



NETWORK NJ

Newsletter of the New Jersey Chapter of the Society of Women
Environmental Professionals (www.njswep.org)

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INSIDE THIS ISSUE

- 2 Outgoing Co-Chair Sue Boyle Looks Back
- 3 In the Spotlight, Irene Kropp, NJDEP
- 7 NJSWEP Professional Development Series Continues!
- 8 NJDEP Site Remediation Program News
- 8 New NJSWEP Soil Remediation Standards, Elizabeth Limbrick, Langan
- 12 "Flash Update" on NJDEP Site Remediation
- 12 NJSWEP Scholarship Program – Recipients Awarded!
- 12 New Members Breakfast
- 13 Save the Date
- 15 Member News
- 16 Annual Membership Drive
- 16 NJSWEP Needs Volunteers
- 16 Employment Notices
- 17 Membership Form
- 18 2008 Steering Committee

2008 Continues on its Fast Pace for NJSWEP

NJSWEP has continued its furious pace with a number of exciting and informative programs for members around the State.

Our Professional Development Program was created to present interactive educational seminars for career development growth and management interests of our members. With the assistance of Shelton Associates, Inc., NJSWEP hosted its second program of this series, "Traditional and Non-Traditional Career Opportunities and Starting Your Own Business" on May 1 at Lindabury, McCormick, Estabrook & Cooper, P.C. in Westfield, NJ.

NJSWEP's Annual Regulatory Update was held at the NJDEP on Friday, May 9. DEP Commissioner, Lisa Jackson, along with key members of her senior management team, made presentations regarding recent changes and proposed legislation to key NJDEP programs, including the Site Remediation Program. As usual, this event was well attended and we all learned a lot about NJDEP's priorities and plans for the rest of 2008.

On May 12, NJSWEP, along with co-sponsors Brinkerhoff Environmental Services, Inc. and Mazza & Sons Inc., held a program at Mazza & Sons Inc. which included a breakfast and a walking tour of their facility in Tinton Falls, NJ.

On May 20, A2X Consulting hosted "Greener Pastures: The Path from Green to Profit" in their offices in Livingston, NJ. NJSWEP was a supporting Exhibitor. Then, on June 3, Sterns & Weinroth hosted a "Flash Update" regarding hot topics in NJDEP's Site Remediation Program at Sterns & Weinroth, P.C.

Finally, the MetroNet Cocktail & Networking Reception was held on June 26 at K&L Gates in Newark, NJ.

And so NJSWEP rolls on in 2008. Learn more about upcoming programs and other topics of interest as you read through this newsletter and watch for more details by e-mail and in future editions of Network NJ.



Outgoing Co-Chair Sue Boyle Looks Back

I have had a terrific time serving as Co-Chair of NJSWEP for these past years, first with Deb Rosen and now with Kathy Helmer. NJSWEP tried something new with my appointment as Co-Chair: we decided to have a private sector chair and a public sector chair. For those of you who don't know, I retired from the public sector on June 30, 2008 and joined GEI Consultants, Inc. (new contact information below). My career change happens to coincide fairly closely with the conclusion of my term as NJSWEP Co-Chair at the end of 2008.

Starting in January 2009, Norma Eichlin of O'Brien and Gere will join Kathy as Co-Chair. Norma has been incredibly generous with her time as a NJSWEP member and her appointment brings NJSWEP back to its leadership roots: we will have one attorney and one consultant at the top of the organization. Now that we have tried a few models, give some feedback on other models to try, ways to improve our structure, whether one structure or another made any significant difference, etc.

Public sector members will remain active on the steering committee and as chairs for individual events, such as the annual regulatory update at NJDEP. I'm glad, because I think NJSWEP serves its mission best by having a broad array of interests and sectors represented.

At the May, 2008 Steering Committee meeting, Kathy Helmer shared an extremely long list of NJSWEP's 2008 events and programs. Those of us who attended the meeting were struck by a few things:

a. NJSWEP's success in building coalitions and partnerships with other like-minded organizations.

For example, we continue to partner on conferences, site tours and events with the Environmental Business Council, Rutgers University's Continuing Education program and its annual Environmental Career Fair, the National Brownfield Association, the Urban Land Institute, and the Philadelphia and Harrisburg Chapters of SWEP.

We initiated partnerships for the first time this year with Professional Women in Construction; Lindabury, McCormick, Estabrook & Cooper's Women's Business Initiative; Norris, McLaughlin & Marcus's Women's Forum; Brookdale Community College's Women in Engineering, Science and Technology (WEST) group; and the green strategies events of A2X Consultants.

b. NJSWEP launched its Professional Development Series this year. This effort is in direct response to the request of our members, and wouldn't be possible without the hard work of Susan D. Shelton, president of Shelton Associates, Inc. Two sessions were conducted earlier this year, one on resumes and interviews and the other on traditional and non-traditional career opportunities. The series concludes this fall with a session on mentoring and market trends in the environmental and engineering fields.

This effort was one of my goals as Co-Chair and I'm delighted that we were able to initiate it before my term ends. Thank you!

c. NJSWEP's Scholarship and mentoring Award Gala is about to enter its second year on September 19, 2008, thanks to the dedication and hard work of the planning committee headed by Tali Engoltz. This year, we will also honor the past Co-Chairs who founded the organization and got it off the ground. Kathy, Deb and I thank you for paving the way and making our service a bit easier.

d. Our MetroNet effort is growing. NJSWEP has now held two functions in northern NJ, with easy access to NY City via mass transit. This is another effort in direct response to the request of our members.

Our hope is to build the same type of reciprocal organization in the Metro NYC area that we have in the Philadelphia metro area. We will remain one NJ organization, but pool our resources, membership and program opportunities with the larger areas that embrace the Garden State so that our members continue to receive the best value for their membership.

Thank you all for the honor to assist in making NJSWEP such a great volunteer organization. And, keep those ideas flowing to the Steering Committee! I hope you join me in recognizing the committee's responsiveness to your needs. NJSWEP is a nimble organization, able to adjust easily to your requests.

Here is my new contact information, and I look forward to remaining involved with NJSWEP:

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In the Spotlight

NJSWEP is pleased to reprint the "In the Spotlight" article from the Spring Edition of *Learn & Live* about Irene Kropp's experience at NJDEP. In response to NJSWEP members who have requested professional development guidance on moving around the organization, Irene's experience is directly relevant to NJSWEP members with respect to NJDEP.

By Catherine M. Bogart



Irene Kropp
Assistant Commissioner
Site Remediation &
Waste Management

Our spring edition of *Learn & Lead* features an accomplished manager whose leadership qualities have proven adaptable in many programs in the DEP: Irene Kropp.

Currently, Ms. Kropp is the Assistant Commissioner for Site Remediation and Waste Management with oversight responsibilities for the following Department programs:

- Office of Brownfield Reuse
- Office of Dredging and Sediment Technology
- Division of Remediation Management and Response
- Division of Remediation Support
- Solid and Hazardous Waste Management Program

In addition, Assistant Commissioner Kropp oversees the administration of the New Jersey Spill Compensation Fund and the processing of claims against the Sanitary Landfill Facility Contingency Fund.

Ms. Kropp began her career at the DEP as an assistant engineer in 1983 and worked her way up through the ranks to escalating management positions, while gaining knowledge and experience in a variety of DEP program areas including: Enforcement Operations; Information Resources Management where she was the driving force behind the DEP's migration to our first integrated information system (NJEMS), first internet business portal and cutting edge, web-based interactive GIS mapping applications; and the Department's Management and Budget Program, for which she streamlined the business practices while overseeing all support operations for the Department's entire workforce.

Ms. Kropp received her undergraduate degree in Biology from the State University of New York, and she holds a Masters of Science Degree in Water Resources Engineering from Villanova University.

I recently had the pleasure of speaking with Irene in order to capture more candid information. Please see below:

Career Track

Q. Irene, what was your first memorable challenging time during your leadership tenure here at DEP?

A. "The very first memorable challenge I faced is associated with my first management job. I was asked to be Bureau Chief overseeing the geologists in the Site Remediation Program shortly after the very well liked and respected Bureau Chief left for private practice. As I did not have any background in geology/hydrogeology, many of the staff were disappointed, to say the least. In fact, a few of the staff left the Department. I chose not to take it personally and to focus on performing the job I was assigned to

do. I learned a lot in that job from both a technical and managerial perspective and, as a bonus, I became friends with many of the staff whom I still rely on today when I am looking for advice.”

Q. Your diverse management background and leadership accomplishments have earned you high levels of respect from staff throughout DEP, yet you remain true to your natural personality. How have you achieved the balance between being a well-respected leader and socially approachable by subordinates?

A. “I started in the DEP as an assistant engineer in the Water Supply Element, moved around to a variety of programs and got promoted taking civil service tests, like everyone else.

So, I really feel like I am just one individual in the DEP team. I have been lucky in that I have met great hard working, dedicated people along the way in every title and profession. I respect the work each and every person in DEP does, and because I have had the opportunity to work in several programs, I have the advantage of a global view of how everything we do fits together to make the DEP function as a model agency. I consider everyone my equal and understand that my role as a manager is to make the hard decisions while remaining fair and modeling leadership. And since Assistant Commissioner jobs are appointments, I remind myself there is always that chance I’ll be assistant engineer in the water supply element again!”

Restructuring

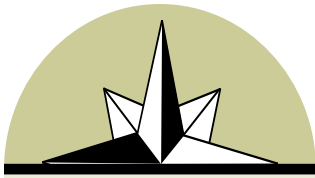
Q. How did you know restructuring would be the right choice for your Programs?

A. “The decisions you make as a manager are often a reflection on you as a person. When I started in Site Remediation, one of my first decisions was to reduce a layer of management and shuffle the deck with management assignments. I believe in a hands-on approach to management because I feel it is important to engage staff personally and not isolate myself from them. It also improves communication within the organization.

I also feel strongly about encouraging staff and managers to take on different responsibilities and move around within the organization. I believe this enables us to obtain a fresh perspective and broadens our knowledge base. This benefits the individual as well as the organization as a whole. Whether it was “right” or not, depends on who you ask. But it was a decision I made in hopes of getting a better feel for what worked well and what didn’t work in the program with the overall goal of making more important changes down the road. And those changes are coming, primarily through legislative reform.”

Q. What was your approach with the management and staff of your programs through that challenging time?

A. “The key to leading in challenging times is honest, upfront



“The key to leading in challenging times is honest, upfront communication. People need to know what lies ahead and what their options are even if they don’t like your final decision. It is also very important to seek input from everyone; foster an inclusive environment.”

communication. People need to know what lies ahead and what their options are even if they don’t like your final decision. It is also very important to seek input from everyone; foster an inclusive environment. I have sought to include input from my managers, staff and outside stakeholders in our on-going business process evaluation. Wherever we end up after legislative reform will be a result of the work of many people, not mine alone.”

Q. Have operations improved since transforming the Programs? In what way(s)?

A. “Even before the legislative reform process concludes, the Site Remediation Program has begun to implement improvement in how we perform our jobs. We really do not have a choice since, like all programs, we lose staff every month and the cases just keep coming in. We now have over 20,000 cases in SRP. The ideas for change have come primarily from the staff and managers in SRP. For instance, we started processing homeowner heating oil tank cases through a checklist system utilizing certified subsurface evaluators versus our standard review approach. Our goal was to take less complex, less environmentally sensitive cases off our plate so we could focus on more important cases. We are reviewing how often we need to employ a full case team to review documents.

And we are, in general, evaluating the types of documents that require a complete review, a cursory review or no review at all.

We have no choice but to change the way we all do business and the people who know best what can be changed are the front line staff.”

Mentoring

Q. Being a Mentor is also something that you do. What inspired you to become a Mentor? Why is mentoring important to you?

A. “This is a hard question because it is something I didn’t think very much about until other people started coming to me for coaching and advice. I never considered myself as someone co-workers, primarily women, would turn to as a mentor. I realized at some point that I have had plenty of experiences that I can pass on and so I stepped up to the plate. Mentoring has also helped me to grow as a leader and a manager because I gained insight and perspective from those that I’ve mentored. It’s a 2-way street. I don’t expect to have all the answers to everyone’s problems, but I can listen, provide support and model behavior that encourages people to challenge themselves in their careers and I can continue to grow as a manager and leader.”

Q. Your impressive career track is inspiring, and surely many people would benefit from your partnership as their Mentor. Do you have a particularly memorable outcome from mentoring someone?

A. “I enjoy seeing people I have worked with grow as individuals and professionals. It is great when, after some gentle prodding, people I have

coached begin to speak up more in their work setting to share their ideas, take on new responsibilities, embrace change and try to make a difference in the work place. I am especially proud when people who were horribly fearful of speaking in public, stand up for the first time in front of a crowd and make it through their first speaking engagement. I understand how hard that is for many people. I know I have had my less than stellar speaking engagement moments, like walking off the stage and leaving my shoes behind the podium, but it is important as a person and a professional to be able to stand in front of a crowd and give a speech. It provides an opportunity for growth.”

NJSWEP Professional Development Series Continues!

The second seminar in a series of Professional Development Programs took place on May 1st and focused on the topic of “Traditional and Non-Traditional Career Options and Starting Your Own Business”. The seminar was presented to NJSWEP members by Susan Shelton of Shelton Associates, Inc. Attendees received information pertaining to career options for environmental and engineering professionals, resources for professionals seeking advice on starting their own businesses, how to avoid the common pitfalls and mistakes made by professionals seeking to change careers, and the challenges faced by business owners and entrepreneurs.

During the presentation, Susan encouraged audience participation by soliciting questions and encouraging interaction between the attendees. In response, the attendees enjoyed a roundtable discussion after the formal presentation and shared anecdotal accounts of their own professional career experiences as it related to the topics. The seminar was sponsored by The Women’s Business Initiative at Lindabury, McCormick, Estabrook & Cooper, P.C. and held at their office in Westfield, New Jersey. Participants also enjoyed a luncheon provided by the event sponsors.

The third seminar in the Series will take place on Wednesday September 17th and will focus on the topic of “Career Mentoring and Market Trends in the Environmental and Engineering Industries”. The program will take place between 11:00 a.m. and 1:00 p.m. at the Pfizer Pharmaceuticals facility located in Parsippany, NJ. All members and non-members are welcome and encouraged to attend. Lunch will be provided.

NJDEP Site Remediation Program News

The New NJDEP Soil Remediation Standards

By Elizabeth Limbrick, Langan Engineering & Environmental Services, Trenton, NJ

Overview

On June 2, 2008, the NJDEP published the new soil remediation standards (SRS). These standards establish the baseline cleanup levels for impacted sites in New Jersey.

In many cases the new generic residential soil remediation standards are more stringent than the old Soil Cleanup Criteria (SCC). This is especially noteworthy for compounds such as

- PAHs (benzo(a) pyrene direct contact standard went from 0.66 ppm to 0.2 ppm) that are common in historic fill,
- xylenes (direct contact standard went 67 ppm to 12 ppm) which are common at petroleum service station sites, and
- chlorinated volatile organic compounds (direct contact standard TCE went from 23 to 7) which are common at many industrial sites.

The adoption of these new SRS may significantly affect investigation and remediation of sites. Additionally, sites that had previously received a No Further Action (NFA) determination from the NJDEP may be subject to reopening due to the order of magnitude clause. These impacts will be widespread affecting Brownfield site development to concrete recycling and site compliance.

The newly promulgated SRS are divided into two major categories: Inhalation and Ingestion Dermal Contact. Both of these categories are further subdivided into residential and non-residential remediation standards. The Impact to Groundwater Standards were not promulgated and were adopted as Guidance.

Ingestion / Dermal Contact SRS

The NJDEP has developed generic Ingestion / Dermal Contact SRS which may be applied to a site. The standards are applied in much the same way as the 1999 NJDEP Direct Contact Soil Cleanup Criteria.

The Ingestion / Dermal Contact SRS are based on risk assessment methods that do not employ site-specific factors. The NJDEP does not accept modifications of these standard default input parameters, with the exception of lead. Therefore, Alternative Remediation Standards (ARS) options for the ingestion-dermal pathway are limited to the two options listed below.

1. Site Specific Lead Modeling

An ARS for residential exposure may be based on input parameters identified by the Integrated Exposure Uptake Biokinetic Model for Lead in

Children (IEUBK) (USEPA, 1994) using site-specific data for soil and dust. The NJDEP will not accept changes to the default bioavailability assumptions for other compounds.

2. Land Use Scenario (Active / Passive)

An ARS may be based on site-specific land use scenarios that affect the amount of time that people are likely to spend at a site that is designated for recreational use. Active recreational land uses include athletic fields and playgrounds, and passive recreational land use including walking and biking trails. Acceptance of this type of an ARS will require the implementation of an institutional control. The NJDEP generally will not accept site-wide averaging for ingestion / dermal contact.

Inhalation

The NJDEP has developed generic Inhalation SRS (InhSRS) which may be applied to a site.

For VOCs, three parameters can be varied to develop an ARS: 1) Depth range of contamination; 2) Organic carbon content of the soil; and 3) Site size.

For particulates, the following parameters can be modified to develop an ARS: 1) The default assumption for vegetative cover can be modified for residential properties (an institutional control, such as a deed notice, will be required); and 2) The default assumption for vehicle trips per day for an unpaved area can be modified, based on a traffic count study, for nonresidential properties (an institutional control will be required).

Interestingly, because the assumptions for the Nonresidential InhSRS include vehicle trips over bare soil, the InhSRS for Cobalt, Manganese, and benzo(ghi)perylene are more stringent for nonresidential properties than for residential properties.

Additionally, as discussed in the Ingestion / Dermal Contact SRS, the NJDEP allows for an ARS based on a recreational land use scenario.

The NJDEP has an ARS calculator, however due to the conservative assumptions included in the model, it is unlikely to provide an ARS that is significantly different from the generic standard.

During the initial phases of the investigation (Preliminary Assessment [PA], and Site Investigation [SI]), the NJDEP does not allow averaging, rather the NJDEP requires single-point compliance. However, during the subsequent investigation (Remedial Investigation [RI]), averaging is used for the InhSRS, with the exception of off-site impacts. The site is separated into two vertical units: a 0'-2' unit, and the underlying subsurface zone (2' and greater). Additionally, the site is also divided into functional areas based on the site size and use (Residential and Nonresidential). The NJDEP offers a spreadsheet on its website to complete the required calculations for compliance evaluation by comparing each contaminant in each functional unit to the 95% Upper Confidence Limit (UCL) of the mean. Off-site impacts are evaluated against the most stringent InhSRS.

Impact to Groundwater (IGW)

The NJDEP originally intended to also issue Impact to Groundwater Soil Remediation Standards; however, due to the public comments received, the NJDEP deleted these from the final rule. Instead, the NJDEP issued the IGWSRS as "Guidance". As with the other Guidance Documents produced by the NJDEP, this "Guidance" will likely be a de facto Remediation Standard.

The process for determining the IGWSRS is quite complicated. The NJDEP has developed generic IGWSRS for "mobile" chemicals. IGWSRS for less mobile organic and inorganic contaminants must be developed on a site-specific basis when a discharge to soil is known or suspected.

For chemicals defined as "immobile" by the NJDEP, no further investigation and /or remediation is required, when a clean zone of at least 2 feet exists between "immobile chemicals" and the water table.

The NJDEP has developed four methods to develop site-specific IGWSRS:

1. Soil-Water Partition Equation

The Soil-Water Partition Equation may be used with default assumptions. This is the only method that does not require site-specific information. However, the default values used by the NJDEP have resulted in very low IGWSRS, especially when compared to the previous Impact to Groundwater Soil Cleanup Criteria (IGWSCC). For benzene IGWSCC was 1 ppm, the default generic IGWSRS is 0.005 ppm. For TCE IGWSCC was 1 pm, the default generic IGW is 0.007 ppm.

2. Synthetic Precipitation Leaching Procedure (SPLP)

The SPLP method is applicable for developing IGWSRS for inorganic and low volatility compounds. The NJDEP provides a worksheet on their website for calculating the IGWSRS using the SPLP method

3. SESOIL Model

The SESOIL Model can be used for compounds with relatively low mobility that are not eligible for the "Immobile Contaminants" option or fail the SPLP test, but where a clean zone larger than two feet exists between the contamination and the water table. The SESOIL vadose zone model may also be used to demonstrate that the soil contamination will not impact the ground water above the applicable GWQS when there is a "clean" or "buffer" zone between the contaminant and the water table, and where ground water is not impacted.

4. SESOIL/AT123D Model

When ground water is already impacted, the SESOIL/AT123D model may be used to demonstrate that certain contaminant concentrations will not lead to further unacceptable ground water impacts. The SESOIL model is used to model vadose zone contaminant transport, followed by the AT123D model to evaluate ground water transport. The model estimated contaminant concentrations are evaluated at two points to determine an acceptable site specific IGW soil remediation standard. Confirmatory

groundwater monitoring and sampling must be conducted to verify the models predications.

Phase In Period

You may be wondering, is there a way to avoid this? The answer is "maybe". The NJDEP is allowing for a 6 month phase in period for the new standards, as long as the standards that apply to your constituents of concern at your site have not changed by more than an order of magnitude (more on that topic later).

You may be able to lock-in the Soil Cleanup Criteria (SCC) that were in effect prior to June 2, 2008, if you *submit* a remedial action workplan (RAWP) or a remedial action report (RAR) that is "approvable" by December 2, 2008. Specifically, this requires a RAWP or RAR that has only minor deficiencies that can be easily be addressed.

Order of Magnitude

The Brownfield Act has a clause that allows the NJDEP to reopen cases, and/or require additional remediation after the approval of a RAWP, if the new remediation standard changes by more than an order of magnitude. Specifically, the NJDEP has stated that they will evaluate the order of magnitude change based on the concentration of the constituent of concern at the site versus the new standard. If the difference is at least an order of magnitude, you will be subject to meeting the new remediation standards. However, where this difference is less than an order of magnitude, this will not trigger a re-opener. Additionally, the NJDEP has stated that order of magnitude evaluations are not required impact for ground water soil remediation standards. An order of magnitude evaluation is not required for compounds that did not previously have a standard.

Typically, sites with a No Further Action determination will only be identified:

- 1) If they are subject to an engineering / institutional control with a certification. For example on a site with a cap and deed notice where a biennial certification is required, the certification form requires an order of magnitude analysis. However, it is likely that the existing engineering control will be sufficient to address the new lower standards.
- 2) Due diligence associated with property transactions.

What does all this mean?

For projects that are subject to the new standards, additional sampling and analytical costs, as well as additional investigation / delineation / remediation costs will likely be incurred.

The increased delineation to achieve these lower standards could easily increase the cost of Remedial Investigation alone by 50%, not to mention the cost of remediation. It is likely that many more sites will utilize engineering caps to address the impacts, especially for the PAHs in historic fill when utilizing the new SRS.

If you have constituents of concern at your site which have lower SRS, it may be advisable to submit a RAWP or RAR to lock-in into the previous SCC. Of course, this means that you will need to implement the remediation within the required NJDEP approved RAWP schedule.

For sites that have constituents of concern that will change by an order of magnitude or more, and for sites where it is not possible to complete the RAWP or RAR, you should already be collecting the necessary sampling data to comply with the new NJDEP SRS.

“FLASH UPDATE” Program on Hot Topics in NJDEP Site Remediation Program

Flash Update 2008 held at Sterns & Weinroth, P.C. in Trenton, NJ on June 3 was a huge hit, filling registrations to capacity and turning out a number of new NJSWEP members. Speakers Dr. Barry Frasco and Colleen Kokas, each with DEP, and Sandra Gaurin of TetraTech EM, Inc., gave updates on hot topics in DEP's Site Remediation Program. Dr. Frasco gave an impressive presentation on the newly updated Soil Remediation Standards published in the New Jersey Register on June 2, 2008, including an update on the Impact to Groundwater (IGW) guidance. Colleen Kokas, a NJSWEP member and recently-named Bureau Chief of the Office of Brownfield Reuse, gave an update on the Brownfields program, highlighting DEP's openness to meet with potential developers to assist with financial incentives and other aspects to encourage redevelopment of Brownfields sites. Sandra Gaurin, also a NJSWEP member, gave an update on DEP's Vapor Intrusion Guidance and possible further guidance and regulations from the Department of Health.

Roxanne E. Jayne and Jennifer L. Cordes served as co-moderators to introduce the speakers. Ms. Jayne also provided an update on the Licensed Site Professionals (LSP) bill, the subject of much discussion in the regulated community as well as in hearings held in the Legislature.

NJSWEP Scholarship Program - Recipients Awarded!

NJSWEP continued its scholarship program in 2008. The purpose of the program is to encourage women to pursue careers in the environmental industry; to mentor students with environment-related majors; and to provide students with connections to NJSWEP's membership for future internships/careers in the environmental field.

NJSWEP's goal was to provide scholarships to two women, one undergraduate student and one graduate student, who are pursuing studies related to the environment with an intended commitment to pursue a career in the environmental field. We are pleased to report that Jill Gomez (Undergraduate, Rutgers University) and Sarah Ritche (Graduate, NJIT) have each been awarded a \$1,000.00 scholarship and a free membership to NJSWEP.

Applicants were evaluated based upon the following criteria. The applicants must be female and either United States citizens or permanent residents. The undergraduate student must be entering her junior year in the Fall of 2008 or have completed 60 credit hours as of August 2008. The graduate student must be either starting or continuing graduate or law study in the Fall of 2008. A minimum GPA of 3.3 (scale of 4.0) or its equivalent and a declared major in a field related to the environment are also required.

Special thanks to Elizabeth Limbrick, NJSWEP Scholarship Committee, for spearheading this effort.

New Members Breakfast

On July 17, thirteen new members joined the Steering Committee and other members for breakfast at The Archive restaurant in the Trenton Marriott. Following a scrumptious buffet, Kathy Helmer and Sue Boyle, NJSWEP Chapter Co-chairs gave an overview of NJSWEP and the programming that is up and coming. Other steering committee members gave overviews of their committees. Great ideas for new programming and discussion groups were shared. Many hot topics in the environmental field, from going green and green remediation to the proposed licensed site professionals, were discussed. So watch the website and the newsletters for upcoming events and timely articles.



MEMBERSHIP REPORT UPDATE: 104 individual memberships (includes government and students) and 32 corporate memberships

Save the Date . . .

Sept. 10, 2008 - Tour of Paterson Falls area: Brownfields Development Area and Proposed New Urban Park.

Sept. 16, 2008 - NJSWEP is Co-Sponsor of the Rutgers Continuing Professional Education Course, Brownfields Emerging Issues in Redevelopment, Sayreville, NJ.

Sept. 17, 2008 - Professional Development Series, Third Topic: Career Mentoring and Market Trends in the Environment and Engineering Industries, 11:00 a.m. - 1:00 p.m., at the Pfizer Pharmaceuticals facility in Parsippany, NJ.

Sept. 19, 2008 - NJSWEP Scholarship and Mentoring Award Gala. Details to follow.

Nov. 13, 2008 - Speed Networking. Details to follow.

Other Upcoming Events:

October - Date TBD - Tour of KIPC, joint Program of the NJ, Philadelphia, and Harrisburg Chapters of SWEP as well as NJ and PA Chapters of the National Brownfield Association and the Young Leaders of the Urban Land Institute.

Fall - Date TBD - Sustainability/Global Warming Program, co-sponsored with Norris McLaughlin & Marcus Women's Forum.

Fall (or Spring 2009) - Date TBD - Mentoring with Brookdale Community College's Women in Engineering, Science and Technology (WEST).

December - Date TBD - Holiday Lunch and Charity Drive

New Members (as of September 2007)

Corporate

Ballard Spahr Andrews & Ingersoll, LLP

Individual

Betty Jane Boros-Russo	Megan Brown	Brenda Burbach
Amy Cradic	Emily J. Daher	Joe Genovay
Kristin Hansen	Tara Hemmer	Sandra Krietzman
Donna Mahon	Anne Martinez	Nanatte Mathis-Bridgett
Lynette Alomar Matthews	Lisa Morina	Eileen Murphy
Irene O'Brien	Monica Perez	Donna Rendeiro
Mary F. Smith	Janet Smolenski	Kristin Tedesco
Pamela Tudor		

Student

Erin Lynn Evertsen	Erica Van Auken
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MEMBER NEWS

In the December 2007 Newsletter, we mentioned that NJSWEP Member Daniele Cervino of Environmental Waste Management Associates was named one of Real Estate New Jersey's Women in Real Estate.

Well, NJSWEP actually had THREE members named to that prestigious list! Laura Brinkerhoff of Brinkerhoff Engineering made the list, as did Terri Smith of ELM. Terri was also profiled in the Women in Brownfields feature of Brownfield news and Sustainable Development's April 2008 issue. That issue was the official magazine of USEPA's Brownfields 2008 Conference held in Detroit. You may all recall that the Women in Brownfields series in Brownfield News started well over a year ago with a profile of SWEP, and included an interview with NJSWEP's Colleen Kolas, as well as members from CT, Harrisburg, and Philadelphia SWEP. Congratulations, everyone!

Please send us YOUR news. We want to keep everyone updated via the Newsletter and the web site.

QUESTIONS FOR THE MEMBERS

Would you be interested in profiles of family friendly work places? Want to share the innovations of your place of work with NJSWEP? We can do profiles on the web or in the Newsletter. Please contact Sue Boyle sboyle@geiconsultants.com if you want to submit something.

LET US KNOW if there are other articles you'd like to see on the web or in the Newsletter!

Annual Membership Drive

There is still time to renew your membership in NJSWEP. The membership form is posted on the website and included in the newsletter and includes two minor changes this year.

Please note two things regarding membership. First, individual memberships are not transferable. Therefore, if a company wants to send different people to different events, either the company's must have a corporate membership or each attendee must have an individual membership.

Second, annual memberships run for the calendar year, January through December and not for a year from when you join. Therefore, although you can join both chapters at any time, if you join in May, your membership is only valid until December of that year. The only exception applies if you join after October 1, in which case your membership will carry through the next calendar year for that result.

Please don't hesitate to contact Linda Taylor with any questions or suggestions via email at ljtaylor3@verizon.net.

NJSWEP Needs Volunteers

Tali Engoltz is chairing the 2nd Annual NJSWEP Gala Planning Committee - but she can't do it alone! If you are interested in serving on this committee, please contact her at tali.engoltz@dep.state.nj.us as soon as possible.

NJSWEP needs a volunteer to work on the tour of the Keystone Industrial Port Complex that will be a joint program of the NJ, Philadelphia, and Harrisburg chapters of SWEP and the Young Leaders group of the Northern NJ District Council of the Urban Land Institute in October 2008. Given the number of sponsors, the NJSWEP volunteer will be sharing the workload with a good-sized planning group. Contact Sue Boyle (sue-boyle@comcast.net) if you have an interest in getting involved.

Employment Notices

In order to ensure that NJSWEP members get immediate notice of job postings, Linda Esposti will forward employment notices to all NJSWEP members and post them on the website (www.njswep.org) as soon as she gets them. Please email Linda at LindaEsposti@verizon.net if you have a job opening you want to publicize to NJSWEP members.

NJSWEP 2008 MEMBERSHIP FORM

Please fill out to renew your membership or to become a new member. You may also use this form to revise the list of corporate members or submit an address change, if you are an active member. If you have any questions, please contact NJSWEP Membership Chair, Linda Taylor at (609) 586-6559 or ljtaylor3@verizon.net

A. Membership Status (Please circle one):

- **New Membership** ● **Renewal** ● **Active Membership with Revision to Address or List of Corporate Members**

B. Type of Membership (Please circle one):

Type of Membership	NJ Chapter Membership Fees	Joint NJ/Philadelphia Chapter Membership Fees
Individual	● \$125.00	● \$150.00
Government Employee	● \$ 20.00	● \$ 25.00
Student	● \$ 10.00	● \$ 15.00
Corporate (up to 5 members)	● \$350.00	● \$450.00

C. Check here if you would like to help or be on a subcommittee; also please indicate chapter:

- | | | | |
|---|---|--|--|
| <input type="checkbox"/> Membership
(NJ/PA) | <input type="checkbox"/> Newsletter
(NJ/PA) | <input type="checkbox"/> Programs
(NJ/PA) | <input type="checkbox"/> Public Relations
(NJ/PA) |
| <input type="checkbox"/> Scholarship
(NJ/PA) | <input type="checkbox"/> Sponsorship
(NJ/PA) | <input type="checkbox"/> Gala
(NJ only) | <input type="checkbox"/> Touchtone
(PA) only) |

Name: _____

Title: _____

Firm: _____

Address: _____

Phone _____ Fax _____

Email _____ Website _____

Corporate Members

Name	Title	Phone/Fax	Email

**Return the completed form with a check endorsed to NJSWEP and send to:
Linda Taylor
140 Norcross Circle
Mercerville, NJ 08619**

NJSWEP 2008 Steering Committee

Name/Address	Committee Roles	Telephone/Fax	E-Mail
Sue Boyle GEI Consultants, Inc., 7905 Browning Road, Suite 306 Pennsauken, NJ 08109	<ul style="list-style-type: none"> ▪ Chapter Co-Chair 	Phone: 856-910-9750 Fax: 856-910-9751	sboyle@geiconsultants.com
Kathy Dutton Helmer, Esq. K&L Gates, One Newark Center, 10 th Floor, Newark, NJ 07102	<ul style="list-style-type: none"> ▪ Chapter Co-Chair 	Phone: 973-848-4049 Fax: 973-848-4001	kathy.helmer@klgates.com
Colleen Kokas P.O. Box 712 Lahaska, PA 18931	<ul style="list-style-type: none"> ▪ Treasurer 	Phone: 215-630-0482	grapp6@comcast.net
Linda Watson NJDEP, 501 East State St., P.O. Box 400 Trenton, NJ 08625	<ul style="list-style-type: none"> ▪ Secretary ▪ Programs Co-Chair (South Jersey) 	Phone: 609-984-0497	lwatson603@gmail.com
Linda Taylor NJDEP, 401 East State Street, P.O. Box 028, Trenton, NJ 08625-0028	<ul style="list-style-type: none"> ▪ Membership 	Phone: 609-631-1432	litaylor3@verizon.net
April S. Krause GEI Consultants, Inc., 1 Greenwood Avenue, Suite 210, PO Box 856, Montclair, NJ 07042	<ul style="list-style-type: none"> ▪ MetroNet Co-Chair 	Phone: 973-509-9650 Fax: 973-509-9625	AKrause@geiconsultants.com
Jessica L. Lipson, Esq. Morgan Lewis, 101 Park Avenue, New York, NY 10178	<ul style="list-style-type: none"> ▪ MetroNet Co-Chair 	Phone: 212-309-6073	jlipson@morganlewis.com
Catherine A. Trinkle, Esq. Schering-Plough Corporation, 2000 Galloping Hill Rd, K-6-1-1800, Kenilworth, NJ 07033	<ul style="list-style-type: none"> ▪ Newsletter Co-Chair 	Phone: 908-298-4352	catherine.trinkle@spcorp.com
Emily L. Won, Esq. K&L Gates, One Newark Center, 10 th Floor, Newark, NJ 07102	<ul style="list-style-type: none"> ▪ Newsletter Co-Chair 	Phone: 973-848-4054	emily.won@klgates.com
Joe Genovay NJDEP, 401 East State Street, P.O. Box 028, Trenton, NJ 08625-0028	<ul style="list-style-type: none"> ▪ Newsletter Co-Chair 	Phone: 609-633-1238	joe.genovay@verizon.net
Tracy Straka Creamer Environmental, Inc., 215 Union Street, Hackensack, NJ 07601	<ul style="list-style-type: none"> ▪ Programs Co-Chair 	Phone: 201-968-3300 x1112 Fax: 201-968-3301	tstraka@creamerenvironmental.com
Regina Wallace NJDEP, 401 East State Street, P.O. Box 028, Trenton, NJ 08625-0028	<ul style="list-style-type: none"> ▪ Programs Co-Chair 	Phone: 609-633-3869	wallacer_2001@yahoo.com
Elizabeth Limbrick Langan Engineering, 50 West State Street, 10 th Floor, Suite 1002, Trenton, NJ 08608-1220	<ul style="list-style-type: none"> ▪ Scholarship Chair 	Phone: 609-815-3243	elimbrick@langan.com
Anne Lazo Mainstay Marketing, LLC (d/b/a Eagle Soars Marketing), Flat Rock NC 28731	<ul style="list-style-type: none"> ▪ Web Site Committee 	Phone: 973-801-2484	alazo@eaglesoars-marketing.com
Patti Burns Wetlands and Environmental Technology, Inc. P.O. Box 333, Woodbury, NJ 08096	<ul style="list-style-type: none"> ▪ Advisory Committee 	Phone: 856-686-9560 Fax: 856-686-9561	burnspatti@aol.com
Debra S. Rosen, Esq. Archer & Greiner LLC, One Centennial Square, Haddonfield, NJ 08033	<ul style="list-style-type: none"> ▪ Advisory Committee 	Phone: 856-354-3084 Fax: 856-795-0574	drosen@archerlaw.com
Nancy Van Dyke The ENTECH Group, Inc., 400 Morris Ave., Suite 265, Denville, NJ 07834	<ul style="list-style-type: none"> ▪ Advisory Committee 	Phone: 973-586-8661	NvanDyke@entechgroupinc.com

SWEP Mission Statement

"SWEP was founded in 1994 with the mission to promote personal and professional development, support other women environmental professionals including students, and help women network and gain influence in environmental law, science, business and policy.

The goal of the NJ Chapter is to provide networking opportunities for members, to encourage information exchange, and to provide a forum for the discussion of women's issues and general development issues. Membership benefits include: (a) quarterly newsletter; (b) bi-monthly seminars; (c) opportunities to market yourself and your company; (d) networking luncheons; and (e) a chance to mentor others in the field, etc."

