



Colorado Athletics Directors Association NEWSLETTER

FALL 2007

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What Parents/AD's and Coaches Should Know About Energy Drinks

By: P.J. Gardner, MS, ATC Liberty High School

Recently a high school athlete collapsed as he finished competing. He was noticed clutching his chest even before he finished. He began cramping in his chest and abdomen and could not speak for several minutes. His eyes were closed, his heart rate was around 140 BPM and no one really knew what was happening to him. It was thought he could be having a heart attack. 911 was called after a few minutes of watching him suffer.

After confirming he had not taken any drugs and was not allergic to anything – we discovered that he had not eaten any breakfast that morning and had two “Rock Star” energy drinks later in the day. It was not known if he had eaten any lunch in addition to the fact that it was a very warm day.

Now, after ten more minutes, his glutes, hamstrings, and quads were cramping also. His eyes were rolled up and unresponsive and he was short of breath. Many people were trying to communicate and help this athlete recover from whatever he was going through. His total body cramps continued for 15 minutes and he could not respond to any verbal commands.

When EMS arrived, he was given oxygen and after his cramps eased up and he could speak to us – he was told to take in some fluids – preferably some with electrolytes to replace the lost ones. He was obviously dehydrated. His blood sugar and O2 saturation were within normal limits. He was not diabetic. After twenty-five minutes he was able to stand with assistance, but still experiencing muscle cramps and barely able to walk. EMS continued to monitor him for several more minutes trying to get him to take in some fluids. His day was done and he was lucky.

Why Did This Happen?

The energy drinks he consumed caused his cramps and dehydration, in addition to not eating or drinking water. On (12-16 oz.) would have been enough to cause problems. Parents need to know energy drinks are not formulated

for athletes even though manufacturers would want you to believe otherwise. “Rock Star”, “Spike”, “Monster”, “Red Bull”, “Sobe Adrenaline Rush”, “180 Energy Drink”, “BawlsGuarana”, “Full Throttle” and others like them are discouraged for use by athletes. The reason is they are dangerous and could cause death. These drinks are not regulated by the Food and Drug Administration (FDA) because they fall under “supplement”. These drinks can artificially elevate heart rate and blood pressure to abnormal levels. Then add that to the natural adrenaline most athletes will get from anticipation of competition and you have the perfect recipe for disaster!

There are warning labels on the cans that state they should not be consumed by children or individuals sensitive to caffeine. They contain very high amounts of caffeine. Ma Haung, which is ephedra, is a common ingredient in energy drinks and is dangerous – especially in the heat! Guarana, hydroxycut, mate and kola nut are also supplements in some energy drinks and their doses vary widely. Remember these drinks are not regulated by the FDA and the manufacturers may list 80 mg of caffeine per 8 oz. when it could have 10

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President's

By: Dave Callan, Douglas County School District

Message



While I was standing in line at a Starbucks, a young girl and her mother were looking at some of the many mugs on a shelf off to the side. The girl picked one out and, when they moved to the front of the line the mother presented it to the cashier with a drink order to be filled in that new cup. When the cashier rang up the order, she did not realize the cup was new from the shelf so only charged for the drink, but not the cup. As the women paid, her daughter commented on the great deal they just received. Mom's response was a simple "yes, it sure was." I was surprised and saddened as I thought what a lost opportunity for that "teachable moment"—an opportunity to teach a young person about honest, ethical choices.

Michael Josephson, of the Josephson Institute of Ethics, in a report card on American youth, reported in a 2006 survey, that the values of young athletes are dramatically impacted by their sports experience—both positively and negatively (http://www.josephsoninstitute.org/sports_survey/2006/).

"The good news is that the majority of high school athletes trust and admire their coaches and are learning positive life skills and good values from them. They are less cynical about ethical issues and less likely to steal than their classmates.

The bad news is that many coaches... are teaching kids how to cheat and cut corners. In addition, far too many boys and girls engage in other dishonest, deceptive and dangerous practices without regard for the rules or traditional notions of fair play and sportsmanship."

As athletic administrators we get to work with coaches who are with students every day. They develop strong relationships with their athletes and have the responsibility and opportunities to impact lives. They do wonderful work. In this day and age of impersonalization through text messages, email, YouTube and The Facebook, our coaches' personalized instruction is both powerful and essential. We understand better than most the impact athletics has on the lives of students and we never lose sight of our role as teachers.

Thank you for your work. The Colorado Athletics Directors Association will continue to find ways to support you whether you are in your 40th year or in your first. I am proud to be the president of CADA this year and wish you great success.

Recommendations for Hydration to Prevent Heat Illness

TYPES OF SPORTS DRINKS

- ◆ **Fluid Replacers**
 - Examples: Water, Gatorade, 10K, Quickkick, Max
 - These drinks are absorbed as quickly as water and typically are used for activities lasting less than two hours.
- ◆ **Carbohydrate loaders**
 - Examples: Gatorade, Exceed High, Carboplex
 - These drinks replace muscle glycogen to enhance greater endurance.
 - They should be used after ultra-endurance events to increase muscle glycogen resynthesis after exercise.
- ◆ **Nutrition Supplements**
 - Examples: Gatorpro, Exceed Sports, Ultra Energy
 - These supplements are fortified with vitamins and minerals and they help athletes maintain a balanced diet.
 - They can be used as a meal replacement supplement for athletes who wish to skip a high fat meal, or as extra calories for athletes who wish to gain weight.

WHAT NOT TO DRINK

- ◆ Drinks with Carbohydrate (CHO) concentrations of greater than eight percent should be avoided.
- ◆ Fruit juices, CHO gels, sodas, and sports drinks that have a CHO greater than six to eight percent are not recommended during exercise as sole beverages.
- ◆ Beverages containing caffeine, alcohol, and carbonation are not to be used because of the high risk of dehydration associated with excess urine production, or decreased voluntary fluid intake.

HYDRATION TIPS AND FLUID GUIDELINES

- ◆ Drink according to a schedule based on individual fluid needs.
- ◆ Drink before, during and after practices and games.
- ◆ Drink 17-20 ounces of water or sport drink with six to eight percent CHO, two to three hours before exercise.
- ◆ Drink another 17-20 ounces of water or sport drink 10 to

20 minutes before exercise.

- ◆ Drink early - By the time you're thirsty, you're already dehydrated.
- ◆ In general, every 10-20 minutes drink at least 7-10 ounces of water or sports drink to maintain hydration, and remember to drink beyond your thirst.
- ◆ Drink fluids based on the amount of sweat and urine loss.
- ◆ Within two hours, drink enough to replace any weight loss from exercise.
- ◆ Drink approximately 20-24 ounces of sports drink per pound of weight loss.
- ◆ Dehydration usually occurs with a weight loss of two percent of body weight or more.

WHAT TO DRINK DURING EXERCISE

- ◆ If exercise lasts more than 45-50 minutes or is intense, a sports drink should be provided during the session.
- ◆ The carbohydrate concentration in the ideal fluid replacement solution should be in the range of six to eight percent CHO.
- ◆ During events when a high rate of fluid intake is necessary to sustain hydration, sports drinks with less than seven percent CHO should be used to optimize fluid delivery. These sports drinks have a faster gastric emptying rate and thus aid in hydration.
- ◆ Sports drinks with a CHO content of 10 percent have a slow gastric emptying rate and contribute to dehydration and should be avoided during exercise.
- ◆ Fluids with salt (sodium chloride) are beneficial to increasing thirst and voluntary fluid intake as well as offsetting the amount of fluid lost with sweat.
- ◆ Salt should never be added to drinks, and salt tablets should be avoided.
- ◆ Cool beverages at temperatures between 50 to 59 degrees Fahrenheit are recommended for best results with fluid replacement.

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Commissioner's Report

By: Bill Reader

CHSAA Plans

Ralph Swearngin, the Executive Director of the Georgia Association said, "Trying to be proactive in the ever-changing landscape of education is a difficult task." This task takes on greater difficulty for our Association since it is our role to support the academic mission of our member schools. The staff has surveyed the CHSAA membership, input was received from the different stakeholders from the Association and plans have been made to continue our proactive approach to better serve the educational needs of our students through their experience in the interscholastic activity and athletic program.

With the above in mind, the following initiatives have been developed for the upcoming school year by the Colorado High School Activities Association:

*An all school summit was conducted to educate, but also to help determine where our member schools are in this changing educational setting.

*A goal was established by the CHSAA Executive Committee to include the development of a Legal Summit for district level administration to review the recent legal and statutory changes in Colorado and the nation.

*Another goal includes the development of an operations manual for athletic secretaries to help them organize and implement CHSAA expectations.

*A third goal is to develop and distribute a facilities safety manual for use at your events.

*Based on the increased interest with the televising of interscholastic athletic events, a media advisory committee will be reestablished to review regular and post season media issues, procedures and fees.

*A CHSAA community awareness program has been developed to help create greater knowledge and stimulate discussion concerning the prevention of prostate and breast

cancer. The program launches later in the fall.

*This is also an important year for the classification of schools. Enrollment counts will be taken this fall to determine in which classification schools will play during the 2008-2010 cycle. Further, committee work done this year will play a major part in determining playoff formats for the upcoming classification cycle.

*In an effort to increase communication with our member schools and leagues, I plan to visit all leagues over a period of the next two years.

All in all, it looks to be a very busy and productive year. Once again, your involvement in the above initiatives will help the Association do what's best for the greatest number of participants.

Good luck with this new year and if we can provide further assistance to you and your school, please do not hesitate to contact this office.

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DEHYDRATION, IT'S EFFECTS ON PERFORMANCE, AND ITS RELATIONSHIP TO HEAT ILLNESS

- ◆ Dehydration can effect an athlete's performance in less than an hour of exercise - sooner if the athlete begins the session dehydrated.
- ◆ Dehydration of just one to two percent of body weight (only 1.5-3 lb. for a 150-pound athlete) can negatively influence performance.
- ◆ Dehydration of greater than three percent of body weight increases an athlete's risk of heat illness (heat cramps, heat exhaustion, heat stroke).
- ◆ High body-fat athletes can have a harder time with exercise and can become dehydrated faster than a lower body-fat athletes working out under the same environmental conditions.
- ◆ Poor acclimatization/fitness levels can greatly contribute to an athlete's dehydration problems.
- ◆ Medications/fevers greatly affect an athlete's dehydration problems.
- ◆ Environmental temperature and humidity both contribute to dehydration and heat illness.
- ◆ Clothing, such as dark, bulky, or rubber protective equipment can drastically increase the chance of heat illness and dehydration.
- ◆ Wet bulb temperature measurements should be taken

10-15 minutes before practice, and the results should be used with a heat index to determine if practices or contests should be started, modified or stopped.

- ◆ Even dry climates can have high humidity if sprinkler systems are scheduled to run before early morning practices start. This collection of water does not evaporate until environmental temperatures increase and dew points lower. Dry climate areas should take wet bulb and temperature readings 10 to 15 minutes before practice or contests.
- ◆ A Heat Index chart should be followed to determine if practice/contests should be held.
- ◆ A Heat Index chart should come from a reputable source like the National Oceanic and Atmospheric Association.
- ◆ A relative humidity of 35 percent and a temperature of 95 degrees Fahrenheit are likely to cause heat illness, with heat stroke likely.
- ◆ A relative humidity of 70 percent and a temperature of 95 degrees Fahrenheit are very likely to cause heat illness, with heat stroke very likely.



An advertisement for Fisher Tracks. At the top is a large, stylized logo with the letters 'FT' in a bold, italicized font, set against a background of a running track. Below the logo, the text 'FISHER TRACKS' is written in a bold, italicized font. Underneath that is the website address 'www.fishertracks.com'. The background of the entire advertisement is a black and white image of a running track with lane numbers 1 through 6 visible. At the bottom, there is text that reads 'The "Contractor of Choice" for the construction of synthetic running tracks.' and '1-800-432-3191 Certified Track Builder on Staff'. There is also a small logo for 'COLORADO ATHLETIC ASSOCIATION' at the bottom right.

What Parents/Ad's and Coaches should know continued from page 1..

times that amount! These drinks have no electrolytes, can cause allergic reactions and GI upset. They can also cause dehydration which is the opposite of what athletes need. Athletes need to be hydrated and stay hydrated throughout any athletic event in order to avoid what this athlete went through.

I know some athletes experiment with these drinks because some have admitted to it and I see evidence in trash cans around the school. Please educate yourself and your children on the negative effects these drinks can have on all of us. We do not want to lose anyone from ignorance of what these drinks can do. We know one athlete was fortunate to have another chance.

Some of this information was taken from a lecture by Jacqueline R. Berning, Ph.D., R.D. University of Colorado. She is a nutrition consultant for the Denver Broncos, University of Colorado Athletic Department, Colorado Rockies, and Cleveland Indians.

HEADLINER'S



CADA Headliner: **Karen Tribelhorn**

KAREN TRIBELHORN - Karen has been an athletic director for the last three years. Karen graduated from Sterling High School in Sterling, Colorado and went on to attend Fort Lewis College and Colorado State

University where she earned a BA in Psychology, an M.Ed. in Counseling and Career, Administrative Endorsement. She played high school volleyball and basketball. Karen received an Athletic scholarship for Softball and was MWC

All-Conference second baseman for two seasons.

Karen had her first teaching position at Highland High School in Ault, Colorado where she was a high school social studies teacher. Karen has coached high school volleyball and track as well as middle school basketball.

Karen is married to Joel Tribelhorn. They have no children (1100 kids everyday). Karen enjoys traveling, golfing and time on the beach.



CADA Headliner: **Jim Trahern**

JIM TRAHERN - Jim graduated from Flagler High School in 1977. While there he was a three sport athlete, football, basketball, and track. He was a member of two state

championship football teams under head coach Ralph Bredehoff and he played basketball under Jim Smithburg.

He attended Northeastern Jr. College and earned an A.A. degree in 1979 and moved on to the University of Southern Colorado (now C.S.U. Pueblo) earning a B.S. degree in K-12 Physical Education in 1982. At N.J.C. Jim played varsity basketball for Roy Edwards and Lowell Rounph, both Junior College Hall of Fame honorees. At Pueblo Jim also played varsity basketball under coaches Harry Simmons and Don McIntosh.

His first teaching job was at John Mall High School in Walsenburg, Colorado for two years. He was an Assistant Football Coach, Head Boys Basketball Coach, and Head Girls Track Coach. Since that time Jim has been at Kit Carson High School (23 years) as the A.D., Head Football

Coach and Head Boys Basketball Coach. During that time he has also served as the Head Track Coach for both boys and girls and has also coached baseball for one year as well.

While at Kit Carson in football Jim has 142 victories with 64 losses, two state runner-ups, ten final four appearances, and ten conference championships. In basketball Jim's record is 366 -171. His teams won the state championship in 2007 and 2004, have been runner-up twice, and have won six district championships and eleven conference championships. Jim received the Colorado High School Coaches Association Boy's Basketball Coach of the Year in 2005 and the Monte Sutak award in 2006.

Jim has been the Athletic Director at Kit Carson for 23 years and during that time has served as the High Plains League President for many years, served on the CHSAA Board of Control, and the CHSAA Officials and Fees, Football, and Basketball committees, and the Volleyball state tournament seeding committee as well. In 2001 the Colorado High School Coaches Association presented Jim the Don Des Comes Outstanding Service award.

Jim and wife Susan of 25 years have two sons Jake and Ty both students and members of the men's basketball team at C.S.U. Pueblo.

High School Sports Participation Increases Again; Girls Exceeds Three Million for First Time

For the 18th consecutive year, the number of student participants in high school athletics increased in 2006-07, according to the National Federation of State High School Associations (NFHS).

Based on figures from the 50 state high school athletic/activity associations, plus the District of Columbia, that are members of the NFHS, participation for the 2006-07 school year rose by 183,006 students to 7,342,910, according to the 2006-07 High School Athletics Participation Survey conducted by the NFHS. In addition, girls participation exceeded three million for the first time, with 3,021,807 females participating in 2006-07. Through the survey, it was also determined that 54.2 percent of students enrolled in high schools participate in athletics.

"This is certainly another great report on the interest of high school sports in our nation's schools," said NFHS Executive Director Robert F. Kanaby. "The girls participation figure is particularly exciting since this year is the 35th anniversary of Title IX. We are pleased that more and more girls are taking advantage of the opportunity to participate in high school sports. The results support the NFHS 2005-2008 Strategic Plan, in which the organization committed to providing stronger leadership and support for high school athletics and fine arts activities."

Last year, the NFHS began a new brand identity emphasis using a communications tag line of "Take Part. Get Set for Life." In addition to its chief task of writing playing rules for high school sports, the NFHS is striving to gain awareness and support from state and local governments, media, corporate partners, and especially students and their parents.

Not only is participation at an all-time high, this year's increase of 183,006 participants from last year is the largest one-year jump since a rise of 225,168 between the 1994-95 and 1995-96 school years.

"Although we've had increases in participation for 18 consecutive years, a jump of 183,000 makes a strong statement that students want these programs," Kanaby said. "We must do all we can to keep these programs alive in our

nation's high schools. We can demonstrate that participation in athletics and activities helps students succeed in life."

In addition to the overall numbers, the boys participation total of 4,321,103 is the highest participation in the past 29 years. This year's boys participation figure is second only to the record 4,367,442 in 1977-78.

Soccer gained the most female participants in 2006-07 with 16,077, followed by volleyball with 15,798 and cross country with 7,422.

Eleven-player football gained the most participants among boys sports in 2006-07 with 32,773, followed by soccer with 19,064, outdoor track and field with 10,195 and basketball with 9,934.

Basketball remained the most popular sport for girls with 456,967 participants, followed by outdoor track and field (444,181), volleyball (405,832), fast pitch softball (373,448), soccer (337,632), cross country (183,376), tennis (176,696), swimming and diving (143,639), competitive spirit squads (95,177) and golf (66,283).

In boys sports, 11-player football once again topped the list with 1,104,548 participants, followed by basketball (556,269), outdoor track and field (544,180), baseball (477,430), soccer (377,999), wrestling (257,246), cross country (216,085), golf (159,747), tennis (156,944) and swimming and diving (106,738).

Texas held its title as having the most sports participants with 763,967, followed by California (735,497), New York (350,349), Illinois (334,358), Michigan (321,400), Ohio (315,473), Pennsylvania (276,911), New Jersey (247,332), Florida (230,312) and Minnesota (220,241).

The participation survey has been compiled since 1971 by the NFHS through numbers it receives from its member associations. The complete 2006-07 Participation Survey is available at http://www.nfhs.org/core/contentmanager/uploads/2006-07_Participation_Survey.pdf.

2007-2008 Recommendations/Points of Emphasis

Boys and Girls Golf

1. Tee times can be altered within the scheduled range of tee times only for education-based conflicts for the first round only of the state tournament. The second round tee time pairings shall not be altered for any conflicts.
2. The tournament committee shall include one representative from CHSAA, one representative from the CGA/CWGA, and one representative from a third entity, preferably the head golf professional of the host.
3. One contracted varsity coach with a coaches tag may have contact with his team members anytime during the tournament with the exception of the time when the player has reached the green to putt. Players must carry their golf bag.
4. From green to tee, non-varsity coaches and spectators may offer players words of encouragement and provide snacks, clothing, and other non-golf playing equipment. Outside of the green to tee area, spectators may assist a player to find a ball. Contact and conversation should cease once the ball has been found.
5. No more than 28 teams may compete in a regional tournament.
6. Range finders and sky caddies shall not be used during regular, regional or state tournaments.
7. The number of qualifiers for girls will be 84 beginning with the 2008 girls spring season.

2007 Softball Points of Emphasis

1. Concussions
2. Batter Delays
3. Obstruction/Interference
4. Equipment Inspection

2007-08 Field Hockey Point of Emphasis

1. Raised Ball
2. Raised Stick
3. Rough and Dangerous Play
4. Field Conditions
5. Good Sporting Behavior
6. Umpire Professionalism

2007-08 Cross Country Points of Emphasis

1. Center of gravity (mass) for the javelin
2. The uniform rule: (a) wearing the uniform as intended; (b) allowing the wearing of headwear
3. Safety markings for field events

4. Clarifying the "zero point" in pole vault
5. Concussions

2007-08 Volleyball Points of Emphasis

1. Body number and/or surrounding trim can make uniform number clearly visible
2. Uniforms - bare midriff tops are illegal
3. Officials' uniforms
4. Libero allowed to serve
5. Player actions involving libero
6. Lineup to be submitted in proper serve order
7. Libero replacement clarifications
8. Music/sound effects/artificial noisemakers
9. Electronic equipment restricted in making game decisions
10. Requests must be made by head coach
11. Mechanics and signal change for point
12. Unnecessary delay or illegal alignment for replacement
13. Jewelry during warm-ups
14. Use of lineup card

2007-08 Football Points of Emphasis

1. Blocking by Offense and Defense
2. Heat and Hydration
3. Player Equipment and Uniform Adornments
4. Sportsmanship

2007-08 Gymnastics Points of Emphasis

1. Sportsmanship
2. Cell Phones and Electronic Devices
3. Inquiries
4. Equipment
 - a. Vault Table, Safety Mat, Bars, Extra Warm Up, Twists and Turns, Vaulting, Hop Grip Change on Bars, Balance Beam, Completion of a Skill and Criteria for Selected Jumps and Leaps.

2007-08 Spirit Points if Emphasis

1. Coaching
2. Double-downs
3. Spring-assisted surfaces
4. Tosses
5. Appropriate Matting
6. Bracers
7. Officials

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CADA 2007-2008 Outreach Meeting Dates...

Region	Dates	Location	Contact
Denver Metro	Winter - Thursday, Jan. 17 Spring - Thursday, April 3	Jefferson County Education Center Jefferson County Education Center	Tim Walker
Northern	Winter - Tuesday, Jan. 15 Spring - Wednesday, April 2	Thompson R2-J Admin. Building Thompson R2-J Admin. Building	Gene Alvine
Southern	Winter - Wednesday, Jan. 16 Spring - Thursday, April 3	Rosario's - Colorado Springs Tesla	Diane Shuck
Western	Winter - Tuesday, Jan. 22 Spring - Tuesday, April 8	Basil T. Knight Center Basil T. Knight Center	Carol Sams/Mike Hughes
Eastern/Limon	Winter - ? Spring - ?		Rick Kolm
Southeastern/Lamar	Winter - ? Spring - ?		Kyle Boydstum
Northeast/Sterling	Winter - ? Spring - ?		Tom Hessler

38th Annual National Conference of High School Directors of Athletics December 14-18, 2007 at the Opryland Hotel and Convention Center in Nashville, Tennessee.

The National Conference of High School Directors of Athletics, sponsored by the National Federation of State High School Associations (NFHS) and the National Interscholastic Administrators Association (NIAAA) is the single premier convention to provide an outstanding educational in-service program for interscholastic athletic administrators. This first-class conference features professional speakers, as well as authoritative athletic administrators who willingly share their experience and expertise on a variety of subjects.

Gaylord Opryland is recognized around the world for its extraordinary service, luxurious accommodations and first-class entertainment. Under majestic, climate-controlled glass atriums, you'll be surrounded by nine acres of lush indoor gardens, winding rivers and pathways, and sparkling waterfalls where you can unwind, explore, shop, dine, and be entertained to your heart's content. Highlights include a 44-foot waterfall, fountain shows and tours aboard the Flatboats – right inside the hotel.

Room Rates

The conference is December 14-18, 2007 at the Opryland Hotel and Convention Center in Nashville, Tennessee. To book your guest room reservations, call 1-615-883-2211 and provide the conference code N-NFSHA.

Room rates are \$147 for single or double occupancy, \$162 for triple occupancy and \$177 for quad occupancy. Garden rooms will be an additional \$40 per night. There will also be resort fee of \$10 per night in addition to appropriate local taxes. Please clarify any arrival/departure date changes to the reservations department by calling the Opryland as soon as possible. Official check-in time is 3:00 p.m. Check-out is 12:00 p.m. Every effort will be made to accommodate guests arriving prior to 3:00 p.m. as rooms become available. The bellstand can arrange to check luggage for early arriving guests or for guests attending functions on their departure day. A variety of hospitality suites are available at discounted rates at each hotel. Any state wishing to reserve a suite should contact the Gaylord Opryland Hotel directly. State associations will be required to reserve both sleeping rooms (if two are attached) with the suite, and room occupants must register for the conference at the time the suite reservation is made



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Synthetic Turf Design - Planning and Consulting

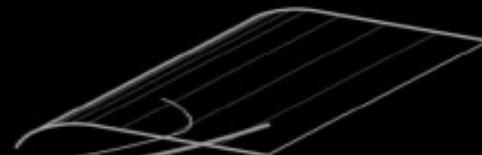


Current Clients:

Douglas County School District
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Highlands Ranch Metro District
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Call for a free budget estimate on your fields

Mary Kirschmer
Director of Business Development
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DLH Architecture
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Affiliations:

AIA	American Institute of Architects
ASLA	American Society of Landscape Architects
CADA	CADA Vendor Member
CEFPI	Council for Educational Facility Planners
CPRA	Colorado Parks & Recreation Association
	<i>Drought Task Force</i>
NPRA	National Parks and Recreation Association
STMA	Sports Turf Managers Association Member

