

# The Exposure

2015  
Conference/  
Elections  
Edition

MASSACHUSETTS SOCIETY OF RADIOLOGIC TECHNOLOGISTS NEWSLETTER

All proceeds from  
the 50/50 Raffles at  
our Annual  
Conference will be  
donated to "Homes  
for our Troops"



## "Bridging The Gap"

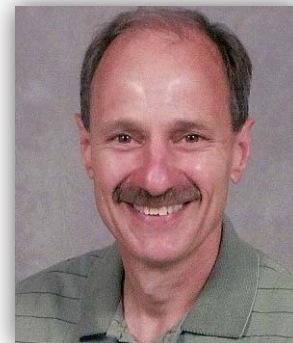


## "Past, Present & Future of Medical Imaging"

*Special thanks to Matt  
Kilroy for designing  
the image for our  
conference brochure  
to correlate with the  
chosen theme*



## President's Message



I hope everyone is enjoying the snow! The MSRT has been extremely active these days despite the holidays as we have taken on new projects to benefit all members while keeping a watchful eye on state legislation. After meeting the qualifications of the Affiliate Development Program two years ago, it has begun to pay big dividends for Massachusetts. The ASRT has offered financial support for purchasing an updated laptop computer for the society and is funding the development of our redesigned website and improved email communication tools. The new website will provide added benefits, promises to be a user friendly format and is scheduled to be available by spring.

In addition, the MSRT was recently granted approval by the ASRT to participate in the new Affiliate Advocacy Program. This program is a mechanism that provides assistance from the ASRT to assist affiliate societies, like Massachusetts, in our lobbying efforts on Beacon Hill against any pending encroachment on the radiology profession in our State. We are currently very much involved in four different issues of concern on Beacon Hill: A group of radiology professionals, including board members of the MSRT, met last year at the RCP with a mission to review and update the licensing regulations for radiologic technologists. It was a meaningful and successful endeavor that was set up to pass through the proper channels as the DPH promised and be available for a "Hearing for Public Comment" before the end of 2014. For many reasons this has yet to happen and members of the MSRT Board have arranged correspondence with the RCP and the DPH to move this process along.

We have also been proactive with reorganizing the Licensing Advisory Commission through the DPH by submitting qualified nominees that would be appointed by the Governor. Even though we initiated the process, this has not happened. Meanwhile, MA Senate Bill 2317 (A Review of Massachusetts State Boards and Commissions) has included "sun setting" the "Advisory Commission for Radiologic Technologists" in Appendix IV page 24 of the Bill. This is particularly upsetting as we have been trying to reactivate this Advisory Commission for many years. Sun setting this Commission will dissolve it and prevent any possibility of re-instatement.

If that is not enough, we are closely watching the NP's as they once again have gained Senate support to reintroduce legislation on January 16, 2015 (HD2782/SD311) that would remove certain restrictive practice requirements from their Licenses. If passed, it would allow NP's to order and interpret exams and remove Physician oversight prescriptive practices among other things. This is the second attempt to pass this Bill after last year's Senate Budget Amendment #935 came up short at the last minute.

*Continued on Page 2*

# President's Message Cont'd

The last issue is Podiatrist Assistants in Massachusetts performing radiologic procedures under a Podiatrist License. The MSRT is working closely with the Director of the RCP and DPH to get this issue under control and to move forward on a correct educational pathway with ARRT standards.

We are thankful that the ASRT is offering the Affiliate Advocacy Program to its affiliates to assist in controlling these concerning issues that are occurring in many other states as well. You may receive a periodic email asking to support us at the State House when a hearing is planned. Please rally your colleagues to join us for a day on Beacon Hill to show support against some of these impending new laws that have potential to weaken our profession and most importantly hurt our patients.

As you can see the MSRT Board has been very busy monitoring these issues for the benefit of all technologists and patients in Massachusetts. We are the voice of all technologists in Massachusetts, these are examples of some hidden benefits of MSRT membership. Without your support, we might not have the resources to stay on top of these issues. While on the subject of membership, our membership committee is always looking to add value to your membership in the MSRT. We've expanded the discount programs for different items and services and we are working on some even greater benefits that will be announced at the Annual Conference in early April 2015, so please plan on attending.

On a brighter note, I would like to congratulate Monica Caggiano, a radiation therapy student from Suffolk University and Emily Knox, a radiology student from Northern Essex Community College for being selected to participate in the Student Leadership Development Program at this year's ASRT Annual Conference in Albuquerque, NM in June. It will certainly be a rewarding experience for both students.

Please remember all executive board meetings are open to all members and we welcome all comments and volunteers. Please plan to join us at any of our meetings and please consider having your voice heard by running for an office. Nominations are still open.

Respectfully submitted,

*Dave*

David LeClair, BS RT(R)(ARRT)  
MSRT President

## ASRT Names Library In Honor of Philip Ballinger

Philip Ballinger, Ph.D., R.T.(R), FAEIRS, FASRT, has received the naming rights for the Philip W. Ballinger Museum Library as part of the ASRT Foundation's 30th anniversary celebration campaign, "Positioning for a Brighter Tomorrow."

Dr. Ballinger's six-figure donation is the largest donation received by the Foundation since the campaign launched in June 2014. The funds raised for this multimillion dollar campaign will be used to develop scholarships, grants and other programs for radiologic technology educators, students and clinical personnel.

The Philip W. Ballinger Museum Library is part of the ASRT Museum and Archives, which is scheduled to open in June 2015 at the American Society of Radiologic Technologists office in Albuquerque, New Mexico. The reference library features radiology literature, textbooks and historical information about the radiologic technology profession. In addition, it includes state-of-the-art audio/video conferencing capabilities.

During his 50-year career, Dr. Ballinger has worked as a radiographer and educator and has served on numerous ASRT committees and task forces. In addition, he has written and edited 29 radiologic technology textbooks, most notably Merrill's Atlas of Radiographic Positions & Radiologic Procedures. Additionally, he developed five medical imaging apps for smartphones and computer tablets. He currently serves as a professor emeritus at The Ohio State University in Columbus.

Known for his contributions to the radiologic technology profession, Dr. Ballinger said donating to the celebration campaign was a natural next step in his career. "For those who have made a career in the radiologic technology profession, it's natural to want to give back and I'm thrilled that my contribution will help advance the ASRT and support the future leaders of our great profession."

# 84th ANNUAL CONFERENCE APRIL 7-9, 2015

## Wednesday April 8, 2015

- 7:45 AM Welcome**
- 8:00 AM Keynote Address**  
**Progression & Development of Radiographic Equipment with Projections for the Future in Radiology**  
*with Philip W. Ballinger, Ph.D., R.T.*
- 9:00 AM Orientation to Communication with Deaf and Hard of Hearing Individuals in Medical Settings**  
*with Aimee Stevens, M.Ed & Deb McKinney, CDI, BA*
- 10:15 AM Facilitating Cooperation in Children During Radiologic Procedures**  
*with Angela Franceschi, M.Ed, CCLS II*
- 11:15 AM Modern GI Fluoroscopy**  
*with Kevin Donahue, MD*
- 12:15 PM BUSINESS LUNCHEON**
- 1:30 PM Playin' With Digital Equipment and Evaluating Exposure Indices**  
*with Philip W. Ballinger, Ph.D., R.T.*
- 2:30 PM Introduction to the MA DPH Radiation Control Program"**  
*with John Priest, Director - RCP*
- 3:30 PM Radiation Risk: What We Need to Know & What to Tell Our Patients**  
*with Daniel N. DeMaio, M.Ed., RT(R)(CT)*

## Thursday, April 9th 2015

- 7:45 AM Welcome**
- 8:00AM 2015 Florence Wakefield Lecture Professionalism, Ethics & Imaging Technology**  
*with Linda LeFave, M.Ed, RT(R)(M)(QM)*
- 9:00AM Dose Reduction in CT - System Innovations & Practical Techniques**  
*with Daniel N. DeMaio, M.Ed., RT(R)(CT)*

- 10:15 AM Universal Protocol From An IR Auditor Perspective**  
*with Amanda Popovitch, RT(R)*
- 11:15 AM Pediatric Interventional Radiology**  
*with Dr. Ahmad Alomari*
- 12:15 PM BUSINESS LUNCHEON**
- 1:30 PM A New Kind of Light, The Dawn of Medical Imaging**  
*with Paul Russell, RT(R)*
- 2:30 PM Molecular Breast Imaging**  
*with Donna Marcello*
- 3:30 PM Common and Unusual Findings in Foreign Body Radiography**  
*with Derek Carver, BS RT(R)(MR)*

### BREAKFAST & LUNCHEON

There will be a continental breakfast served each morning which includes: bagels, assorted muffins, breakfast pastries, assorted sliced fruit, fresh brewed coffee, assorted teas and chilled juices. There will also be a luncheon buffet served at the Business Meeting on Wednesday & Thursday.

### 2015 BUZZ BOWL CHALLENGE

Preliminary games will begin on Tuesday April 7th at 12:30 PM. Games will resume on Wednesday, April 8th with the semi-finals & finals being held on Thursday, April 9th. First, Second & Third Place trophies will be awarded at the Business Luncheon on



**Lahey Hospital  
& Medical Center**

### COCKTAIL HOUR

Please join us Wednesday Evening 4:30 PM for cocktails with a live band & cash bar.

Philip Ballinger will be joining us where we will award the winner of the Student T-Shirt Contest and door prizes for those in attendance.

*Special Thanks Lahey Clinic for sponsoring the Cocktail Hour & for their continued support.*

### Back to the 80's Dance "So Lets Get RAD"

Wednesday Evening from 8:00-12:00.  
DJ & Cash Bar : Admission \$5



# Massachusetts Society of Radiologic Technologists

P.O. Box 2821 • Duxbury, MA 02331 • Phone: (781)422-3962 • Email: info@msrt-ma.org

## 84th ANNUAL CONFERENCE

The Westford Inn & Conference Center • 219 Littleton Road • Westford, MA 01886

Wednesday-Thursday, April 8-9, 2015

"Buzz Bowl" begins Tuesday, April 7th 2015

### REGISTRATION FORM

Last name: \_\_\_\_\_ First name: \_\_\_\_\_

Address: \_\_\_\_\_

City/State/Zip: \_\_\_\_\_ Phone: \_\_\_\_\_

Email: \_\_\_\_\_

Employer or  
If Student—College Representing \_\_\_\_\_

Special Accommodations or dietary needs: \_\_\_\_\_

Day(s) Attending: \_\_\_\_\_ Tuesday (Buzz Bowl 2015) \_\_\_\_\_ Wednesday (4/8/15) \_\_\_\_\_ Thursday (4/9/15)

\*There is no fee for Tuesday registrations as no food will be offered

Type	1 Day	2 Day	Select
Student	\$75	\$150	
Buzz Bowl Coach	\$75	\$150	
Technologist	\$125	\$250	
QCC Member	\$110	\$220	
Non-Member	\$210	\$335	

*Continental Breakfast & Luncheon Included in the Fee*

Non-Members are welcome to apply for membership  
& take advantage of the reduced conference  
registration rate. Membership Rates are:  
July 1st - Feb 29=\$50 After March 1st=\$75

All Students &  
Buzz Bowl  
Coaches  
attending the  
conference must  
be  
current MSRT  
members

Please be advised—There will  
be a \$20 On-Site Registration  
Fee so please mail your form  
early or register on-line.

Please Donate To  
"Homes For Our Troops" the MSRT  
2014-2015 Charity

Amount: \_\_\_\_\_ HFOT Donation: \_\_\_\_\_  
Check #: \_\_\_\_\_

Technologists outside of Massachusetts  
who are members of their state society or for RI  
Residents who are members of the ASRT,  
may take advantage of the membership rate.  
Membership cards must be presented at the  
registration desk upon check-in  
at the conference

For Technologists outside of Massachusetts:

Please enter your:

ASRT#: \_\_\_\_\_ OR

State Society Member # \_\_\_\_\_



## Conference Menu

### Wednesday, April 8th Luncheon

*Italian Buffet with Minestrone Soup,  
Caesar Salad and Antipasto di Casa,  
Warm Rolls, Focaccia Bread & Butter  
Chicken Parmigiana Stuffed Shells  
Formaggio with Marinara Sauce &  
Seasonal Vegetable  
Dessert: Tiramisu & Cannolis*

### Thursday, April 9th Luncheon

*Executive Buffet with Soup du Jour,  
Fresh Sliced Fruit, Crisp Garden  
Salad, Warm Rolls with Butter Baked  
Boston Haddock with Lemon Beurre  
Blanc Roast Sirloin of Beef with  
Brandied Mushroom Sauce Porcini  
Mushroom Ravioli with Herb Sauce  
Rice Pilaf & Seasonal Vegetable  
Dessert: Cheesecakes and Fine Pastries*

*There will be a continental breakfast  
served each morning which includes:  
fruited breads, muffins, danish,  
croissants, preserves, fresh brewed  
coffee & assorted teas*

## ANNUAL CONFERENCE UPDATE

The 2015 Annual MSRT Conference is quickly approaching.  
The conference will be held once again at the  
Westford Regency Hotel from April 8-9, 2015

Buzz Bowl 2015 will begin on Tuesday, April 7th at 12:30 PM.  
A student t-shirt contest is being held this year, so each school can  
design a shirt expressing their "Class of 2015" spirit.  
A prize will be given to the winning school during cocktail hour.

Our Cocktail hour will be held on Wednesday, April 8th at 4:30 PM.  
Come meet with Phil Ballinger, listen to a live band and socialize with  
old friends & new. A North Conway Getaway Raffle will be held  
which was donated by Associated X-Ray Corporation.  
Special Thanks to Lahey Clinic & Medical Center  
for sponsoring the cocktail hour.

There will be daily 50/50 raffles with the proceeds being donated to  
Homes For Our Troops.

Our Annual Dance will be held April 8th from 8:00PM-12:00 PM.  
This year's theme is the "80's So Let's Get RAD!!!  
Red Sox Tickets will be award to the Best Dressed attendees!  
Special Thanks to Rich Liberace for donating the prize  
for the 2nd year in a row..

The hotel is offering discounted rate of \$110.00 for attendees.  
The discounted rate is available until 3/19/2015 so make your  
reservation today! Just mention that you are attending the  
MSRT Conference when making your reservation.

We look forward to another great conference! Hope to see you there!

**Michelle Bond, RT (R)(CT) & Megan Marshall, RT (R)(M)  
MSRT Annual Conference Co-Chairs**



### **2015 Florence Wakefield Lecturer Linda LeFave, M.Ed, RT(R)(M)(QM)**

We celebrate the Florence Wakefield Lecturer by selecting a member  
from our profession that exemplifies the dedication shown by  
Flo Wakefield in support of the MSRT & Radiologic  
Technologists in the Commonwealth of Massachusetts.

This year's lecturer equally includes support of all technologists and the society as an active  
part of her life. Linda is a past president of the MSRT as well as educator. We look  
forward to hearing Linda's speak on "Professionalism, Ethics & Imaging Technology"

Special Thanks Associated X-Ray Corporation  
for sponsoring the continental breakfast at  
our 1/2 Day Seminar at Middlesex Community  
College on February 7th.

With supporters such as AXI, the  
MSRT's future is promising.



"Associated X-Ray is proud to support the  
MSRT and the continuing education that it  
provides for our fellow Technologists".  
~Jason Olenio~

**Over Winter Break, the Radiology  
Students at NECC got  
together to scan boxes & boxes of  
MSRT Archives.**

**They not only preserved MSRT  
History but also saved the society a  
great deal on scanning costs.**

**With students like these enrolled in  
radiology programs, the future of our  
profession & society looks bright!**

**Special Thanks from the MSRT Board  
of Directors & Membership**



*Special Thanks to our  
Conference Supporters*

*Silver Sponsors*



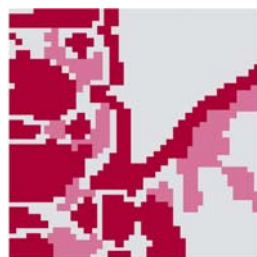
**Lahey Hospital  
& Medical Center**

*Exhibitors*

1912



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EQUIPMENT • SUPPLIES • SERVICE**



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College**  
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**medical  
imaging  
systems Inc.**



Special Thanks to Richard Tetrault for helping our State Delegates Lisa Fanning & Tim Wilkinson organize the 1/2 Day Seminar at Good Samaritan Medical Center on 9/27/2015. GSMC offered a fantastic meeting space along with sponsoring a wonderful continental breakfast.

Since hosting, Richard has volunteered to run as State Delegate on our 2015-2016 ballot & we appreciate his support.

In addition, we would like to thank Marianne Russell for all her efforts organizing our 1/2 Day Seminar at Middlesex Community College on 2/7/2015. She worked with our State Delegate, Karen Brunelle to secure a wonderful location, interesting speakers & a tasty continental breakfast which was sponsored by Associated X-Ray Corporation. In fact, they not only organized it once, but twice due to the snowstorm on 1/24/15.

In addition we would like to thank our student volunteers, Andrew Horn, Masha Khazanovich, Colleen Ricketts & Katherine Sciortino. With future technologists like them, our future looks promising.

## ASRT Student Leadership Development Program

The MSRT is happy to announce that Monica Caggiano of Suffolk University & Emily Knox of Northern Essex Community College have been selected to represent Massachusetts at the 2015 ASRT Student Leadership Development Program.

David LeClair, Darren Sack, Patricia Willett & Nancy Julin will be on hand at the 2015 House of Delegates Meeting to serve our members and as mentors to the students.

Look for their update in our Summer Edition of The Exposure.



**Kerri Prugnarola, our 2014 Conference Co-Chair, welcomes our newest Pat's Fan! Congrats to Kerri & her husband Phil on the birth of their son Camden who was born on 10/28/14 and weighed 6 lbs 13oz & 20"long**



# Homes For Our Troops & the MSRT Volunteers



As many of you know the MSRT has supported “Home For Our Troops” as our charity organization for the last five years. HFOT was founded in 2004 building specially adapted, mortgage-free homes nationwide for the most severely injured Veterans from the Iraq and Afghanistan wars. These homes restore some of the freedom and independence our Veterans sacrificed while defending our country, and enable them to focus on their family, recovery, and rebuilding their lives. Most of these Veterans have sustained injuries including multiple limb amputations, partial or full paralysis, and/or severe traumatic brain injury. With headquarters located in Taunton, Massachusetts, HFOT has built 181 specially adapted homes nationwide.

One of the more recent homes built in Hopkinton, NH for SSG Matthew DeWitt held a volunteer day on September 20, 2014. Seventeen members of the MSRT joined many others and the crew of “This Old House” to volunteer their time laying sod in the yard, planting shrubs or digging holes. The dedication day where the keys were handed over to SSG DeWitt and his family was fittingly held on November 8th during NRTW. It was truly a rewarding experience to be a part of this project and see how much this organization means to so many of our wounded troops.

To all of you who have donated to “Homes For Our Troops” thank you very much for contributing to this wonderful organization. Over 90 percent of all donations to “Homes for Our Troops” goes directly to support our Veterans. If you would like to get involved in a volunteer day, HFOT is planning another home in Durham, NH sometime during this calendar year. You can visit their website [www.hfotusa.org](http://www.hfotusa.org) to get more information and find out when they will begin this next project. “This Old House” will be televising our September volunteer day in NH on one of their programs in April, be sure to look this up as some of us were featured in the programming. I hope many of you can join us in Durham, NH later this year on another volunteer day, it truly is a rewarding experience. Please continue your donations to this very worthy cause.

Respectfully Submitted By  
David LeClair BS RTR  
President MSRT





# Employment Challenges

*By David M. LeClair, BS RT(R)(ARRT), MSRT President*

Are you a new graduate just finishing your program of studies and looking forward to your chance for a new opportunity in the work world of radiology? Are you one of the fortunate technologists to be offered a full time position from the organization you did your clinical studies? If you are, consider yourself one of the lucky few and take full advantage of this opportunity because many others are not so fortunate.

I've heard far too many stories from graduating technologists and older experienced technologists who excel in the radiology sciences and love the work they do but find themselves without full time employment or employment at all. Statistics show many of the students coming out of school today in this area must settle for a per diem job without benefits or a couple of part time jobs without benefits. What about the new technologist who can't find a job at all due to their location? As time goes on by without employment some are finding it more difficult to get hired because they now lack the necessary experience that managers are looking for.

There are 12 radiology programs in Massachusetts graduating approximately 250 student technologists each year. Combine that with trimmed health care budgets, new digital technologies and consolidations, it's no wonder there are so many applicants for every vacant radiology positions.

If you find yourself in this situation keep the faith, there is hope. Believe it or not, statistics show there will be a 21% growth rate in x-ray jobs leading up to 2020. Don't sit back and wait though, it's up to you to find where the opportunities are. First of all, whether you are just graduating or an experienced technologist and a little older and find yourself out of a job, the most important thing you can do first is create a great resume and then network, network, network!

The key is talking to people whether you know them or not and strike up a conversation, you never know where it will lead to and you never know who knows who. Employers are more likely to consider hiring a good referral, someone who knows a lot about the character of a good candidate than a stranger. Make an effort to be seen, go online and create an account on [www.Linkedin.com](http://www.Linkedin.com) and fill it with as much detail as you can about your strengths. Make LinkedIn.com work for you by setting up a job alert when an opportunity arises.

Post your polished resume on websites like [www.indeed.com](http://www.indeed.com) and [www.monster.com](http://www.monster.com). Create alerts regarding the job you are looking for. Other websites to consider are [www.craigslist.com](http://www.craigslist.com), [www.asrt.org](http://www.asrt.org), [www.msrt-ma.org](http://www.msrt-ma.org) and all individual hospital websites for employment opportunities. Also, you might want to consider volunteering at a local Hospital or outpatient center to get yourself in the door for possible employment opportunities, you might be the first one they look at when a position becomes available.

Above all networking should be the primary focus of everything you do. The quantity and quality of your networking time is directly related to the personal and professional satisfaction you'll have in your next job. You should be spending at least 80% of your job search time networking. A great source of networking is attending the annual MSRT Conference and meeting other technologists, you never know when you might be talking to someone who knows someone looking for someone like you.

No one has ever said it's easy looking for employment, especially when you're not working. Sometimes it can be a job looking for a job. I certainly don't have all the answers but I do have the experience. Hang in there and don't give up, you never know when your time will come, believe me, I've been there.

# Big Changes with the CARE & MARCA BILLS

*By David M. LeClair, BS RT(R)(ARRT), MSRT President*

Pursuit of "The CARE Bill" Consistency, Accuracy, Responsibility and Excellence Bill that if passed would have required all persons using ionizing radiation for medical imaging and radiation therapy a minimum standard of education and supported by the ASRT since 1998 with the RT in DC program has "ended". With gridlock in Congress and a lack of support by our Congressmen and Senators in attaching this Bill to a Medicare Bill, the ASRT has decided to change gears by supporting very important State Legislative issues instead.

As I mentioned in my President's report in this edition of the Exposure, Massachusetts has at least four Legislative issues that need our immediate attention, a trend that seems all too common in many other States across the country. The ASRT has decided to support the Affiliate Societies with these issues by creating the Affiliate Advocacy Program, monthly legislative conference calls and their new "Legislative and Regulatory Tracking Tool" available on the ASRT website. This tool is a custom search tool for finding the latest information about State and Federal legislation and regulations that matter to Radiologic Technologists. You can filter it by State or other topics to find out about issues that affect you as a Technologist. This tracking tool is available for all Technologist with an ASRT membership.

To use this tool go to [www.asrt.org/myasrt](http://www.asrt.org/myasrt). Select the link near the bottom right corner that says "Get Started" and you're on your way! Once there, pick an option from the drop down menu. The map will highlight and you can pick your state.

Regarding "The MARCA Bill" Medicare Access to Radiology Care Act, when passed would recognize Radiologist Assistants as non-physician providers of health care services to Medicare beneficiaries and would authorize physician reimbursements through the Centers for Medicare and Medicaid Services for procedures performed by Radiologist Assistants, the ARRT has decided to pursue this Bill from a different angle. More information will be sent to us soon and we will be sure to let everyone know how you can support this very important Bill.

For all of you who supported "The CARE Bill" by contacting your Congressmen and Senators for the last 15 years, thank you very much for following through with your commitment to see "The CARE Bill" pass. It was because of all of you that Massachusetts consistently supported this bill, unfortunately it needed support from many other States as well. It passed in the Senate in 2006 when Massachusetts Senator Kennedy introduced and sponsored the bill but never could pass in the House. We may have lost this fight but we haven't lost the battle. It is unknown at this time if the ASRT has any intention to reintroduce "The CARE Bill" in the near future but we will keep you informed if they do.

It is reassuring to know that many of the States who have limited Licensure or no licensure at all are working to obtain licensure in their state with plenty of help and support from the ASRT.

## MSRT Meet & Greet At Flann O'Briens in Boston



The Massachusetts  
Society of Radiologic  
Technologists  
P.O. BOX 2821  
Duxbury, MA 02331  
781.422.3962

www.msrt-ma.org



Please check your email to cast  
your vote for our 2015-2016  
Board of Directors.

## Our Mission

The Massachusetts Society of Radiologic Technologists (MSRT) is a not for profit organization dedicated to the professional growth and development in the Radiologic Sciences. The Society is committed to the advancement of radiologic technology by promoting high ethical standards, improving the quality of patient care, maintaining the standards of education, and providing quality continuing professional development opportunities for all medical imaging and therapy professionals.

The MSRT is committed to equal opportunity and nondiscrimination in all programs and activities and complies with all State and Federal Non-Discriminatory Guidelines. This includes but is not limited to opportunities or benefits on the basis of age, sex, color, race, creed, national origin, religious persuasion, marital status, sexual orientation, gender identity, military status, political belief or disability.

Now is a  
great time to  
renew your  
MSRT  
Membership.

Share this  
flyer with a  
colleague &  
encourage  
them to [join](#)  
[just in time](#) for  
the  
Conference.

Membership  
Applications  
& On-Line  
Payments are  
available on  
our website

[www.msrt-ma.org](http://www.msrt-ma.org)



**2015**  
Annual MSRT  
Conference

**REGISTER NOW!**

**APRIL 8-9, 2015**

Westford Regency Inn &  
Conference Center  
219 Littleton Road, Westford

Registration Forms & On-line  
Payment using PayPal are  
available on our website.

[www.msrt-ma.org/annual-conference](http://www.msrt-ma.org/annual-conference)