

BRIDGES

NATIONAL ASSOCIATION OF WOMEN IN CONSTRUCTION Quad City Chapter 50

NOVEMBER 2011

OFFICERS

PRESIDENT'S NOTES

PRESIDENT:

- Deb Swift, KJWW Engineering

PAST PRESIDENT:

- Gina Jackson, Builders Sales & Service Company

PRESIDENT ELECT:

- Jean McAdam, Bornquist/Sandberg

VICE PRESIDENT:

- Marilyn Burke-Knutsen, Sunderland Brothers

SECRETARY:

- Mary Crapnell, Crapnell Land Surveying

TREASURER:

- Missy Gasiorowski, Hodge Construction

BOARD OF DIRECTORS:

- Julia Anderson, Valley Construction Company
- Jennie Hoover, Johnson Controls

CONTACT US

EMAIL:

NAWICQC50@hotmail.com

WEBSITE:

WWW.NAWICQC.ORG

NEXT MEETING:

DECEMBER 1st

(Details on Pg. 2)

Wasn't the Dress for Success program at our October meeting interesting? I didn't know they had so many programs and support for women who want to improve their situations. If you weren't able to attend and want to support their efforts, visit their website at <http://www.dressforsuccess.org/quadcities>. There you can find a listing of upcoming drives and events, and can make a cash donation.

Be sure to make plans to attend the Scholarship Auction on Friday, November 4. Denise and her team have put together some wonderful auction and raffle items. And the auctioneers are always entertaining. The theme this year is Construction in honor of our chapter's 50th anniversary. Dress accordingly - I hear there may be a prize in it for some lucky winner.

Our next General meeting will be the Holiday Program on Thursday, December 1, at Johnny's in Moline. Somebody talked yours truly and her husband into being the entertainment this year. Be sure you bring your best singing voice because - what is Christmas without carols? We will also be collecting donations for Lydia Home - a list of items can be found elsewhere in this newsletter, and cash is always welcome.

There are still some committee chair slots open, plus there are always opportunities for members to get involved on any committee. If you don't want to chair a committee, considering being a co-chair with another member. Many hands make light work (and it's FUN!). There is a listing of committees elsewhere in the newsletter.

Amy Berg, Region 13 Director, sent a survey to all members in mid-October. Please take the time to complete the survey and send it in - there could be a \$50 gift card in it for you!

Finally, on October 24, the Board elected Jennie Hoover to fill the vacancy created when Kelly Burke was unable to renew. Welcome, Jennie, and thank you for agreeing to serve another year!

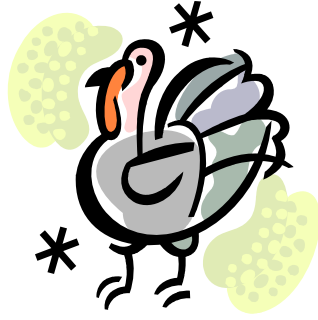
See you at the auction! Deb



MEETING INFORMATION

NOVEMBER:

No meeting —
NAWIC Auction



DATE:

Friday, November 4, 2011

PLACE:

Holiday Inn
(Rock Island—Downtown)

TIME:

Pre-Bid Booze, Silent Auction & Raffle at 6:00 PM
Construct a Meal Buffet at 7:00 PM
Bid Shopping Live Auction at 8:00 PM

RSVP:

See Auction Invitation
(Included in newsletter)

THANKSGIVING JOKES:

In what country is Thanksgiving ironically not celebrated?
Answer: Turkey.

If April shower bring May flowers, what do Mayflowers bring?
Answer: Pilgrims and furniture.

NOVEMBER BIRTHDAY

11/17 Cathy Mason

11/27 Bettie Fraker

NOVEMBER ANNIVERSARY

Julia Anderson

PLAN AHEAD

FUTURE MEETINGS:

December 1st - General Meeting
At Johnny's Italian Steakhouse
(Deb Swift & her husband George will be
Singing Christmas Carols)

BLOCK KIDS:

Date: February 11, 2012
Place: West Family YMCA,
Davenport, IA

GIRL SCOUTS:

Date: March 10, 2012
Place: River Center, Davenport, IA



NAWIC General Meeting 10-06-11 @ Martinis, Rock Island, IL

Members Present: Julia Anderson, Marilyn Burke-Knutsen, Mary V. Crapnell, Sharon Dietz, Jesika Duarte, Missy Gasiorowski, Jennie Hoover, Megan Hudachek, Gina Jackson, Jean McAdam, Joyce Marinaccio, Denise Spindel, Deb Swift, Judy Thomas and Chelle Triplett.

Guests of Jean were our speaker Regina Haddock-Clewell, Melissa Folwell with Ryan & Assoc., and sis, Phyllis Oakley. Elizabeth Lamere, Morton Buildings, attended as a result of an invitation from Chelle Triplett.

The meeting was called to order by President Deb Swift at 6:03 p.m.

Jean introduced our speaker, Regina Haddock-Clewell.

We received an inspiring presentation for “Dress for Success”.

The meeting recessed at 6:36 p.m. - dinner was served - and re-convened at 7:09 p.m.

NAWIC General Meeting 09-08-11 minutes: Declared approved.

Treasurer’s Report: Period ending 9-30-11 distributed by our former Treasurer, Deb Swift. Any questions should be directed to Deb.

Incoming Correspondence: Questions, comments or copies, contact Deb

1. The following forwarded to members:
 - a) call for Image article from Autumn Daughette, NAWIC National
 - b) 2011 QCESC President’s Reception
Charles’ Steak House/Q.C. Mallards Hockey 11-15-11
 - c) APC reminder from Amy Berg, Region 13 Director
 - d) Contractor Networking Event flyer
 - e) NAWIC Oct 2011 Morning Safety Focus Topics/Newsletter
 - f) Renaissance Rock Island Contractors Networking Session
2. Request from QCESC to donate to Henry Petroski presentation on 9-30-11 to local high school students.
3. Greater Sioux Falls Newsletter
4. Region 13 Newsletter
5. CFMA September Newsletter

Outgoing Correspondence:

1. Article for Region 13 Newsletter to Amy Berg
2. Up-dated QCESC contact information
3. E-mail to Amy Berg regarding APC attendance

56th ANNUAL CONVENTION
NATIONAL ASSOCIATION OF WOMEN IN CONSTRUCTION
ST. LOUIS, MISSOURI
AUGUST 31 - SEPTEMBER 3

It was my great pleasure to be able to attend this year's Annual Convention in St. Louis, Missouri. As it was my first convention, I didn't know what to expect. But I was in the company of two seasoned convention attendees, Jean McAdam and Jennie Hoover, so I knew that I would be in good hands. The three days were packed full of seminars, workshops, meetings, and food! A few of the highlights and my observations follows.

We arrived Wednesday afternoon, and the first place I needed to be was First Timers Orientation. The National officers provided an overview of what we would be experiencing, and members shared why they came to convention. Many, like myself, were incoming Presidents of their chapters and wanted to gain information to use in the coming year. This meeting was followed by the Welcome Reception, a sports-themed event this year.

The Annual Meeting was held Thursday morning. The keynote speaker was Louis Joseph, President/CEO of the Brewer-Garrett Company (Past President Debra Gregoire's boss). His topic was *FUNdamentals of Success - 7 pillars with a foundation of love*. If you love what you do and the people you do it with, you will be successful. The remainder of the meeting was filled with reports and an invitation to the 2012 Convention in Denver.

Thursday afternoon I attended a professional seminar entitled *Walk, Talk, & Negotiate Like a CEO* presented by Linda Swindling. Key points included 1) finding people you want to be like and observe; absorb and grow and 2) if you aren't hearing "no," you're not asking for enough - ask outrageously! Following the seminar, I attended the Chapter Leadership Training conducted by President Judy DeWeese and National committee chairs. Topics included the Operations Manual, parliamentary procedures, WIC Week, and a Q&A session.

Friday's professional seminars started with *Four Generations Working Under the Same Roof* by Mark Towers. Mark is apparently a fixture at the conventions and is a very entertaining, engaging speaker. His discussion focused on the attitudes and influences on Traditionalists, Baby Boomers, Generation X, and Generation Y, and how to deal with the differences and commonalities. I then attended *PowerShift!* By Tamara Vaughn, attorney and NAWIC member. She talked about eight PowerShift principles: Purpose, prayer, divine direction, words and thoughts, time and focus, partners and parasites, forgiveness, and gratitude, sharing personal experiences for each of the principles. Her message was to dig deep and find hidden talents, resources, and blessings, and that overcoming challenges makes us stronger. The final seminar was on *Press Releases, Tips, Tricks and How-To*, given by Autumn Daughtee of the National office. I received many useful handouts.

Saturday morning was filled with association workshops. I attended President to President, Parliamentary Procedures, WIC Week, and Establishing a Team. Very good information was presented at each, and it was good to hear what other chapters are doing or the challenges they are facing.

The Thursday luncheon was the Awards Banquet, and the Friday luncheon was installation of officers for 2011-2012. The convention concluded Saturday evening with the Crystal Vision Awards Gala, where three recipients received awards: Crystal Vision, Crystal Achievement, and the Carol Kueker Award.

Other activities over the four days included a Cardinals baseball game, frequenting a couple St. Louis eateries, the NEF fundraiser event, shopping, and lots of walking. Thank you, Chapter 50, for giving me the opportunity to attend.

Deb Swift

Report of the Board by Mary C:

1. Meeting was held 09-19-11
2. Procedures in Small Board Meeting was adopted as an alternative to Roberts Rules
3. Sarbanes Oxley was adopted
4. Vacancy on Board as a result of departure of Kelly Burke.

Committee Reports - Standing

1. CP&E: Marilyn passed out survey for future meeting topics
2. Membership: Gina reported 23 members in good standing
 - a) Motion made by Marilyn, 2nd by Joyce to grant Honorary Member status to Sharon Dietz and Pat Hoffman for 25 years of continuous active membership. Members voted, motion passed.
 - b) Membership renewal drawing won by Julia and Rhonda Osbourne
3. Finance: Missy reported that Budget will be presented at next Board Meeting and then will be presented at the December General Meeting.

Committee Reports - Special

1. Auction: Denise requests raffle tickets either be sold or turned in AND last call for donations as auction is November 04, 2011
2. Block Kids: Mary C. reports that Davenport West YMCA is reserved for 02-11-2012
3. Girl Scout Thinking Day: Deb confirms will be at River Center March 10, 2012
Looking for someone to head up this worthwhile activity
4. Newsletter: BIG round of applause to Judy and Julia for **GREAT JOB**
5. PR/Marketing: Rhonda - no report
6. Website: Gina - up and running

Partnership Liaison

1. CFMA: Missy - just starting up - first meeting next week
2. Quad City Home Builders: something always happening, call Marilyn for details

Unfinished Business: nothing to be addressed

New Business: Motion made by Denise, 2nd by Marilyn that Lydia House will be recipient of holiday donation. Motion passed.

Announcements

1. Next Board Meeting 10-24-11 at KJWW
2. Scholarship Auction 11-04-11 at Holiday Inn, Rock Island
3. Next General Meeting 12-01-11 at Johnny's Italian Steak House, Moline

Meeting Adjourned at: 7:49 p.m.

Respectfully submitted: Mary V. Crapnell, Secretary.

COMMITTEE NEWS

COMMITTEE NEWS

Many Hands Make Light Work!

The following is a list of the 2011-2012 committees, chairs, and members. Contact the chair(s) if you are interested in serving on the committee or have ideas to share (contact information elsewhere in this newsletter). Contact President Deb Swift if you would like to chair or co-chair a committee currently without a leader.

1. Standing Committees

- a. CP&E (Construction Profession and Education):
 1. Co-Chairs: Marilyn Burke-Knutsen and Julia Anderson
 2. Members: Entire chapter (program suggestions)
- b. Membership:
 1. Chair: Gina Jackson
 2. Members: Entire chapter (recruit, Recruit, RECRUIT!)
- c. Finance:
 1. Members: Deb Swift, Gina Jackson, Missy Gasiorowski, Jean McAdam



2. Special Committees

- a. Auction:
 1. Co-Chairs: Denise Spindel and Judy Thomas.
 2. Members: Entire chapter (donate, sell, spend money)
- b. Block Kids:
 1. Co-Chairs: Mary Buczek and Mary Crapnell.
- c. Friendship:
 1. Co-Chairs: Jesika Duarte and Brianna Wallington.
 2. Members: Entire chapter (the committee is always in need of cards).
- d. Girl Scouts Thinking Day (new):
 1. Co-Chairs: Jean McAdam, Cathy Long
 2. Members: Gina Jackson, Cathy Mason.
- e. Historian:
 1. **This committee needs a chair.**
- f. NEF (NAWIC Education Foundation):
 1. Chair: Mary Buczek.
- g. Newsletter:
 1. Co-Chairs: Judy Thomas and Julia Anderson
 2. Members: Entire chapter (send articles of interest to others)
- h. PR/Marketing:
 1. Chair: Rhonda Osbourne.
- i. Scholarships:
 1. Chair: Megan Hudachek.
 2. Members: Cathy Mason, Jean McAdam, Gina Jackson, Cathy Long



j. Special Events (Industry Appreciation, Founders Day/Installation):

1. Chair: Jennie Hoover
2. Members: Cathy Long

k. Sponsors:

1. Chair: Judy Thomas.

l. Website: www.nawicqc.org .

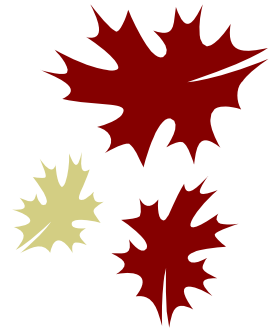
1. Liaison: Gina Jackson

m. WIC Week:

1. **This committee needs a chair.**

n. Organization Liaisons:

1. CFMA (Construction Financial Management Association) - Missy Gasirowski
2. CSI (Construction Specifications Institute) - Deb Swift
3. Quad City Homebuilders - Marilyn Burke-Knutsen
4. QCESC (Quad City Engineering and Science Council) - **vacant**



Holiday Donation

At the October meeting, the members approved Lydia Home as the recipient of our holiday donation. Lydia Home's programs include the after-school Homework Club and Summer program offer tutoring help and mentoring, and Safe Families, an opportunity for families to provide stability, support, and safety for at-risk children and families who are in unstable situations before neglect or abuse occurs. The following is a list of needs received from Lydia Home:

- Kid's hats and mittens
- Kid's pajamas all sizes for boys and girls
- Board games for school-age kids (K through Jr. High)
- Kids socks (all sizes)
- Underwear (girls and boys all sizes)
- Curriculum books - available at Sam's. Name is Comprehensive Curriculum - one in each grade K through 6.
- Two cases of each size diapers (sizes 1 through 6)
- A portable copy machine for our Safe Family ministry (we do Home Studies in homes and need to make multiple copies of paperwork)



Of course, cash donations are also welcome. Remember - the chapter will match up to \$100 in cash donations.

MEMBERSHIP

The membership Committee Chair is Gina Jackson. If you have any questions, please contact her.

ANOTHER RUN FOR THE ROSES — NewWIC for NAWIC

Here's your chance to help yourself while you help our chapter. Members will be eligible for a gift card drawing according to the number of new members they recruit! You will also receive an appliqué to be work with your name tag and recognition in the newsletter!

Recruit:

- 1-3 new members for a chance to win a \$25 gift card— rose bud level
- 4-6 new members for a chance to win a \$50 gift card — open rose level
- 7+ members will give you a chance to win a \$75 gift card— bouquet level



WAIT! Rewards for your efforts don't end here! You could be eligible to win one of two \$10 gift cards!! If you are eligible for one of the three categories above, but your name isn't drawn, it will go into the \$10 gift card drawing. So you still have another chance to win!!

This opportunity starts with any new member who joins in the 2011-2012 NAWIC year thanks to your efforts! Drawings will be held in September 2011.

Also, if you bring a potential member to a regular monthly dinner meeting, her meal is FREE!
(Just remember, she would have to be a potential member, not a newly recruited member)

NAWIC CONTACT DATABASE

Please forward updates for our continuing database of company contacts to Deb Swift. This information will be used for sponsorships, construction awards, and the auction.





Help

TODAY

To Build for the

FUTURE

Design your Plans to attend the 21st Annual Scholarship Auction **AND CELEBRATE** with NAWIC QC Chapter #50 on their **50th** anniversary of promoting the construction industry.

Friday, November 4, 2011

Holiday Inn – Rock Island

Pre-Bid Booze, Silent Auction & Raffle6:00 p.m.

Construct a Meal Buffet7:00 p.m.

Bid Shopping Live Auction8:00 p.m.

Construct a Meal Buffet: \$25 PER PERSON

Construction Wear Optional – Prize for best dressed crew member!

Please complete the reservation blank below and return it with your check, Made payable to **“NAWIC QUAD CITIES CHAPTER #50”** and send to:

**NAWIC QC CHAPTER #50
P.O. Box 3271 Davenport, IA 52808**

**RESERVATION DEADLINE IS OCTOBER 28, 2011
SEE YOU AT THE BID OPENING ON NOVEMBER 4TH**

VISA, MASTERCARD AND DISCOVER ACCEPTED FOR AUCTION ITEMS

*******DETACH AND MAIL*******

Number of Reservations _____ Total Amount Enclosed _____

JOB CREW NAME: _____

(Company Name)

Trades People: _____

NAWIC JOB SUPERINTENDENT: Denise Spindel @ Quint Co., Inc. 5402 4th Avenue Moline, IL 61265
Phone: 309-736-5915 Fax: 309-736-5919

AUCTION PUNCHLIST:

The planning of our auction is well underway and the steering committee wanted to get a few reminders out to all of you:



DONATIONS - DONATIONS - DONATIONS!!! It's not too early for acquiring these.

Sample letters, etc. were emailed out the beginning of July for your use. If you did not get these, let me know right away. If you already have items, please drop them off at my office or call for pick up. (309-736-5915)

Everyone should have their raffle tickets for the "Changeorder Cash Raffle". Please turn in your ticket stubs and money after selling a book and I would be HAPPY to send out more!

Our next meeting is Tuesday October 25th at 5:30pm at The Baker Group, formally Quint Co.

Everyone is welcome - we'd love to see some new faces and hear your ideas!

Auction Superintendent:

Denise Spindel dspindel@quintcoinc.com

HELP TODAY TO BUILD FOR THE FUTURE

Quad City Chapter #50 of the National Association of Women in Construction (NAWIC) will host their 21st annual Scholarship Auction and Dinner to raise scholarship funds for college students enrolling in construction related programs. Design your plans to attend the scholarship auction and also celebrate with QC Chapter #50 on their 50th Anniversary of promoting the construction industry. Construction related attire is optional, but there will be a prize for the best dressed crew member!

The live auction will be conducted by Jana Guinn and Al Stenzel with Stenzel Auctioneers at the Holiday Inn, downtown Rock Island on Friday, November 4, 2011. Social hour is scheduled for 6 PM with a buffet dinner at 7 PM. The live auction begins promptly at 8 PM. In addition to the live auction, there will be numerous Silent Auction items and assorted raffles, including a shot at \$500 Cash.

Cost for dinner is \$25. Reservations may be mailed to NAWIC, PO Box 3271, Davenport, IA 52808 by October 28. Auction only attendees are also welcome. Visa and Master Card payments will be accepted for auction items. Questions may be directed to Judy Thomas at 309-787-0292 or Denise Spindel at 309-736-5915.

The Annual Auction is the primary source of funds for the Scholarships awarded each summer. Scholarships presented by the chapter last August totaled \$9,000. Chapter members are accepting donations for the auctions and raffles. Donations received to date include one week in a Las Vegas Condo, an Amazon 3G Kindle Reader, 7 yards of concrete, jewelry, holiday craft items, tools, and an assortment of children's items.

NAWIC is an international association of women employed in the construction industry with over 200 chapters across the United States. Their core purpose is to enhance the success of women employed in the construction industry. The Quad City Chapter meets monthly for industry related programs and networking. For information visit the website: www.nawicqc.org

“HOCKEY NIGHT 2011” Tuesday, November 15, 2011

Join the Quad City Chapter of ASM International at center ice for a special evening combining professional presentations with professional hockey. This event provides a great opportunity for you to talk business in a social setting, so invite your family, friends, co-workers, suppliers and customers. **Space is limited so register early!**

Location of the Meeting and Dinner:

Johnny's Italian Steakhouse
1300 River Drive
Moline, IL (309)736-0100

*FREE parking at bus station. Tell attendant you are at Johnny's

Location of Quad City Mallards Hockey Game:

iWireless Center (formerly the Mark of the QC)
1201 River Drive
Moline, IL (309) 764-2001

Program Agenda:

- 4:45 - 5:30 p.m.: Networking/Socializing Session @ Metro Room (Johnny's)
- 5:30 - 5:35 p.m.: Welcome from Mallards Management
- 5:35 - 6:10 p.m.: Presentation "Isn't Social Media Just for Teenagers?"
 - Explore why and how companies are integrating social media into their strategies
- 6:10 - 7:05 p.m.: Buffet-style dinner
- 7:05 - 9:30 p.m.: Hockey Game: **Bloomington Blaze vs. Quad City Mallards**



Speaker: Teresa Burnett is the Social Media Manager for John Deere where she has worked for 12 years in various positions. Her previous roles included marketing communications, advertising, training development and IT in Waterloo and the Quad Cities. Currently, she is responsible for managing John Deere's presence on social media venues including YouTube, Facebook and Twitter for a global audience. Teresa holds a B.A. in English from the University of Northern Iowa and a M.S. in Instructional Design & Technology from Western Illinois.

Event Cost:

\$18 -includes dinner, speaker, hockey ticket, prizes
\$12 -dinner & speaker only
\$6 -speaker only

Sponsorship Opportunities:

\$20 -hockey period
\$50 -hockey game
\$2/minute or \$100 entire event

"Promote your organization" by donating promotional products / gifts for auction or prizes
Contributions will support the academic outreach for students in the Quad Cities

To Register Online:

<http://www.qcesc.org/HockeyNight.htm>

To Register by Mail:

- Make check payable to: ASM International (\$6 discount for ASM members)
- Include name, company, phone, email and society on registration info
- Mail to: Barry Murchie, QET Consultants
ATTN: ASM
PO Box 353
Bettendorf, IA 52722

***Registration ends November 8th**

Questions: Email: BTMurchieQET@yahoo.com Phone: (563)359-7771

SPONSORS



GOLD SPONSORS:

Associated General Contractors of the Quad Cities
Builders Sales & Service Company
Climate River Valley
Crapnell Land Surveying Company
Estes Construction
Illowa Construction Labor and Management Council
Iowa-Illinois Taylor Insulation
KJWW Engineering Consultants
Missman, Stanley & Associates, P.C.
The Baker Group, Formally Quint Co., Inc.
Roofing Technology
Scholtz Gowey Gere Marolf Architects & Interior Designers
Treiber Construction
Valley Construction
White Roofing Company
Zimmer & Francescon

SILVER SPONSORS:

Civil Constructors, Inc.
Industrial Steel Erectors

BRONZE SPONSORS:

Builders Sand & Cement
Bornquist/Sandberg Co.
Ken Curry Construction, Inc.
Terry Knutsen Builder
Verbeke-Meyer Engineers



Meet Our Members

Julia	Anderson	Valley Construction Company	janderson@valleyconstruction.com
Ethel	Boguess	Retired - (honorary)	
Mary	Buczek	IA-IL Taylor Insulation	marybuczek@iailti.com
Marilyn	Burke-Knutsen	Sunderland Brothers Co.	lemar83@csteldridge.com
Mary	Crapnell	Crapnell Land Surveying Co.	mary-lou.c@hotmail.com
Patty	Denner	King's Material	pdenner@kingsmaterial.com
Sharon	Dietz	Roofing Technology - (honorary)	sdietz123@aol.com
Jesika	Duarte	Ryan & Associates, Inc.	jduarte@ryangrp.com
Bettie	Fraker	Retired - (honorary)	
Melissa	Gasiorowski	Hodge Construction	missyg@hodgeconstructionco.com
Pat	Hoffmann	White Roofing - (honorary)	phoffmann@whiteroofing.com
Jennie	Hoover	Johnson Controls	jenny.m.hoover@jci.com
Megan	Hudachek	Missman Stanley & Assoc.	meganh@missman.com
Gina	Jackson	Builders Sales & Service	ginaj@bsscompany.com
Cathy	Long	Swanson Construction	cathy@swansonbuilt.com
Joyce	Marinaccio	KJWW Engineering	marinacciojl@kjww.com
Cathy	Mason	KJWW Engineering	masoncs@kjww.com
Jean	McAdam	Bornquist/Sandberg	jmccadam@bornquist.com
Jolinda	Naffziger	Morton Buildings, Inc.	jolinda.naffziger@mortonbuildings.com
Rhonda	Osbourne	Scholtz Gowey Gere Marolf	rhondao@sggm.net
Kim	Pyles	Estes Construction	kimp@estesconstruction.com
Denise	Spindel	Quint Co., Inc.	spindeld@thebakergroup.com
Deb	Swift	KJWW Engineering	swiftdk@kjww.com
Judy	Thomas	Valley Construction Company	jat@valleyconstruction.com
Chelle	Triplett	Morton Buildings, Inc.	Chelle.Triplett@mortonbuildings.com
Brianna	Wallington	Ryan & Associates, Inc.	bwallington@ryangrp.com
Rhonda	Washer	DESI Job Corps	rhondawasher@hotmail.com

****If you are interested in membership, please contact Gina Jackson at the above email address****