle the “big gorilla” projects, the key projects that really make a difference. And beware, we are our own worst interrupters. Guard that time. Close your door. Ignore non-emergency emails and phone calls. Concentrate.

In the 21st century we have so much “stuff”, be it material goods or information, that we MUST prioritize. We can’t stop the stream of “stuff” but we can organize it. Before you leave the office each day, write down a few important tasks, one task each, on 2x3 cards (Sue uses fluorescent green cards), and then place in order by importance. Can’t decide which task takes precedence? Try a “paired comparison”. Put two tasks side by side and decide which is higher priority. We usually know intuitively which is more important. Or try an online prioritizer like http://prioritizer.idea-sandbox.com. Deciding the night before what tasks you need to tackle the next day saves a great deal of time as you stumble in to work the next morning and weave your way to the coffee pot. You are mentally prepared to hit the “go” button. And “backward map” your projects. Start at the end result and figure out how to get there, listing the steps.

The most productive people are not in crisis mode. They have figured out how to minimize busy work and interruptions and get to important long range planning and relationship building. The person who doesn’t look busy is probably very focused. (Along those lines, Sue recommends a sweet little read by Darlene Cohen, called “The One Who is Not Busy”. )

Life is not a contest of who can be busier and who can multitask more. In fact, multitasking is a disaster. Sue pointed to several studies that show that people who multitask are less efficient than those who work on one project at a time. You waste time switching between tasks. According to an article in the Journal of Experimental Psychology, it takes your brain four times longer to recognize and process tasks when you switch back and forth among tasks. If you do have multiple tasks to cover, at least group like tasks together.

(Continued on page 4)
And forget “to do” lists. You should have “Next Action” lists. Always ask yourself, “What is the next best use of my time?” And again, focus on prioritizing and batching like actions together. Have “in and out” days for your personal time. Dedicate “out” days to run errands; and “in” days to working inside the house. Intelligently divide your tasks. Your next-action lists must also include follow up. What is the best method for following up? Sue suggests you find that person who you can always count on, who always follows through with tasks, and ask them how they do it. Emulate their system or adapt it to suit your needs. Sue has used reminder forms and tickler systems and set up files by month and day of the month. You can also have email reminders. The key is finding some tickler system that you consistently and efficiently use. It’s doesn’t have to be elaborate; it just has to work.

Sue also covered email efficiency and etiquette, with precepts taken from the “Hamster Revolution”. Always ask yourself if an email is needed. If it is needed, is it appropriate and targeted? Keep your message organized and professional and only send it to those who really need to see it. Maybe email is not even the best channel of communication. Provide a subject line that truly describes the content of the email message. Spell out actions needed. And consider using the abbreviation “EOM” (End of Message”) when a series of connected email messages has come to its conclusion. This can help the reader find the end of the trail.

So back to that beginning equation:
\[ P_2 + P_2 + F_2 = B \]

Here’s the math: Passion and Purpose, added to Productivity and Prioritization, added to Focus and Follow-up, will lead to the big “B”, balance. We may not be like that Mexican fisherman, who has seemed to reach a life balance without effort, but we can begin to think intelligently about the 168 hours we are given each week and get organized and focused on what truly matters.

Sue Crum can be reached at sue@theREDteam.com; http://www.theREDteam.com

Unraveling the Mysteries of the Law Firm Marketing Department

How much do you know about the marketing department in your firm? What does your chief marketing officer (CMO) envision as the biggest challenges and opportunities in this tough business climate? And most importantly for you, what is your role in helping your firm win new business and sustain longstanding and profitable client relationships?

In this installment of the Private Law Libraries (PLL) Change as Action Summit, you will hear from Joe Calve and Kelly Brown of Morrison & Foerster. Calve is MoFo’s chief marketing officer, and Brown is the director of client relations. For the past year, the MoFo Research and Intelligence Group (the library) has reported to Calve and Brown in the Marketing Department. Calve and Brown bring a deep understanding of the capabilities of the MoFo Research and Intelligence team, and they are in a unique position to share their thoughts about how libraries can position themselves to become active participants in the practices of their firms by providing research at the highest level, both for business development and for client work.

This program will be videotaped and posted on the PLL website and will be available for free beginning on March 28 on AALL2go. It can be viewed by individual members or by groups. You may want to suggest that your chapter or SIS plan an educational program around the video. For example, tap a marketing director from a local firm to attend a brown bag lunch and watch the video with you; then, follow-up with a Q&A session.

This is the third in a series of five programs moderated by PLL members to provide a primer in law firm management from the viewpoint of firm managers and administrators. The series is part of a two year program undertaken by the Private Law Libraries Special Interest Section (PLL-SIS) of AALL. The goal is to identify significant changes taking place in the legal world, to understand how these changes provide opportunities for assuming leadership roles, and to develop concrete plans for librarians to become leaders within their organizations. The culmination of these efforts, the Change as Action Summit, will take place in Philadelphia on July 23.
Job Hunting and Hiring: Insider Perspectives

Summary of SLA-SD program held at the Pfizer campus, La Jolla, CA, February 23, 2011
By Betsy Chessler

While the current recession has technically ended (or so I’ve read), the job market is still a tough one. What is the best way to get your first job out of library school? What are employers currently looking for? How does the hiring process differ between academic and corporate environments? All this information and more was covered by a diverse panel of newly hired librarians and senior librarians looking to hire.

Anne Turhollow, Interim Associate Dean of Library & Information Access, San Diego State University, started the panel discussion with her decades-long perspective in hiring at four-year colleges. Her first suggestion was to join organizations and groups that her staff are also members of. That gives you an opportunity to network and to learn more about the work issues you will encounter in academia. Anne stressed that you should NOT apply for an academic position unless you truly meet the minimum job requirements posted. She cannot accept applicants otherwise, and it is a waste of her time and yours to do otherwise. Do your homework and tailor your application letter to address the needs of the job AND the institution. Specifically address how you meet all the requirements of the job. Then proofread, proofread, proofread. You will be asked to submit a curriculum vitae (c.v.), not a resume. It will be expected that your c.v. will be 5-20 pages in length and that you will be very detailed about the work you have done. Address all time gaps in your work history, but leave out high school jobs. Select references carefully and indicate in what capacity you worked with your reference. For example, Sue Smith, supervisor. Give your references your c.v. as well. Your first interview will be over the phone, followed by an in-person interview. Come prepared with lots of questions to ask. You can locate sample interview questions on the Internet. Practice your responses. In particular, know your goals for the next 3-5 years. That question will definitely come up.

Steven Deineh, just hired in January as an Instruction Librarian at Mira Costa College, provided his perspective as a recent hire in the community college setting. Steven had previously worked part time jobs at several community colleges, giving him a sense of the character of several colleges. He found Mira Costa to be a particularly good fit. His interviews at Mira Costa consisted of a 15 minute writing sample, a presentation, and a steady stream of in-person interviews, including an hour with the president of the college! The whole process took a stressful three months. Steven recommended having lots of questions to ask, even more than you think you will possibly need. When Steven finally got the job, he asked what differentiated him from the rest of the applicants and he was told he was a good fit. You and the employer have to mesh. His tips: intern, intern, intern. Let your colleagues know you are looking for work. Have your c.v. and transcripts in perfect shape as far in advance as possible. Don’t get discouraged; there is a perfect position out there for you.

Elizabeth Grossman, the next panelist, shared her experience of moving from the corporate to academic world. After working at Qualcomm for nine years, Elizabeth made the switch to Digital Library Administrator at Bridgepoint Education, which runs University of the Rockies and Ashford University. Elizabeth now focuses on online instruction and technical support. She first interviewed for the position with non-librarians, which involved explaining her job skills in non-librarian language. Nonetheless, her customer service skills translated well, as did her work with adult learners and marketing skills. Elizabeth is proof that librarians develop universal skills that translate well from one library environment to another.

Gayle Pellizer was the next panelist. She is a Recruiter for Library Associates Companies (LAC). LAC is both a temp agency for short time library jobs and a headhunter. Gayle suggested getting on listserv lists for various library associations and groups and temping in a variety of library jobs. Some of these temp positions will lead to permanent positions, and if they don’t you will still gain valuable experience and knowledge about various libraries. Make sure you are very professional in every aspect of the job hunt. Have a professional email address (e.g. no bubbles@gmail.com, etc) and follow through on all contacts and leads promptly. Tailor your resume or c.v. carefully for each application. It will be obvious if you don’t. And follow ALL directions. If your application is supposed to be in Word format, put it in Word format. Always update your resume, and make sure it is clean, crisp and clear. For corporate jobs, keep the resume to 1-2 pages. For academic positions, 1-3 pages.

Talitha Matlin was recently hired as an Assistant Librarian at the San Diego Zoo, and shared her insights as a new hire in the special libraries area. She is a huge advocate of internships, and felt her internships were more valuable than library school coursework. A UCSD graduate, she looked for internship opportunities at her alma mater, even when they weren’t formally posted. She was able to intern at UCSD for a full year, getting credit in class for some intern projects. She also interned at Cal State and Mira Costa College. Her suggestions: Get a mentor early on in library school, and make your own opportunities. Put yourself out there. Take on valuable

(Continued on page 6)
projects and tell people what skills you want to learn. Get teaching experience. Learn the technology du jour. And ideally, work on projects that have a definite beginning and end so you can see the full arc of the project. Your internship should benefit both you and your employer.

Dolly Goulart, Senior Manager, Library and Information Services at Qualcomm closed out the panel discussion. She is now hiring librarians herself. How does she find potential candidates? She advertises on listservs, checks LinkedIn, and relies on personal connections. She must review many resumes and is looking for brevity and clarity. All resumes that come in to Qualcomm are uploaded to a central repository and reformatted so they all look alike. Dolly only really sees the top portion of each resume (as demonstrated with a sample graphic). Dolly is looking for a reason to disqualify an applicant, so you need to sell yourself, but don’t overestimate your own skill levels. A potential candidate will go through several rounds of interviews, starting with a phone interview. You will also be tested to assure you can do the research. Following that hurdle, you will come in for a day long interview with colleagues and the potential patrons you will be serving.

Questions from the audience:

Q: Do employers prefer local applicants? Will they discriminate against you if you live out of state?
A: It depends. If the job is in San Diego and you live in Chicago and they need the new hire to start in three weeks, then yes, it can be a problem. This is likely more true in the corporate world, which moves at a faster pace.

Q: Should you ask for feedback about why you weren’t hired?
A: Again, it depends. Often employers aren’t free to disclose that information. And often you were a good applicant, but weren’t the right fit. In other words, it wasn’t about you. In general, stay away from asking for feedback if not hired.

Q: How do I not get discouraged during the job hunt?
A: Maintain a support network of friends and colleagues. Though it doesn’t always feel like it, there are many jobs out there and you will find one that suits you.

Q: Should I take a paraprofessional position or hold out for a librarian position?
A: It depends. If the paraprofessional position gives you a new skill set and you can explain it on your resume, then this is an acceptable stepping stone.

Another suggestion: volunteer with a nonprofit organization to assist with research and other library projects.

Additional tips compiled by the panel moderator, Cindy Shamel, at: http://sla-divisions.typepad.com/sandiego/2011/02/top-tips-from-insiders-job-hunting-hiring.html

Unleash Your Inner Leader October 28-29

New law librarians in the early stages of your career—achieve your leadership potential by attending the 2011 AALL Leadership Academy, October 28-29 in the Chicago area. Designed as an intensive learning experience aimed at growing and developing leadership skills, the academy program will help you discover how to maximize your personal leadership style while connecting with other legal information professionals.

The program will feature speakers Gail Johnson and Pam Parr. Johnson is a widely regarded leadership and communications expert and holds a Master of Arts in Communication Studies. Parr has extensive business management and customer service expertise. They have conducted many leadership programs for library organizations and will speak at the 2011 American Library Association Annual Conference.

The application period will start April 1, and applications will be due by June 30. Watch for more details coming soon.
Member Profile

Torin Andrews
Circulation/Reserve Librarian
Thomas Jefferson School of Law

Where were you born? Vancouver, BC, Canada.

Where did you go to school? San Jose State University, School of Library & Information Science (2000).


Why did you choose to become a law librarian? When I was employed at the San Diego County Public Law Library I became a member to SCALL and later SANDALL which introduced me to our wonderful community of Law Librarians . . . and I was hooked.

What is a typical day like for you at Thomas Jefferson? I arrive a 6:30 am to open the TJSL Library at 7:00 am. I check e-mails to see if there are any problems with our student staffing for the day. I then check for assistance requests from our faculty. At this point my day can go a lot of different ways:

- I often process CD’s and DVD’s with new labels that incorporate our barcodes and property information.
- Run and process overdues in Millennium.
- From 1:00 to 2:00 pm I handle reference queries at our Reference Desk. (I also handle on-demand reference queries at my desk over the phone, by e-mail, and through our virtual reference service utilizing Meebo.com the rest of the day).
- Plan and execute topical displays for the Library, highlighting print and video materials held in our collection.
- Design and print new signage for the Library. This project will go on for several more months.

Favorite magazine: Discover Magazine

Last book you read: The Gathering Storm by Robert Jordan and Brandon Sanderson

Where would we find you on a Saturday? Hiking, backpacking, surfing, roller-blading or some other outdoor activity.

Favorite URL: www.live 365.com a website of thousands of internet radio stations.

Last vacation: 2 weeks camping in Big Bear July, 2010.

Favorite quote: “I hold it that a little rebellion now and then is a good thing, and as necessary in the political world as storms in the physical.” Thomas Jefferson, Letter to James Madison - January 30, 1787.

Pets? My family and I have 2 cats (Moo and Morris) and 1 dog (Carmen) a Chihuahua/terrier mix.
SANDALL Spring Workshop: Building Your Social Media “Go-Kart”

Date: Saturday, April 9th  
Time: 8:30am – 1:00pm  
Location: Thomas Jefferson School of Law (the new building!) 1155 Island Avenue (East Village)  
San Diego, CA 92101  
Registration: $25 members of SANDALL/SCALL/NOCALL/AZALL/SLA-SD; $30 non-members  
See email for registration link  
*Breakfast and Lunch provided  
**BYOL: Bring your own laptop!

Inspired by the popular and successful “Web 2.0 Challenge” sponsored by the AALL Computing Services Special Interest Section in 2008 and 2009, this hands-on workshop will give you the skills you need to build and manage your organization’s (or your own) social media presence. Attendees need to bring their own laptops or netbooks as there will be several working sessions. Internet access will be provided.

We’re delighted to announce that AALL President Joyce Janto will be with us for the workshop! Plus, this is also a great opportunity to see Thomas Jefferson School of Law’s brand new building—stay after lunch for a tour!

Did you attend the Empty House Party? Here are the quotes that were used in the music for the flash mob:

Quote #1 – “Imagine a place where you could go and learn how to advocate for your own rights. That’s the San Diego Law Library. A place where you can find your voice.”

Quote #2 – “We provide education without barriers. Our library supports the law and principles of our country, which states that there is equality for everyone under our legal system. We get to open peoples’ eyes to new possibilities. Every day I come to work I feel I have an opportunity to make a positive impact on the lives of others by opening their eyes to the truth behind legal fiction.”

Quote #3 – “There was a young man who came in and asked for information on child custody. He explained that he couldn’t afford an attorney. He was trying to stop the mother of his child from gaining sole custody and moving to another state. He was on the verge of tears. His sheer determination and willingness to learn was inspirational.”

Quote #4 – “The San Diego Law Library is a place where you can interact with some of the best legal minds and also where you can teach and help those who really need it. Working for the San Diego Law Library is a gratifying and rewarding experience. On a daily basis, I help people who would not be able to afford an attorney or gain access to legal aid. It makes a huge difference in the San Diego community.”

Quote #5 – “In its most ideal version, the San Diego Law Library creates a utopia of legal resources for citizens from all different parts of society to come together and share knowledge, experience, and culture. The potential for the San Diego Law Library is limitless and boundless.”

Quote #6 – “JUSTICE!”
RDA in One Hour or Less
Presented by Linda Barnhart, UCSD
Summarized by Amy Moberly, CWSL

Ever heard of RDA? Have you been wondering what it is and how it will impact libraries? On March 16, SANDALL members had a lesson on AACR2’s rival, RDA or Resource Description and Access. Linda Barnhart, Head of Metadata Services at University of California, San Diego, shared her expertise with the membership on this new manifestation of guidance for describing items.

Whereas AACR2 was designed for the print world, RDA is being designed for the digital world, and it is moving forward faster than any other content standard has in the past. It incorporates FRBR, Functional Requirements for Bibliographic Records which changes how catalogers see and relate information. RDA also incorporates FRAD, the Functional Requirements for Authority Data. Since AACR2 was written prior to either of these standards, in order to integrate them, it was necessary to begin anew with a fresh content standard.

The crux of RDA is about relationships. Writing machine-readable metadata with relational hyperlinks allow search engines to access these pages more intelligently … semantically. The term “semantic web” has been being thrown around lately. RDA will interact well with this web of data.

When will we start using RDA? RDA records are already available from testing libraries. The results of this testing process is to be announced before the ALA Annual Meeting in June 2011 … just a few short months away.

In the meantime, Ms. Barnhart provided us with some places to find additional information:

What is RDA? http://www.rda-jsc.org/rda.html
Great video demonstrating FRBR http://www.youtube.com/watch?v=LN0vKCFsXPE

Renew Your AALL Membership Early for a Chance to Win a Free 2011 AALL Annual Meeting Registration

In March, AALL dues invoices for 2011-2012 will mail out to all library directors for their institutionally paid memberships and to all other individual members. The deadline for membership renewal is May 31.

When you renew early—by May 1—you will be entered in a drawing for a free 2011 AALL Annual Meeting and Conference registration. If you renew on time—by May 31—you’ll be entered in a drawing for a free AALL webinar of your choice in 2011-2012. Following is the 2011 membership renewal schedule:

- March: First dues invoices mailed out.
- May: Second dues invoices mailed out.
- June: Final dues invoices mailed out.
- July: Expiration notices e-mailed to all members—individuals and those paid by institutions.
- August 1: Expired members deleted from the AALL membership database and access to the AALLNET Members Only Section and Law Library Journal and AALL Spectrum subscriptions discontinued.

For more information or to renew your membership online, view the application form on AALLNET. If you have any questions about your membership renewal, contact AALL Headquarters at membership@aall.org or 312/205-8022.
We’re on the web!
http://www.aallnet.org/chapter/sandall

SANDALL 2010-2011 MEMBERSHIP FORM

Name:______________________________________________________________________________________
Organization:_________________________________________________________________________________
Mailing Address:_______________________________________________________________________________
City:____________________________________ State:____________________________ Zip:________________
Telephone:_______________________________ Fax:___________________Email:_________________________

Send Fee and Form to:
Benita Ghura
San Diego County Public Law Library
1105 Front St.
San Diego, CA 92101

Membership Fee: $20.00 ($15.00: students)
Make checks payable to: SANDALL

Current Member: Yes____  No_____   Student?:  Yes_______  No_______

Changed address, email address, fax number, etc.? Please check your directory listing and note any corrections here.

Updated data:_________________________________________________________________________________

Are you a member of AALL?  Yes_______  No________

Do you want your name address & email to be listed on the SANDALL WWW directory page?
Yes___________   No__________   Other________________________________________________________