URISA Salary Survey Results Are In — How do you stack up?

“Just wanted to take a minute and say "Wow!" about URISA’s newest Salary Survey book. It is awesome! The industry has been starving for a comprehensive resource like this for years! Easily the best in the GIS business. I’m happy URISA put in the effort to compile the book, as it is highly useful. You guys rock. Congratulations on a fine effort and thanks again!”

URISA recently released the results of its 2000 Salary Survey for IT/GIS Professionals and according to Doug Henderson of Indianapolis, IN (who already has his copy), the publication “rocks”! Compared to the first survey published in 1998, the 300-page publication has been greatly expanded and includes a much wider-range of detailed information. Additions include details about GIS staff members, computer skills required at work, education level, years of experience, and much more.

The primary objective for this survey was to determine specific data with regard to IT/GIS positions and salaries. The data presented has been culled from the results of URISA’s salary questionnaire that targeted a comprehensive and representative sample of both the IT and GIS communities. Salary data is presented according to region, job title, type of organization, experience level and more. There were 837 usable responses to the survey, which are the basis of this publication.

Where do they work?
Most respondents (76.9%) are employed within some level of government, from local through federal agencies. Another 18.4% are employed in the private sector. One-half of survey respondents work in municipal (26.5%) or county (23.5%) government.

What is their position?
Because job titles are not standardized across this industry, URISA recently compiled an extensive list of model job descriptions*, which detail job responsibilities under various titles. Respondents were asked to read the descriptions and indicate which job title most closely matches their current position. As expected, most respondents to this survey (78.0%) hold GIS-related titles, with many having management responsibilities.

* Detailed descriptions are included in a separate URISA publication, Model Job Descriptions.

They have an average of 12.8 years of professional experience and 7.4 years of GIS professional experience.

They work, on average, 43.2 hours in a typical week, with nearly one-half (47.2%) working a 40-hour week.

Most (85.7%) respondents hold a bachelor’s degree or higher, with four out of ten (40.2%) respondents earning a postgraduate degree. Most often, their educational degrees were in Geography (42.1%), GIS (19.2%), Planning (16.5%), Engineering (10.9%), and Computer Science (10.8%).

More than two-thirds (68.7%) of the respondents to this survey were male, and the average age of those responding was 38.2 years.

Computer Skills/Requirements
According to the results of this survey, respondents’ jobs require them to be at least somewhat proficient with a variety of GIS software. Mirroring recent software industry market studies, ESRI’s ArcView (88.0%) and ArcInfo (79.3%) were the most popular, followed by Autodesk’s AutoCAD (47.3%).

A variety of other skills are required by respondents in their jobs including project management, report writing, technical support, and teaching/training. These skills vary greatly by job title, with Directors and Managers more likely to be involved with report writing, public speaking and personnel management and...
Important URISA Dates to Remember

March 1, 2001
Abstract submissions due URISA 2001

March 1, 2001
Abstract submissions due for the Caribbean GIS Conference

April 1-4, 2001
Integrating GIS & CAMA Conference
Baltimore, MD

April 2, 2001
Abstract submissions due for Street Smart & Address Savvy

May 6-8, 2001
Technology — Making Public Works WORK BETTER Conference
Rosemont, IL

August 12-14, 2001
Street Smart & Address Savvy Conference
Milwaukee, WI

September 9-12, 2001
URISA Caribbean GIS Conference
Montego Bay, Jamaica

October 20-24, 2001
URISA’s 39th Annual Conference
Long Beach, CA

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Article submissions, calendar items and industry news should be sent to the attention of Wendy Francis.

Have you visited the URISA Website lately?
www.urisa.org
Oregon Chapter Sponsors Another Successful GIS Day

By Kelly Neumeier, GIS Specialist, Clackamas County, Oregon

The Women in GIS Section of the Oregon URISA Chapter decided to take on GIS Day 2000 as a project. The initial plan was to build on school presentations that had been done sporadically over the last year, including GIS Day 1999 and a couple of career days. The goal was to put together a presentation that was interactive, fun for the students and required minimal preparation on the part of the individual presenters.

“Where’s your school from the Oregon Zoo?” looked at local data around a particular school and helped the students think about spatial relationships and distances.

To assist the multitude of volunteers, a “presenter packet” was developed. Included was a CD of the presentation materials, maps of Forest Park, a GIS Day 2000 word search/coloring page for each student, and photocopies of articles on how GIS was used to map the Olympic torch route through Australia and about Lewis and Clark’s maps on the web.

By the end of GIS Day, 48 separate classrooms in 16 schools in the Portland area and Corvallis had been exposed to GIS, many for the first time. In all, some 1500 students, not to mention teachers, principals and assistants saw the power of GIS.

But the Women in GIS Section did not end presentations on GIS Day. Three additional schools with 420 eager students have presentations pending.

GIS Day in Oregon couldn’t have been as successful without the help from several private firms. ESRI was very helpful providing ArcVoyager CDs, GIS Day pencils and other goodies that we used as part of our prizes. AVERSTAR generously plotted 2 dozen large posters for the classrooms which they kept as gifts. And last but definitely not least, the generous professionals who went to the schools and who designed the presentation itself.

Visit www.gisday.com for more successful GIS Day stories!


Address Data Content Standard Update

The Federal Geographic Data Committee (FGDC) projects to release the draft Address Data Content Standard for public review in February 2001. The purpose of the Address Data Content Standard is to facilitate the sharing of address information. The Standard accomplishes this purpose by providing a method for documenting the content of address information and simplifying the documentation process by recognizing some commonly used discrete units of address information, referred to as “descriptive elements.” It provides standardized names, references, and definitions to alleviate inconsistencies in the use of the descriptive elements and to simplify the documentation process.

The Address Data Content Standard is applicable to addresses of objects having a spatial component. The Standard does not apply to addresses of objects lacking a spatial component and specifically excludes electronic addresses. The Standard is applicable to shared addresses. It does not require addresses be shared and does not provide guidelines for determining whether addresses can be shared, as some organizations cannot share addresses or some part of address information due to requirements for confidentiality and security. However, the principles of the Standard can be extended to all addresses, including addresses maintained within an organization that are not shared.

The Address Data Content Standard was developed by the FGDC Subcommittee on Cultural and Demographic Data. The FGDC encourages all interested parties to submit public review comments on the Address Data Content Standard once it has released the draft Standard for public review. For more information about the Address Data Content Standard, please visit http://www.fgdc.gov/standards/ or contact Fred Broome, Chair, FGDC Subcommittee on Cultural and Demographic Data, by phone at (301) 457-1056 or by e-mail at fbroome@census.gov.
In my September/October column, I talked about the challenges URISA is facing with regard to its Chapter activities. While a comprehensive plan is still under development by a special task force of our Chapter and International leaders, I wanted to share with you some of the things your Chapter can do now to ensure your organization’s continued success or put it back on track.

**Administrative Support** — The feedback we’re getting from our chapter leaders is that the administrative burdens of leadership are the worst part. So, here at URISA Headquarters we have geared up to assist our Chapter leaders in handling the day-to-day hum-drum work such as bookkeeping, dues billing, mailings, website maintenance, etc. Chapters can turn to URISA Headquarters' professional staff to assist them in these and all other administrative areas.

**Technology** — Most chapters don't have the resources that their parent organizations do to keep up with technological changes, so national organizations need to use their capabilities to help chapters.

Some ways organizations are using technology to assist chapters are:
- Develop chapter Web sites;
- Provide e-mail lists and chat rooms for special interest groups;
- Database assistance for chapter membership-development efforts;
- Produce online membership directories for chapters.

**Help Chapters Grow** — There is no greater service a parent organization can offer its chapters than helping it grow. New members provide the financial and human resources chapters need to implement the organization’s programs in a meaningful way, as well as the continuing supply of fresh ideas and innovative leadership that every organization needs. With members less willing to give as much time as they have in the past to membership-related activities, how can parent organizations make an impact on membership at the chapter level? Here are some suggestions:

- Help chapters develop prospective member packets.
- Provide chapters with sample membership recruitment and retention letters that can be customized (make these available online so they can be downloaded and reformatted electronically).
- Do chapter billing and dues collection for the chapter.
- Send targeted solicitation letters, welcome messages, and renewal requests via e-mail from a national leader.

**Leadership Development** — As was mentioned by several chapter relations professionals, chapters will always be important in providing leaders to parent organizations. In order for this to happen, the chapters must have some ideas on how they can overcome the problems they are having in attracting new leaders.

At the chapter level, some things that you can do to attract and keep new leaders include these ideas:

- Break down complex jobs. Try to break the big tasks and positions into smaller ones with less of a time commitment for each job.
- Do away with leadership “ladders.” It’s hard for someone who does want to help to commit to five or six years before reaching a position of authority in the chapter. Does this mean someone should go from doing nothing to being Chapter President overnight? Of course not. It just means that chapters need to be creative in their leadership structures.
- Include in chapter-leader job descriptions a requirement that they find replacements for themselves when they move on.

To help Chapters improve their leadership development, a great parent organization can:

- Develop a mentoring guideline for chapters to show ways that current and former leaders can spend time educating others in chapter leadership.
- Communicate directly with chapter members and encourage them to get involved in chapter leadership.
- Provide chapter leaders with leadership tools. Not just job descriptions and organization charts, but also general leadership literature, books, compact discs, and other tools developed outside of the organization.

**Keep the Faith.** A future without chapters is difficult for some organizations to imagine, but it will take some work on the part of everyone involved — chapters, parent organizations, and leaders at all levels — to keep the chapter structure a useful and valuable one. The only certainty is that people are changing, chapters are changing, and the challenges of chapter parent relationships are changing; no organization in that environment will survive if it continues to do business as usual.
President’s Column

The Search is On!

By Lyna Wiggins, URISA President, Rutgers University

This past weekend, our Executive Director (ED) Search Committee spent eight hours together on the phone interviewing our first-round final candidates for the new URISA ED. There were a number of strong candidates, and we enjoyed hearing their varied views on running a non-profit member organization. Completing these interviews reminded me of several things I would like to share with you.

First, as one of our candidates said during his interview, “I bet you’re going to really miss your current ED.” With a collective sigh, the entire Search Committee seconded that. In his four years with URISA, David Martin hired an incredible professional staff, motivated them to do great work, and created a headquarters environment that serves URISA member needs cheerfully and professionally. In addition to helping the Board re-establish financial stability, David helped us start a variety of new specialty conferences with new partners from related professional associations. These new events provide both new educational opportunities in focused and current topic areas, and also help us diversify our financial income sources as an association. We’ve also made many new friends and professional contacts from our partner associations. On top of all of this, David helped us establish a web presence and produce a variety of new publications for our members.

David helped the Board learn what a professional association executive can do for a volunteer-oriented member organization, and we owe him more than I can express here. As we completed our interviews with these candidates we felt confident we were asking them the right questions to make a good choice, since we’ve had such a great ED role model in David. Our next step in the search process is in-person interviews with four finalists. Then we will introduce our new ED to the URISA membership.

Second, I’d like to thank the great staff members that David has recruited for staying with us through this transition and helping make this a smooth change. The Board truly appreciates your help and support, as well as all of your good work for us. We want to give particular thanks to Wendy and Anna Mae for filling in with many of David’s usual responsibilities this month. Everything in the office has been continuing like clockwork thanks to all of your attention.

Third, thanks to the Board members on the Search Committee (Nancy Tosta, Peirce Eichelberger, Kathy Covert, Cindy Domenico, and Susan Johnson) for volunteering their time for this important task. I really appreciate your help. We’ll be introducing all of you to our new ED next month. Stay tuned….

Analysts and Technicians more involved with technical support.

Salary & Benefits
On average, survey respondents will earn a salary of just under $50,000 ($49,258) in the year 2000. Of course, salaries vary based upon job title, employer type, region, education level, professional and GIS experience. Numerous cross-tabulations of the salary data are included in this new publication, with salary figures shown according to a variety of factors.

A majority of organizations offer additional forms of compensation including paid conference attendance, paid training, retirement plans, membership dues in professional organizations, college tuition reimbursement, and 401(k) plans.

Can you wait another two years?
This publication is vital to anyone who hires IT/GIS professionals or to those pursuing careers in the field. URISA’s Publications Committee plans to conduct this survey every two years, to keep abreast of this exciting, and growing field.

For more information or to order your copy, visit the URISA website at www.urisa.org or call URISA at (847) 824-6300. The per copy cost is $49 for URISA members and $69 for nonmembers.

Check out this website, with lots of useful links!
http://www.tenlinks.com/MapGIS/
Apply for a URISA 2001 ESIG™ Award!

Has your organization improved the delivery and quality of government services through the application of information technology?

If so, that achievement should be recognized and shared with your peers. Nominate your organization for a prestigious URISA Exemplary Systems in Government (ESIG™) Award. Or convince a colleague to participate!

All applications will be reviewed by the ESIG™ Committee and winners will be notified in July, 2001. Winners will be recognized during the Awards Ceremony at URISA 2001 in Long Beach, and one person from each winning system will receive a complimentary full registration for the conference. Following the conference, winners will receive additional recognition in URISA publications and an announcement of their accomplishment will be made to media representatives around the world.

In order for the ESIG™ Review Team to fairly evaluate each system, specific information (A-F below) must be included in your submission. If submitting this application in electronic form (preferred), send it as an email attachment to info@urisa.org in PDF or Microsoft Word format. In the body of the email, specify the format, version number, and the length of the attached document. Include “ESIG™ Application” in the email subject field. If submitting in paper form, please send twelve (12) copies to:

URISA
ESIG™ Application
1460 Renaissance Drive, Suite 305
Park Ridge, IL 60068-1348

Provide all requested information in your submission. Incomplete applications will not be considered. The application deadline is: June 1, 2001

A. System

1. Name of system and ESIG™ category for which you are applying (Enterprise System or Single Process System).

   **ESIG™ Award Categories:**
   - **Enterprise Systems:** Systems in this category are outstanding and working examples of using information systems technology in a multi-department environment as part of an integrated process. These systems exemplify effective use of technology yielding widespread improvements in the process(es) and/or service(s) involved and/or cost savings to the organization.
   - **Single Process Systems:** Systems in this category are outstanding and working examples of applying information system technology to automate a specific SINGLE process or operation involving one department or sub-unit of an agency. The system application results in extended and/or improved government services that are more efficient and/or save money.

2. A letter from the executive administrator authorizing submission of the system application. (Include as a separate attachment if submitting electronically.)

3. One (1) page, or less, summary of what the system accomplishes and why it is exemplary.

4. Three “user testimonials”. These testimonials should include the title of the system, the person’s name, job title (if relevant), a statement of what specific ways the system improves their work and/or the work of their organization, and how frequently they use the system. (Include as separate attachments if submitting electronically.)

B. Jurisdiction

1. Name of jurisdiction
2. Population served by the organization/agency
3. Annual total budget for jurisdiction
4. Name, title, and address of chief elected and/or appointed official
5. Name, title, address, telephone, FAX, and email for contact person for system
You must answer each of the following questions. Please cross-reference your responses to each of the topics/questions listed below. Be sure that your responses are clearly written and sufficiently comprehensive for reviewers to develop a clear understanding of the system. Responses should be in complete sentences and as brief as possible while communicating the necessary information. If appropriate, include graphics.

C. System Design
1. What motivated the system development?
2. What specific service or services was the system intended to improve?
3. What, if any, unexpected benefits did you achieve?
4. What system design problems were encountered?
5. What differentiates this system from other similar systems?

D. Implementation
1. What phases did you go through in developing the system?
2. Were there any modifications to the original system design? Why? What?

E. Organizational Impact
1. What user community does the system serve and how?
2. What are the ultimate decisions/operations/services being affected? If appropriate, provide a few examples including, but not limited to: screen input/output forms, paper products, or other descriptive graphics.
3. What were the quantitative and qualitative impacts of the system?
4. What effect has the system had on productivity?
5. What, if any, other impacts has the system had?
6. How did the system change the way business is conducted with and/or service delivered to clients? Give specific examples comparing the old way with the new.

F. System Resources
1. What are the system’s primary hardware components? Give a brief list or description of the hardware configuration supporting the system.
2. What are the system’s primary software components? Describe the primary software and, if a commercial package, any customizations required for the system.
3. What data does the system work with? List and briefly describe the database(s).
4. What staff resources were required to implement the system (i.e., report approximate staff and consultant time as FTE’s).

Join the exclusive list of ESIG™ Award winners. If you’ve successfully improved the way in which government operates, through the use of information technology, you should apply for a 2001 URISA ESIG™ Award.

If you have any questions, contact URISA Headquarters at (847) 824-6300 or info@urisa.org

Application Deadline: June 1, 2001
Welcome New Corporate Members

URS designs, develops and deploys information technology solutions that deliver work-process efficiencies and decision support to our clients. Our information technology services are provided in addition to—and as an integral part of—our comprehensive professional services in planning, engineering, architecture, environmental and applied sciences, and program and construction management. Our client base is diverse, including public and private clients worldwide. We provide services in document management and workflow, geographic information systems, photogrammetry, application development, Web design and development, IT project management and process consulting, help desk services, and Web hosting/data warehousing. URS Corporation is a publicly held company listed on the New York Stock and Pacific Exchanges under URS. We have over 16,000 employees in offices located throughout North America as well as overseas. We combine the resources of a large company with the close client relationships afforded by local offices.

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Robert Stokes
8501 North Mopac Boulevard
Austin, Texas 78759
Phone: 512-419-5941
Fax: 512-454-8807
E-Mail: robert_stokes@urscorp.com
Web Site: www.urscorp.com

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UCLID Software recently accepted a “Best in State” New Product Award from Wisconsin Governor Tommy Thompson. The Award recognizes the contributions of engineers and scientists to economic growth and development in Wisconsin. UCLID’s IcoMap software, which converts paper maps, deeds and legal descriptions into digital files, was honored as a superior and unique product that stands to make a positive impact on Wisconsin’s economy.

Exor Corporation announced the relocation of their U.S. corporate headquarters to Fairfax, Virginia, and newly established sales office north of Boston.

Smart Data Strategies (SDS) recently announced its plan for the creation of a parcel-level GIS database encompassing the entire United States. The project will result in a geographically-indexed national cadastre—a record of the value, extent, ownership and related data for all properties in the U.S., accessible online through point-and-click navigation or as custom-ordered bulk data sets.

Dick Klosterman is delighted to announced that the What IF? planning support system (that he has been describing at more URISA conferences than he cares to admit) is ready for distribution. What IF? is a GIS-based system which allows planners, public officials and private citizens to prepare and evaluate alternative development scenarios showing the impacts of public policy choices on future development patterns.

Intergraph and Bentley Systems announced the completion of Bentley’s acquisition of Intergraph’s civil engineering, plot-services and raster-conversion software businesses.

Apex Data Services has received ISO 9002 certification for its production facilities in India.

PlanGraphics has entered into a formal business partnership agreement and strategic relationship with the Sichuan Jinkecheng Geospatial Information Technologies Company of Chengdu, China.

RADARSAT International and the Canadian Space Agency signed a RADARSAT-1 network station license agreement with the National Institute of Space Research of Brazil. RADARSAT also has been officially approved as a United States Geological Survey (USGS) business partner.

SPOT Image Corporation now holds the exclusive contract for distributing new SPOT satellite image products and services within Canada.

The Hammer Award, former Vice President Al Gore’s special recognition for teams who have made significant contributions toward improving government service to the American people, was recently awarded to the National Atlas Team. An electronic atlas, that draws on the extensive databases of more than 20 federal government agencis including the U.S. Forest Service, the U.S. Bureau of the Census, and the U.S. Environmental Protection Agency receives more than three million requests for information each month (www.nationalatlas.gov). ESRI, a National Atlas Team member, through a cooperative research and development agreement with the U.S. Geological Survey, which leads the effort, was recognized for its ongoing technical support in the project.

People News
Gary Waters, formerly of ESRI, has recently been appointed President of NovAlIS Technologies.

Tom Clemons, URISA Board member, recently accepted the position of Director, Government Sales - Western Area with Bentley Systems.

Richard Nasmith will direct a new PCI Geomatics Business Development department and will be responsible for identifying unique avenues of expansion. Arnold Hougham has accepted the position of Vice President of Sales, and will lead the company’s overall worldwide sales efforts.

Scott Elliott, Editor and Publisher of Directionsmag.com, passed away on January 10. Many know that he was an innovator and leader in business geographics. He founded Directions Magazine in 1998, the first online GIS publication.

BAE SYSTEMS ADR is pleased to announce the appointment of Eric Andelin as Senior Regional Manager in charge of their new customer support office in the Phoenix, Arizona area. The company has also promoted Ted Peters to Regional Manager servicing the Florida market.

Project Awards
Lockheed Martin IMS has won a $24 million contract to continue its child support payment processing work in Los Angeles County and a $22 million contract to help thousands in Fresno County find jobs. The latter is IMS’ largest to date in its welfare-to-work business. IMS has also won a contract with the Washington Metropolitian Area Transit Authority where they will operate the first transit smart card customer service center in the nation.

PlanGraphics was selected to provide the Sacramento County (CA) Assessor’s Office with a full range of GIS implementation and development services using ESRI’s SDE and ArcInfo 8 products. The company has also contracted with the Rhode Island Department of Transportation to implement their Plan Library and Numbering System, a spatially enabled engineering records document management system.

HJV Inc. has won its third contract to provide digital orthophotography and planimetric mapping for the Fairfield-Suisun Sewer District and the cities of Fairfield and Suisun City.

The Government/Utilities Division of M.J. Harden Associates has announced several new projects including a contract to provide tract map conversion services for Table Rock Lake for the US Army Corps of Engineers Little Rock District; a GIS implementation services project for ONEOK; and an agreement with Kansas City Power & Light to provide GIS software and Oracle system on-site support.

Merrick & Company has been awarded contracts by the City of Glenwood Springs, CO and Clackamas County, OR to provide photogrammetric and GIS services.

The City of Austin, Texas has selected Hansen Information Technologies’ Municipal Call Center and Asset Management solutions to streamline citizen interactions and manage the water and wastewater activities within the City.
Full page Intergraph
URISA Exhibit Opportunities in 2001

April 1-4, 2001
Integrating GIS & CAMA Conference, Baltimore, MD
Target audience: GIS professionals and the Assessment community

May 6-8, 2001
Technology in Public Works Conference, Rosemont, IL
Target audience: IT/GIS professionals within Public Works departments

August 12-14, 2001
Street Smart & Address Savvy, Milwaukee, WI
Target audience: 911 professionals

September 9-12, 2001
Caribbean GIS Conference, Montego Bay, Jamaica
Target audience: English-speaking Caribbean government agencies

October 20-24, 2001
URISA 2001 Annual Conference, Long Beach, CA
Target audience: IT/GIS/Planning/Management professionals within state & local government

Visit www.urisa.org for details or contact Wendy Francis at URISA Headquarters (wfrancis@urisa.org)
You are being sent the following:

- □ First draft
- □ Draft No. 2 with revisions
- □ Draft No. 3 with revisions
- □ Draft No. 4 with revisions
- □ Draft No. 5 with revisions
- □ Draft No. 6 with revisions

If this is a final proof of your job, carefully review and sign off.

NOTE: You should re-review all copy before approving—not just last round of revisions.

- □ Please make the following noted revisions before approval. (Do not sign below if changes need to be made.)

- □ Proof is OK—please go to print.

I have examined this proof for spelling, color breaks, photos, and all other elements I requested. I understand that any errors found at a later time are my responsibility.

For Approved Final Proofs

I have reviewed the final proof of my job and approve it.

Signed ___________________________________________ Date __________