Volume 4:4

ACRA EDITION

American Cultural Resources Association

August 1998

SMALL BUSINESS EMPLOYEE RETIREMENT PLANS

The following was taken from the DOL Web Page: http://www.dol.gov/dol/pwba/public/pubs/savings.htm.

Question: I'm a small employer with 25 employees. I've considered starting a retirement plan for my workers, but I don't want to do anything complicated. Are there simple options for employers like me?

Answer: Starting a small business retirement savings plan can be easier than most business people think. There are a number of retirement options that provide tax advantages to both employers and employees. By starting a retirement savings plan, you will be helping your employees save for the future. Retirement plans may also help you attract and retain a qualified pool of employees. What's more, you will be joining more than one million small businesses with 100 or fewer employees that offer workplace retirement savings plans.

Question: Why save?

Answer: Experts estimate that Americans will need 60 to 80 percent of their pre-retirement income —lower-income earners may need up to 90 percent to maintain their current standard of living when they stop working. So, now is the time to look into retirement plan options. As an employer, you have an important role to play in helping America's workers save.

Most private-sector retirement plans are either defined benefit plans or defined contribution plans. Defined benefit plans promise a specified benefit at retirement, for example, $100 a month at retirement. The amount of the benefit is often based on a set percentage of pay multiplied by the number of years the employee worked for the employer offering the plan. Employer contributions must be sufficient to fund the promised benefit.

A defined contribution plan, on the other hand, does not promise a specific amount of benefit at retirement. In these plans, employees or their employer (or both) contribute to employees' individual accounts under the plan, sometimes at a set rate (such as 5 percent of salary annually). A 401(k) plan is one type of defined contribution plan. Other types of defined contribution plans include profit sharing plans, money purchase plans, and employee stock ownership plans.

Small businesses may choose to offer a defined benefit plan or any of these defined contribution plans. Many financial institutions and pension practitioners make available both defined benefit and defined contribution "prototype" plans that have been preapproved by the IRS. The remainder of this article focuses on a few of the simpler options: SIMPLE plans, SEPs, 401(k) plans, profit-sharing plans, and payroll deduction IRAs.

All retirement plans have important tax, business, and other implications for employers and employees. Therefore, you may want to discuss any retirement savings plan with a tax or financial advisor. Here's a brief look at some plans that can help you and your employees save.

. . . continued on page 2

In This Issue...

RETIREMENT PLANS *cont.*

SIMPLE:
Savings Incentive Match Plans for Employees of Small Employers: This savings option for employers of 100 or fewer employees involves a type of individual retirement account (IRA) and is the result of new legislation, the Small Business Job Protection Act of 1996.

A SIMPLE plan allows employees to contribute a percentage of their salary each pay check and to have their employer match their contribution. Under SIMPLE plans, employees can set aside up to $6,000 each year by payroll deduction. Employers can either match employee contributions dollar for dollar — up to 3 percent of an employee's wage — or make a fixed contribution of 2 percent of pay for all eligible employees instead of a matching contribution.

SIMPLE plans are easy to set up: you fill out a short form, administrative costs are low, and much of the paperwork is done by the financial institution that handles the SIMPLE plan accounts. Employers may choose either to permit employees to select the IRA to which their contributions will be sent, or to send contributions for all employees to one financial institution (which will forward contributions of employees who elect a different IRA). Employees are 100 percent vested in contributions, get to decide how and where the money will be invested, and keep their IRA accounts even when they change jobs.

SEP:
A SEP allows employers to set up a type of individual retirement account — known as a SEP-IRA— for themselves and their employees. Employers must contribute a uniform percentage of pay for each employee. Employer contributions are limited to the lesser of 15 percent of an employee's annual salary or $24,000. (Note: this amount is indexed for inflation and will vary). SEPs can be started by most employers, including those who are self employed.

SEPs have low start-up and operating costs and can be established using a single quarter-page form. Businesses are not locked into making contributions every year. You can decide how much to put into a SEP each year — offering you some flexibility when business conditions vary.

401K:
401(k) plans have become a widely accepted savings vehicle for small businesses. Today, an estimated 25 million American workers are enrolled in 401(k) plans that hold total assets of about $1 trillion. Employees contribute a percentage of their pay to the 401(k) plan on a tax-deferred basis through payroll deductions. Employers also may contribute to an employee's 401(k) account by matching employee contributions, usually up to a percentage of an employee's pay. The maximum amount an employee can deposit to a 401(k) is indexed for inflation. In 1997, that amount was $9,500.

While more complex, 401(k) plans offer higher contribution limits than SIMPLE plans and IRAs, allowing employees to accumulate greater savings. Employers also may make profit-sharing contributions to a plan that are unrelated to any amounts an employee chooses to contribute. The amount of these contributions is often set as a percentage of employees' pay; however, the employer can change the percentage or amount from year to year. A plan may combine these profit-sharing contributions with 401(k) contributions (and matching contributions).

Even if an employer does not want to adopt a retirement plan, it can allow its employees to save through payroll deduction, providing a simple and direct way for eligible employees to contribute to an IRA. This type of payroll deduction system is not generally considered a pension plan, provided that the decision of whether to contribute, and when and how much to contribute to the IRA (up to $2,000) is made by the employee. Many individuals eligible to contribute to an IRA do not. One reason is that some individuals wait until the end of the year to set aside the money and then find that they do not have sufficient funds to do so. Payroll deductions allow individuals to plan ahead and save smaller amounts each pay period. Payroll deduction contributions are tax deductible by an individual to the same extent as other IRA contributions.

The following two pamphlets and other pension-related publications are available from the Pension and Welfare Benefits Administration:

Simplified Employee Pensions (SEPs) - What Small Businesses Need to Know

Savings Incentive Match Plans for Employees of Small Employers (SIMPLE) - A Small Business Retirement Savings Advantage

Contact the Publication Hotline or Internet address for copies:

Publication Hotline:
1-800-998-7542
(also request a list of publications here)

Internet address:
http://www.dol.gov/dol/pwba

MESSAGE FROM THE PRESIDENT

Patrick O'Bannon

In his 1997 State of the Union Address, President Clinton announced the American Heritage Rivers Initiative (AHRI) to support community-led efforts to spur economic revitalization, protect natural resources and the environment, and preserve of historic and cultural heritage along the nation's rivers and riverfronts. The concept is that river communities will receive special assistance under an umbrella initiative designed to more effectively marshal the federal government's resources and expertise.

In June of 1998, The President's Advisory Committee on the American Heritage Rivers Initiative voted unanimously to recommend to the President the designation of 10 rivers as American Heritage Rivers: the Connecticut River (CT, VT, NH, and MA), the Detroit River (MI), the Hanalei River (HI), the Hudson River (NY), the New River (NC, VA, and WV), the Rio Grande (TX), the Potomac River, (MD, PA, VA, and WV), the St. Johns River (FL), the Upper Mississippi River (IA, IL, MN, and WI), and the Willamette River (OR). By the time you read this the President is scheduled to have officially announced his designations (probably in late July).

ACRA has made a commitment to serve as a private sector partner with the American Heritage Rivers Initiative. The private partnership effort is a key component of the rivers initiative, assisting both the 10 selected rivers as well as the other 116 rivers nominated by local communities. The full list of nominees is available on line at: http://www.epa.gov/rivers/nominees.html.

ACRA made this commitment because we believe it represents an opportunity for the organization and our member firms to get proactively involved in shaping and guiding the cultural resources component of the initiative, which will not be inconsequential. This is not "marketing" as traditionally practiced by most CRM firms. It will probably require some investment of time and money without an obvious immediate return. Nevertheless, ACRA's board believes the investment may prove professionally and financially rewarding to our members. Our membership includes archaeologists, architects, historians, and planners who daily work to preserve and protect historical resources. Our members are familiar with federal, state, and local historic preservation and cultural resources laws, and are expert in assisting clients in complying with these laws and their enabling regulations. ACRA member firms are already actively participating in the AHRI, having worked closely with local communities in the preparation of nominations for individual rivers.

The group of potential partners includes trade and professional organizations (ACRA, the Water Environment Federation, composed of water engineers; National Marine Manufacturers Association, American Institute of Architects, etc.); conservation organizations (American Rivers, The Garden Club of America, River Network, etc.), historic preservation groups (National Trust, and ACRA), etc. What these organizations have in common are people and groups around the country that may be called upon to participate in projects at the local level. The AHRI staff see several ways that the private sector partners may participate in the initiative:

(1) Symposium- A symposium is planned for October 1998 at Clark Atlanta University. The symposium will include representatives from each of the river communities that made nominations, plus representatives of the federal agencies involved in the program. The symposium is intended to provide the river communities with information to help them better manage their river projects and to facilitate networking among the various program participants. The dates haven't been selected, but they are looking at the end of October, either October 19-21 or October 23-25 (the river communities are being polled on their preferences).

There are several ways in which the private partners could participate in the symposium:

* Workshops or session organizers and/or participants
* Exhibitors - there will be an exhibit area where organizations or companies can have booths
* Sponsor coffee breaks or receptions
* Provide materials (tote-bags and other handouts)
* Underwrite the cost of registrations for other participants
* Organize field trips before or after the symposium

Possibilities for ACRA participation in the symposium could include both the organization itself - a workshop on contracting, or a workshop or presentation that addresses OSHA issues - as well as member firms who have projects or case studies that are relevant.

(2) "SWAT" teams - The rivers initiative staff have suggested that teams from appropriate organizations could participate in a weekend on-site "charettes," bringing their expertise to work - on a pro bono basis - on issues of concern to the local groups. The exact form and mix of these teams would depend on the river community's specific needs and desires. Some of the communities are quite sophisticated and already have great things going, others are volunteer efforts that are still just getting under way. The initiative staff believe that this idea should be tested out on with a few of the river communities to see what works and what doesn't. Case studies could then be developed and presented at the symposium, and other river communities given an opportunity to develop similar projects in their area.

ACRA's participation here would probably be to link specific rivers up with local member firms with expertise in relevant areas, such as archaeology, history, preservation planning, or cultural landscapes.

(3) Other - Many groups have special expertise. The National Association of Fund Raising Executives, may provide information/technical assistance on fund raising. Each group needs to examine its own mission and potential contribution.

As an organization, ACRA has proposed to organize and present a workshop at the October symposium in Atlanta that focuses upon cultural resources issues as they apply to the AHRI. The workshop will help educate river communities about the range of cultural resources issues they may encounter and provide information on how to identify and engage qualified professionals capable of addressing these issues. Several ACRA members, representing firms from throughout the country will participate in the workshop. As an adjunct to the workshop a member firm has generously offered to organize and conduct a tour for conference participants along the Chattahoochee River, one of the 116 nominated rivers.

Beyond the conference, a number of ACRA member firms have expressed a commitment to work with river communities in a variety of ways, including serving as sources of information and guidance for cultural resources management issues. If you're interested in participating in this important and innovative undertaking please contact either myself or Kevin Pape, ACRA's VP for Government Affairs.

MESSAGE FROM THE EXECUTIVE DIRECTOR

Tom Wheaton

"Some Odds and Ends"

I have recently been in touch with a firm that publishes the national publication *Pipeline Digest* and other regional gas pipeline directories. The regional directories include the Gulf States, Rocky Mountains, Pacific Coast, and Midcontinent. For those of you who do not know, ACRA is slotted to have a free listing in the 1999 edition of the national digest. I thought about buying an ad, to publicize ACRA and our members in the issue that includes our listing.

After contacting the publishing company, I found that ACRA, as a nonprofit organization, receives a 50 percent discount on ads. The normal costs are from $395 to $795 for a 1/4-page ad, and up to $1,795 for a full page, depending on which directory we want to be listed in.

As individual companies, none of us could probably afford such an ad, but together, under the aegis of ACRA, such an ad is doable. We could get the ACRA name out as a professional organization that has serious, business-like members who subscribe to good business practices and ethics. The ad would direct them to our website where all of our members are listed, and would provide them with a point of contact for information on our membership in particular regions or states. The board is considering such a move, and I am looking for other industry directories that might be beneficial for ACRA members. If you have ideas, please let me know (tomwheaton@newsouthassoc.com).

The board is strongly considering filing an amicus brief in Lee Pye's suit against the Charleston District Corps of Engineers. We are particularly concerned with the South Atlantic Division's Sander's Ruling that requires only the footprint of a project be examined for cultural resources. This ruling means that if a bridge is to be built to develop an island, only the footings of the bridge need to be surveyed. The "but for" concept does not apply, according to the Sander's Ruling, since people could get to the island by boat or presumably helicopter, and the bridge is really not necessary! Other organizations may also be joining the suit. Chuck Niquette (cmniquette@aol.com) is the contact person.

Just to show we do not hold a grudge, ACRA is also submitting unsolicited proposals to conduct our cultural resources OSHA training workshop to two separate Corps of Engineers Districts (neither of which are Charleston, needless to say). If you think your company and others in your region might benefit from such a workshop, please consider finding a sponsor and helping to organize a workshop in your area. For those interested, the contact person is Chuck Niquette.

A C R A E D I T I O N
American Cultural Resources Association

Again, I would like to urge all of you who do not have an E-mail address to get one and let me know what it is. If there is no E-mail address in your listing on our website, then I have never received one from you. Through CEHP, ACRA provides weekly online updates of what is happening in Washington that may affect your business. This information is more timely than could ever be put into a newsletter, and there are often calls to action that require a telephone call within a few days. Please get online so you can receive this timely information and help out in Washington. As an aside, Loretta Neumann is no longer the owner of CEHP, but continues to be a board member as a private consultant until her term is up. Her duties on the online updates have been taken over by Nellie Longworth, who for many years was the government affairs consultant for Preservation Action. Welcome aboard Nellie.

Do not forget ACRA's annual conference in Denver, October 8-11. You should have received a preliminary agenda and registration materials. If you have not, please let me know (770-498-5199), or visit our website and download the recently updated information posted there http://www.mindspring.com/~wheaton /ACRA.html). Bring along your senior staff. Like a trip to Europe, "it is broadening."

The board is considering obtaining an internet domain name for ACRA. Until now we have been using my personal internet account, and while that is free, it does not project the professionalism we all would like to see. Names such as ACRA.org, acra.net, etc. are no longer available, of course, but we can still get such names as acranet or acra-net, etc. This will cost $100 to obtain and several hundred a year to maintain an ISP account.

Tom Wheaton
New South Associates, Inc.

Tourists Visiting Historic Resources Spend More Time and Money

Preservation-related tourism statistics from Virginia indicate that 73 percent of first time state visitors saw historic resources. Statistics gathered for other attractions in the state are approximately half this amount. In estimated tourist dollars, historic preservation visitors spent $423 per trip as compared to $180 per trip for other visitors. Also, historic preservation visitors stayed, on average, 4.7 nights as compared to 3.3 nights for other visitors.

(from FPForum listserv 8/16/96)

Tom Wheaton
New South Associates, Inc.

A C R A E D I T I O N
American Cultural Resources Association

CRM EDUCATION QUESTIONNAIRE RESULTS

Marlesa A. Gray, Chair
ACRA Education Committee

To determine its priorities for the near future, the ACRA Education Committee included a questionnaire in an ACRA Edition earlier this year. The results are in and are summarized here. Unfortunately, the responses received from the questionnaire did not represent a significant percentage of ACRA's membership. Fourteen companies responded to the questionnaire, representing about nine percent of the organization's membership. Despite the low response, however, several clear priorities emerged from this exercise.

To provide a background for the respondents, the first question asked, "Which CRM disciplines are represented within your company?" was necessary in assessing the remaining responses. All 14 respondents listed multiple disciplines. However, as could be predicted, all but one of the respondents listed archaeology (with prehistoric and historic archaeology tied) as a CRM discipline at their company. ACRA has been trying to expand its membership to include more non-archaeological consulting companies, but they are still in the minority. Following archaeology, architectural history and history were the next most frequent disciplines listed. The table on the following page includes the complete breakdown of CRM disciplines included in the returned questionnaires.

The second question asked respondents to rank a list of CRM education topics in terms of their importance. Despite the low rate of response, several clear priorities emerged from this question. Seven respondents (50%), ranked education reform within university disciplines involved in CRM as their top priority. When asked to list the disciplines which, in their opinion, require reform, 10 respondents listed archaeology/anthropology. Other disciplines that were mentioned include history, geography, geology, architectural history, and public history. One respondent answered with a terse "all." It appears that, based on the results of this survey, the ACRA Education Committee should proceed on a course of education reform within the various disciplines involved in cultural resource management as its top priority.

Second to education reform, five respondents (36%) listed ACRA-sponsored business management education services as their top priority. A subsequent question asked which of the following business management education services would be of most use to the respondent:

1. Attendance at a nearby ACRA-sponsored "Business of CRM" seminar,
2. Publication of a survey of existing business management continuing education resources, and
3. Business management workshops at ACRA annual meetings.

Thirteen respondents (93%) replied that attendance at an ACRA-sponsored "Business of CRM" seminar would be most useful to their company. The other two options each received eight votes. Finally, when asked to rank a number of business management topics in terms of their importance, the respondents were all over the map with their replies. The following demonstrates the breakdown of those topics that were ranked as most important by the respondents.

Topic	Respondents
Insurance and legal issues	4
Government agency compliance	4
Human resources/ personnel management	3
Financial management	2
Record-keeping	1

Interestingly, six of the respondents listed "How to respond to audits" as the least important business management topic to their company. It is unknown whether this represents a prior knowledge of the audit process among the respondents, or a case of "We'll cross that bridge when we come to it" thinking.

Finally, seven respondents (50%) listed as their second priority in CRM education the creation of an internship model by the Education Committee for the use of ACRA members. An ACRA-sponsored internship program in CRM disciplines, on the other hand, received no top rankings and only one second priority ranking.

When asked more specifically about internships, 10 respondents (71%) revealed that they currently do not have an internship program in their company. Of these 10, when asked to rank their level of interest in developing an internship program for their company, on a scale of 1 (not interested) to 4 (very interested), five (50%) responded with a 2, four (40%) with a 3, and one (10%) with a 4. The four companies responding affirmatively replied that their internship programs had been in existence from six months to four years. All four responded that their internship programs had achieved at least moderate success in providing for better trained employees.

CRM DISCIPLINES REPRESENTED BY THE SURVEY

Discipline	*Number of responses*
Architectural History	10
Historical Archaeology	13
Historical Architecture	2
History	9
Landscape Architecture	3
Prehistoric Archaeology	13
Public History	5
Underwater Archaeology	0
Urban Planning	1
Other: Planning	1
Paleopathology	1
Historic Preservation Planning	1
CRM Staff Training	1
Public Interpretation	1
Paleontology	1
Geomorphology	1
Rock Art Conservation	1
Subsistence Studies	1

In conclusion, although the response to the questionnaire was low, the ACRA Education Committee now has some guidance from the membership in terms of developing its priorities for the near future. Of prime importance is the fight for education reform within the various disciplines comprising CRM so that we as CRM companies will benefit from a better trained employment pool. Secondly, the questionnaire revealed that the "Business of CRM" seminar will be favorably received if it can be produced more frequently throughout the country. Finally, the respondents requested that an internship model be produced by the committee for use by interested ACRA members. The committee will meet at the annual meeting in Denver to discuss the results of this survey and to begin to address the education concerns of the membership.

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"PLANNING FOR CHANGE"

1998 Annual Meeting of the American Cultual Resources Association

Denver, Colorado October 8-11, 1998

Registration Information

Conference Registration Fees

Fees include transportation to the Friday reception at the Oxford Hotel (cash bar) and transportation to the Saturday dinner at The Fort restaurant (meal on your own).

Early Conference Registration (before September 15, 1998)	
Non-members	$125.00
ACRA Members and Member Firms	$100.00
Late Conference Registration (after September 15, 1998)	
Non-members	$175.00
ACRA Members and Member Firms	$150.00
Student Registration	
Non-members	$25.00
ACRA Student Members	$15.00

Luncheons

Friday Luncheon	$13.00
Saturday Luncheon	$13.00

Workshops

Workshop #1: Historic Archaeology/Historic Architecture Workshop	
Non-members	$75.00
ACRA Member and Member Firms	$50.00
Workshop #2: Saving the Past for the Future — Data Migration and Technological Advances	
Non-members	$75.00
ACRA Member and Member Firms	$50.00
Workshop #3: Thinking Outside the Box	
Non-members	$75.00
ACRA Member and Member Firms	$50.00

For Registration form or further information, contact:

Tom Lennon
ACRA Conference Registration
Western Cultural Resource Management, Inc.
7765 Durham Circle
Boulder, Colorado 80301
303-449-1151
wcrm@ix.netcom.com

Hotel Information

Embassy Suites Hotel
I-25/Arapahoe Road
10250 E. Costilla Avenue
Englewood (Denver), Colorado 80112

Group Rates:
Singles $89
Doubles $89
Plus 3.8% tax

Reservations:
800-654-4810 outside Colorado
303-792-0433 in Colorado
FAX: 303-792-0432

Complimentary Services:
Full cooked-to-order breakfast, daily.
Manager's cocktail reception, daily.
Complimentary transportation within 6 miles of hotel.

Cut-off date for Group Rates is September 6, 1998.

Complimentary airport van service upon request.
Super Shuttle at the airport $15 (303-370-1300).

ACRA Committee Chairs

Awards Committee
Charissa Wang
Hardlines: Design & Delineation

Conferance Committee
Dana McGowan
Jones and Stokes Associates, Inc.

Education Committee
Marcy Gray
Gray & Pape Inc.

Preliminary Schedule

Thursday, October 8, 1998

- *Board Meeting (9:00 am- 5:00 pm)*

Friday, October 9, 1998

- *Morning Workshops*

Workshop #1: Historic Archaeology/Historic Architecture Workshop (8:30 am - 12:00 pm)

The practice of historic archaeology and the study historic architecture have grown to become the focus of many CRM firms practice. As most members of our industry are turning 50 or will be turning 50 soon, how will we respond when resources that date to our own experience become historic? Of critical importance is the development of adequate yet cost effective recordation, evaluation, and mitigation strategies for these resources. This workshop will explore the question of what is historic and how that definition will change in the years to come, using Cold War Era properties, post-war housing developments, highways, and shopping malls as examples. (Speakers: Dr. Don Hardesty, University of Nevada-Reno).

Workshop #2: Saving the Past for the Future — Data Migration and Technological Advances (8:30 am - 12:00 pm)

Our task, as resource managers, is to collect, document, and save the past for future generations, and yet most CRM firms do not have the knowledge or the resources to ensure that electronic data are preserved in perpetuity. In the race to keep our technology current, we may be leaving behind our data in formats or media that will be difficult if not impossible to access in the years to come. The focus of this workshop will be to provide information to CRM firms on ensure that their data will be archived and accessible (Speakers: National Archives staff).

- *Luncheon - 12:00 pm to 1:00 pm Dr. David Halaas — The Search for Sand Creek*

Dr. Halaas is the Chief Historian and Co-director of Research and Publications for the Colorado Historical Society. He has been working since 1993 to relocate the site of the Sand Creek Massacre, one of the more notorious Native American massacres by Euroamericans in the Rocky Mountain West. He has used traditional historical methods, historic archaeology, oral informants, and Native American informants in an effort to find the actual location where this infamous "battle" took place.

- *Afternoon Workshop*

Workshop #3: Thinking Outside the Box (1:00 pm - 4:30 pm)

Historic preservation and CRM are evolving as fast as the world is changing. What opportunities are emerging and how should CRM practitioners be positioning themselves to take advantage of these opportunities? This workshop will outline what growth opportunities will dominate CRM in the next 10 years and suggest how we can take control of the market. Subjects will include how CRM relates to local and state alliances and funding, how heritage tourism will influence CRM, the role of programs like the American Heritage Rivers initiative, and how foreign CRM and World Bank opportunities can be successful (Speakers: Colorado Preservation, Inc., and other speakers to be announced).

- *Reception - 6:00 pm at the Oxford Hotel in downtown Denver.*

Saturday, October 10, 1998

- *Plenary Session*

8:30 am - 9:00 am	Welcome; Introduction to the Meetings; Schedule of Events ; Review of 1998 Accomplishments
9:00 am - 10:00 am	Anticipating Economic and Social Changes in the Next Decade that Will Affect Our Businesses (Participants: Coleen Murphy, Senior Fellow at the Center for the New West)
10:00 am - 10:15 am	Break
10:15 am - 12:00 pm	Anticipating Economic and Social Changes in the Next Decade that Will Affect Our Businesses (continued)

- *Luncheon - 12:00 pm to 1:00 pm (Speaker to be Announced)*
- *Breakout Sessions - 1:00 pm - 4:00 pm*

Session A - The Private Sector: What are the Key Trends Effecting CRM in the Private Sector Nationwide?

Speakers from several companies will discuss how their companies develop and implement strategic plans. How does the consolidation of mega-companies effect CRM business and where do small and medium-sized firms fit into the market? Can businesses of every size find enough work to succeed in the next decade? This session will explore how successful companies found their niche (Speakers: TBA).

Session B - The Public Sector: What is the Present and Future of Federal Contracting?

This session will explore the latest issues in federal contracting including an assessment of the effect of the wage determinations for archaeological technicians, how the issuance of regional permits by the BLM effects CRM businesses, cost caps for federal projects that result in bids that are not within industry standards, evaluation of sites to meet agency and SHPOs requirements, contractor performance evaluations, and the effect of federal staff cuts on contracting (Speakers: TBA).

- *Dinner*

Sunday, October 11, 1998

- *General Membership Meeting (9:00 am -1:00 pm)*

Governmental Relation Committee
Kevin Pape
Gray & Pape Inc.

Labor Relation Committee
Shaune M. Skinner
ASC Group Inc.

Membership Committee
Dana McGowan
Cultural Resource Analysts, Inc.