

## CANDIDATES FOR THE 2008 ELECTION

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## ELECTION SCHEDULE

- Members **must return ballots to the independent accounting firm to be received by November 25, 2008** for verification and tallying of the results.
- Election results will be announced in **December**.
- The three newly-elected members will take office in **January 2009**.

*\*Persons eligible to vote who have not received their ballot by November 1 should contact NAUI HQ and request another ballot.*

## 2008 BOARD OF DIRECTORS ELECTION INFORMATION

*ON* these pages are the position statements and biosketches of the seven BoD candidates for the 2008 Election. There are three seats to be filled. Two of the seats are for four-year terms and one is for a three-year term. The two candidates receiving the most votes will serve from January 1, 2009 through December 31, 2012. The candidate receiving the third most votes will serve from January 1, 2009 through December 31, 2011.

*NAUI* is the only democratic diving association with a membership-elected Board of Directors. The Directors make important policy decisions and set long-range goals and objectives for NAUI.

*YOU* may also receive mailings from or wish to vote for write-in candidates. There are spaces on the ballot if you wish to vote for any such persons. Again, your vote is extremely important. **Vote for only three (3) persons.**

### PROPOSED NAUI BYLAWS AMENDMENT

This proposed change is recommended to allow for greater flexibility in planning meetings of the NAUI Board of Directors recognizing the continuing modernization of communication technology and clarifying the need for an annual meeting to be "in-person."

In accordance with Article VIII, Proposed Amendments of the NAUI Bylaws, the following proposed amendment has recently been unanimously approved by the NAUI Board of Directors and is hereby submitted to the NAUI membership for their consideration.

Motion: To amend the NAUI Bylaws, Article IV- Meetings of the Board of Directors, Section 1- Annual Meeting, as follows:

Replace: "The annual meeting of the Board shall be held during the first calendar quarter of the year and the date shall be set by the Chairman."

With: "The annual in-person meeting of the Board shall be held on the date set by the Chairman."

Please vote by checking the appropriate box on the ballot. Choose yes if you agree to amend the NAUI bylaws, or no if you disagree.

## 2008 NAUI Board of Directors Election Candidate Questions

Three questions have been posed to the candidates and their responses are printed in these election materials along with each candidate's biosketch and position statement. We urge you to study all the information, acquaint yourself with the candidates and their positions, and vote for your considered choices. Ballots must be returned, to the auditors, **no later than November 25, 2008**. Your vote is vital.

### Question 1

What is the greatest challenge facing NAUI and the scuba industry today and, as a Board Member, how would you recommend NAUI respond to this challenge?

### Question 2

Why do you believe that becoming a NAUI Instructor offers promising professional career opportunities and what do you do to promote this belief to your students and within your diving community?

### Question 3

As an international association, NAUI Instructors and dive leaders operate in many parts of the world, each with its own unique needs and cultural perspectives. As we continue to grow, how will you as a member of the board represent and support all of our members worldwide?

**Nicoletta Codiferrro**  
NAUI#41377

#### Biosketch

I studied languages in Italy and then I went to Wagner College in Staten Island, N.Y. for my Proficiency of English Language. Since 1984, I worked as sales and marketing manager for different companies mainly in International countries, being in China, Taiwan and Hong Kong in 1994, in Zimbabwe, Namibia and South Africa in 1995 and so on. My business brought me almost all over the world. I temporarily lived in the USA, France, Germany, Holland and Japan. I dealt and communicated with many people of different languages, cultures, religions and I had the opportunity to know in-depth different countries.

In one of my trips to the Comores, beautiful small islands close to South Africa, I fell in love with diving so I began my diving career in 1996. In 2002 I moved near the biggest lake in Italy - the Garda lake - where, together with my life partner, we decided to work only on diver training. It was the time in which NSG was born and we handled the delicate transition from the old Italian distributor to the new Naui organisation. We spent years of hard work but we had the support of many Italian members. Since then, we translated almost all Naui training materials into Italian to support the local members. The result is that in 1997 Italy was the second country in Europe in terms of turnover. I became Naui representative this year to continue supporting the Italian members.

#### Position Statement

I worked for many years in marketing and sales for the international markets for Italian and foreign companies in different fields. With this job, I travelled almost all over the world where I have been in contact with different people, cultures, working and living systems as well as different company strategies.



Since several years I work in the diving business at a professional level. I am a NAUI Course Director and Representative for Italy and I had the honour to train different NAUI Instructors and professionals at different levels.

Also, I translated for Naui several training materials (manuals and Instructors Guides) from English to Italian in order to make diving training easier for the Italian divers. During these years, I underwent to different experiences that gave me a deep knowledge of the Italian and European diving world.

For this reason, I think that my contribution to Naui may be really helpful, especially during these years in which NAUI is working to internationalize its training systems and its expansionary targets. Especially during this difficult phase, I think there is more need of diving knowledge of different realities, different needs and different way of thinking to be able to deal correctly with this important international growth of NAUI.

So it is my firm belief that I will be very useful as a NAUI BOD member by placing my experience and knowledge to the big NAUI family.

#### Answer to Question #1

I would plan a strategic alliance with the diving professionals such as the manufacturers, create a network of selected and approved affiliates together with a series of research campaigns all supported by a worldwide marketing campaign which would give to Naui and to all its members the opportunity to re-launch an important activity such as diving.

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**Henry E. Johnson**  
**NAUI #40691**



**Biosketch**

From his first breathe underwater over 30 years ago, Henry Johnson was addicted to the "coolest thing on the planet."

As manager of a dive store since 2001 and president since 2005, Henry is fully aware of the obstacles a dive shop faces in today's environment. The shop is known for excellence in training, offering education from snorkeling to dive instructor. Expanding training to travel, sales to service, all aspects of diving are offered including exotic gases.

In 1997 Henry became a dive professional. Qualifying as a Course Director in 2005, he teaches all levels of training including ITC's and IQP's. Henry has overseen more than 400 certified divers per year for the last 4 years affording NAUI to bestow the Retail Excellence Award in 2005, 2006 and 2007.

As a leader, Henry served his country as a Marine in the capacity a Drill Instructor, Assistant Marine Officer Instructor NROTC at University of Illinois and Instructor at the Naval Chaplain School in Rhode Island. Awarded the prestigious Navy & Marine Corps Commendation Metal, Henry retired as a Gunnery Sergeant in 2001 after 20 years of service.

Being a history buff, Henry enjoys the challenges of his favorite dive - the U Boat 853. He is widely traveled as a diver and a tourist with Galapagos being his favorite destination dive.

Henry has lead his life, only accepting excellence as a standard, and transfers this to his well trained staff which is exemplary in the way he runs his business.

**Position Statement**

In my viewpoint, scuba diving is a unique sport because it provides a means for personal challenge, growth, expression and achievement. This sport is also unique because it unites us and exposes us to rare and alluring environments that cause us to learn and care. Ultimately, as the few privileged to visit, we should contribute to the well-being of this wondrous underwater world. Awareness tends to breed interest, learning, concern and finally action. It's difficult to participate in this environment, like we all do as divers, without seeking to improve it.

I have committed my life to this sport as a diver, shop owner and NAUI course director. My business is about creating scuba divers and making certified divers safer and better trained. Those divers are then better able to enjoy the many benefits of this sport. NAUI is my agency of choice and I want to help it to continue setting the highest standards in all aspects of scuba diving.

In summary, I personify "safe diving through education" and dedicated to our marine and freshwater ecosystems. This is a personal commitment, and I practice what I preach at my shop. With your help, I'd like to bring this dedication to NAUI at the highest level. I am personally and professionally committed to the sport and more specifically to the advancement of NAUI. Give me your vote and I will ensure that NAUI does the utmost possible to contribute to your goals as scuba divers, trainers and shop owners.

**Answer to Question # 1**

Time is the number one problem facing the dive industry today. People's lives are very busy and anything we can do to make it easier for people will help. I recommend we offer the training material online. We should not move our total emphasis to that and take away the instructor. But the student could download the material if they want. They could also pod cast the video portions as well.

**Answer to Question # 2**

When I teach or if I am on the sales floor, it's easy to talk up how I have made a lucrative career out of our shop. The staff at our store is living proof of a promising professional career. Just having a good time and showing that in the areas where you teach is a great testament to being an instructor. Whether in the class room or the water, show people what a great time you are having as an instructor.

**Answer to Question # 3**

Making sure NAUI supports the Reps and the Reps support the dive centers is crucial. Working to get training materials, course directors and instructors available in languages for whatever the locations will go a long way. Having representatives that can support the regions they cover will also be big. One or two Reps to cover an area bigger than the US may need to be looked at. The Reps must be able to go to the locations easily to support those dive centers. §

**Wayne Mitchell**  
**NAUI #3565**



**Biosketch**

73yrs old

Dec. 6, 1934 to present

Education: Graduated Haines City High School 1953, Univ. of Florida 1957, post Grad. Work Univ. of Fla. Engineering 1959, Wayne started diving in 1951 Certified as a NAUI Instructor in 1973 and has taught every years since, turning out 200 students per year. Has been an Instructor Trainer since 1981 and has been a Course director since 1983. Certifying Instructors every year since 1983. Has been a member of the NAUI Board of Directors from 1998 to 2007. Has been a member of the Board of directors of the National Safety Council from 1985 to 1996, Chairman of the Public and Community Safety divisions, a member of the National Safe Boating Council, on ANSI standard Committee on Swimming pools, ASTM committee on Public Playgrounds and aquatic play structures.

Wayne retired From Walt Disney World Safety Department with 32 years with responsibilities for Employee and Guest safety in Hotels and resorts, All Water, Boating, Diving Safety and Transportation Safety, and Walt Disney Cruise line since 1971. Have written numerous articles and served on numerous standard safety committees.

Wayne received the National Safety Council's Distinguished Service to Safety Award. NAUI's President's 99 Club, Outstanding Contribution to Diving Award and Continuing Contribution to Diving Award. Wayne is part owner of Abaco Dive Adventures in the Bahamas a partner in Fear Not Scuba of Sebring Florida. Is still Teaching diving to Disney Employees through the Cast Activities Recreation Department.

**Position Statement**

I have a vision of NAUI Worldwide growing and increasing it's name recognition worldwide, but without sacrificing its high standards, which has given us a clean safety and loss record internationally. I would like to see us pursue efforts toward self insuring our members if not totally, possibly by assuming an increased portion of self insurance

I have served as a board members for the last nine years, 8 years as treasurer, and feel my contacts with other organizations such as the National Safety Council, The U.S. Coast Guard, The American National Standards Institute (ANSI) and American Society for Testing and Materials (ASTM) and involvement on their boards give us (NAUI) an inroad for maintaining recognition and credibility in an industry that is seeking mediocrity.

I have served for over 25 years as a Course Director and have certified numerous NAUI Instructors and Instructor Trainers and have insight into the needs of our membership. I still teach and certify at least 50 Basic Scuba divers every year and have done so for the last 35 years. I continue to teach numerous Advanced, Master and Rescue courses every year and am part owner and operator of at least two dive shops and dive boat operations.

I would like to see us continue to offer top notch training materials and expanding our horizon's into more technical and aquatic related venues such as life guarding, & swimming Instructor qualifying.

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*(Mitchell continued...)*

**Answer to Question # 1**

Our greatest challenge is continuing our growth locally and world wide without sacrificing our principles, safe standards and ethics as educational professionals. We are recognized as the epitome in Professional excellence and should hold the line on the factors that create this recognition of professional perfection. We also need to support local organizations that seek protection of their local environs.

**Answer to Question # 2**

NAUI Instructors are accepted carte Blanche as the pinnacle of the profession of Scuba Instruction. Whereas other Labels are conditionally accepted until they prove themselves. As a NAUI Course Director, I have and will continue to uphold those standards of perfection required by our Members that have become the epitome of perfection in the field of Education.

**Answer to Question # 3**

Where a violation of local needs and moral standards may be in question, the board should be able to compromise any of our tenets that fly in the face of local behavior practices. This does not mean turn the head in another direction but determine how standards can be compromised to meet the practical need of the standards. This can be accomplished through discussion with the Board Ethics committee and the local Instructor representatives. §

**Michael Millet Nadler**  
NAUI #10546



**Biosketch**

Michael Nadler, NAUI #10546, has spent over the last two decades diving, teaching, running dive travel. He, along with his wife, Brigette Nadler, NAUI #34859, own and operate Divehards International in Pittsburgh, Pennsylvania. This is a personalized Scuba Training Company that teaches NAUI throughout the Pittsburgh Area, and beyond.

Following service in the NAVY in 1985, Michael took up Scuba Diving while attending the University of Pittsburgh, and instantly became his new obsession. Immediately working with classes, he worked his way up through Instructor by the end of 1987. He built up a big following during the seven years with the store that he had been certified by before going into business for himself.

Carnegie Mellon University was his first facility, quickly followed by CCAC and other locations. He is currently an Adjunct Professor at Chatham University, and Diving Safety Officer at the Pittsburgh Zoo. Michael received his Course Directors' while continuing to work with ITC's in Florida in 2000.

Travel is his main forte including every type of diving and location possible. Divehards is slated to run five major trips in 2008, as well as many summer weekends at nearby locations.

Michael will bring other experience to the Board. He served five years with a Fire Dept moving up to Lieutenant, followed by being the Training Director and Chief of Training & Development with Air Search Rescue (was on duty for days during 911 in Shanksville, PA), as well as currently the President of the Highland Park Community Council.

**Position Statement**

I have been an active NAUI Instructor for the past twenty-plus years. That is my job, my identity, my passion!!! I built and currently own Divehards International, a Scuba Training Company, along with my wife Brigette, NAUI # 34859, and this is what we do together twenty-four hours a day. I am involved in all phases of the Dive Store business, from the direct marketing of our courses at several local Universities and

Colleges, the hands-on teaching of all our courses, the sales, the ordering, the rentals, the servicing, to running the training dives and travel program around the world. This is who I am.

I am amazed how many divers that we run across during our many trips love our diver's abilities and attitude, but have not heard of NAUI. I am most frustrated when I have customers traveling, but there are no NAUI people where I can refer them or students. The one true thing that I wish to work toward with NAUI is getting the NAUI brand out there. Currently, I am the President of the Highland Park Community Council, as well as the Diving Safety Officer here at the Pittsburgh Zoo and PPG Aquarium. Thus am very used to working with other's schedules and time commitments to get projects to their goals. With this said, I wish to bring that passion to the NAUI BOD to bring NAUI along to the Dive Stores, Training Facilities and Instructors into continuing the growth and expansion of NAUI.

**Answer to Question # 1**

The challenge is the keeping of divers diving once they get certified. Too many Instructors/Stores lose the diver through lack of activities and enthusiasm, or lack of time/finances to keep track of their divers. We need to keep putting ourselves in front of the diver, so that they see us as a source for all diving needs. NAUI's reps should be helping stores set up plans to keep things moving, not selling the stores product from the manufacturers they represent.

**Answer to Question # 2**

Why are you here, and what do you wish to do ??? I ask this question to each and every student in each course. It allows me to see what I can do for our people. Teach another course, run a trip, or just get them into the water. Being a NAUI Instructor has opened many doors, and that is exactly what I tell people coming up through our business. Think about what you wish to do, and do it. I have done a lot in the diving Industry, so I show this through experiences I have had to people wishing to reach for their goals.

**Answer to Question # 3**

Familiarity is the best opportunity to meet others, as well as experience our differences. Diving is a great way of meeting people from other cultures, and we can enjoy an activity together thus allowing a shared experience to open communication. It actually is not that different from finding out what stores/Instructors here in the states need, and finding a way for NAUI to help. §

**Christopher E. Richardson**  
NAUI #17055



**Biosketch**

Originally from Halifax, Nova Scotia, Canada, Chris served in the Canadian Armed Forces from 1984 to 1995 serving on surface ships and submarines, served in the 1991 Gulf War, with NATO and with the United Nations Peacekeeping Forces.

Chris brings broad diving industry experience to NAUI. He has been a successful retail store manager, major brand equipment manufacturer's representative, and marine industry expert providing diving support for large "mega-yachts" over 100 ft. Chris first became a NAUI instructor in 1994, taught scuba diving in Tobermory, Ontario, and Grand Cayman, and is now an active NAUI Course Director in the Southeastern United States

Chris currently is the Sales and General Manager of EDGE and HOG gear, a start up diving equipment company.

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*(Richardson continued...)*

### **Position Statement**

NAUI is what has allowed me to enjoy a productive career in the Dive industry. Now, with an accumulated dozen years of full time dive industry experience it is time to give back to NAUI. I have worked as an independent instructor, dive retail store instructor and manager, resort instructor, Territory Sales manager for major brands, NAUI Caribbean Territory Manager and now as the general manager for EDGE Scuba.

NAUI needs to be active in assisting and being a spokesperson for our members to the dive industry on important issues like Grey Market goods, changing technologies and economic conditions.

NAUI should offer a free and formal networking and communication system between our members. Encouraging mutually beneficial interactions between NAUI members is vital to our long term success.

As a NAUI Technical instructor and Course Director, I have been dismayed by the lack of clarity in our technical programs... I would recommend and lobby for "Intro To Tech" being a requirement for entry into NAUI Technical Training. I would campaign for Ice Diving to be returned to the "recreational" curriculum and that a new "Technical Ice Diving" course is introduced. I would also recommend that Helitrox gas choices be brought in line with standard practice among technical divers.

I would recommend "international advisory councils"; these councils would be comprised to reflect the stakeholder members in NAUI. (Retail facilities, Independent Instructors, and Academic). To provide the BOD with concerns and advice on a regular basis.

### **Answer to Question # 1**

There is no "one greatest challenge" that NAUI faces. The association and the industry have a multi faceted battle to fight. With a general economic slowdown that is impacting consumers' willingness to spend; this is troublesome for the dive industry that had never fully recovered from the 2000-2001 slowdown and increasing margin pressure thru technology. In addition we lack enough instructors to meet the current demand!

NAUI needs to more closely work with our members, be they Retailers, Independents or Academic and fine tune our programs to fully meet their needs and thus the need of potential NAUI divers.

### **Answer to Question # 2**

Why do you believe that becoming a NAUI Instructor offers promising professional career opportunities and what do you do to promote this belief to your students and within your diving community?

I am proof, it isn't a belief! I left the Canadian Forces and pursued a career in Diving with an NAUI Instructor card in pocket. For 13 years I have supported myself, and quite well. My NAUI Instructor card and subsequent appointment as a NAUI Course Director have been key to my success.

### **Answer to Question # 3**

As an international association, NAUI Instructors and dive leaders operate in many parts of the world, each with its own unique needs and cultural perspectives. As we continue to grow, how will you as a member of the board represent and support all of our members worldwide?

This is actually something I feel strongly about. I am not an American, but I live in the United States. I am deeply aware that internationally the NAUI HQ is often perceived as US-centric. As a NAUI BOD member I would encourage the membership and the board to truly embrace our "INTERNATIONAL" status. I would consider it a priority to always consider the activities of the board as having international impact, not as "looking after the needs of the American market". §

**Keith Sliman**

**NAUI #3417**



### **Biosketch**

- NAUI member since 1973
- NAUI Lifetime member
- Served 3 4-year terms as NAUI Board Member
- Served 5 of those years as Chairman of NAUI Board of Directors
- Member of NAUI Hall of Honor
- Chairman of the Board of Directors of the Baton Rouge Safety Council
- Trained and/or experienced in Strategic Planning and Strategic Alliances

### **Position Statement**

3 times previously you have honored me by allowing me to serve you as a Director of this great Association. I ask that you offer me one more term to see some initiatives that we have begun to fruition.

NAUI members face a sluggish industry in the United States and growing business prospects throughout the rest of the world. We must work to improve the situation in the US and take advantage of the opportunities elsewhere.

Diving was once a first choice activity because it was exciting and perceived to be a little dangerous. Today, there are many other activities that attract the thrill seeker before scuba diving. We need to continue to create programs to keep our current divers engaged and promote the sport without having to undo what we have done. We also need to attract families to the sport and develop travel locations where our members can introduce those families to the underwater world.

As NAUI expands throughout the world, we must remain flexible and willing to meet the individual needs of our diverse members.

It has been my pleasure to lead your Board of Directors through the early phases of a Strategic Planning Program that has already started addressing many of these issues. I feel that I have a lot to offer to this process and by continuing through I know that we can answer many of the issues that we all face.

Thank you for your support in the past and now.

### **Answer to Question # 1**

The declining market, especially in the US, is the greatest challenge that we face. As a Board member, I would encourage and support exercises in planning that would identify potential areas of growth that best suit NAUI members and customers.

### **Answer to Question # 2**

NAUI instructor's superior training in instructional techniques and the ACADEMIC FREEDOM to tailor the course to meet their student's needs uniquely positions them to attract the type of student who is seeking and willing to engage premium services.

I make sure that students understand the unique experience and advantage that they enjoy as NAUI students fully expecting that they will convey the message to their friends who are also seeking quality instruction.

### **Answer to Question # 3**

Support of our members worldwide begins by understanding that each area/country faces challenges different from others and that no one idea, program or solution works for all. As a Board member I would obviously support what currently works and then, with the input from local members, identify and promote what is still needed to make their efforts successful and profitable. §

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Member #

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\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

Election Auditor Rivero, Gordimer & Company, P.A.  
Attn: Sam Lazzara  
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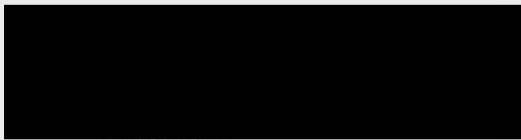
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1232 Tech Blvd.  
Tampa, FL 33619



CZECH REPUBLIC

Thank you for participating in the 2008 NAUI Board of Directors Election process. As a voting NAUI member, you are unique in the diving industry in that you have the opportunity to choose your Association's leadership. This is a very significant way to express your voice in the direction that NAUI will take in the next few years. This is your right and responsibility as a NAUI member and one that should not be taken lightly. Please take the time to study the election materials accompanying this ballot and choose up to three (3) of the names listed below. Alternatively, you may write in the name(s) of qualified NAUI members.

**IN ORDER FOR YOUR VOTE TO COUNT, YOU MUST:**

- cast only one ballot on this original form
- not vote for or write in a total of more than three (3) candidates
- return this ballot by mail/fax to the Election Auditor at the address/fax number listed below **on or before Nov. 25, 2008.**

**VOTE FOR NO MORE THAN THREE (3) NAUI MEMBERS. MORE THAN THREE (3) VOTES WILL DISQUALIFY YOUR BALLOT.**

**By mail to:**  
Election Auditor Rivero, Gordimer & Company, P.A., Attn: Sam Lazzara  
One Tampa City Center, 201 N. Franklin St., Suite 2600, Tampa, FL 33602

**By Fax\* to: (813) 874-6785**

**\*IMPORTANT NOTES!** - If you fax your ballot, do not send the original by mail. Doing so will invalidate your vote. Also, the election auditors are unable to confirm receipt of your fax. Please retain the fax confirmation produced by your fax machine.

Codiferro #41377

Greenhalgh #40793

Johnson #40691

Mitchell #3565

Nadler #10546

Richardson #17055

Sliman #3417

\_\_\_\_\_ Write In Candidate 1, NAUI # \_\_\_\_\_

\_\_\_\_\_ Write In Candidate 2, NAUI # \_\_\_\_\_

\_\_\_\_\_ Write In Candidate 3, NAUI # \_\_\_\_\_

Do you agree to amend the NAUI Bylaws,  
Article IV, Section 1?  Yes  No  
*See coverage page for related information.*



\_\_\_\_\_  
Instructor Signature & Member Number