



Connect 24



Communicate

Participate

Collaborate

Volume 2 Issue 1

March, 2018

Prepared to Prepare (Unsung Heroes)

"Give me six hours to chop down a tree and I will spend the first four sharpening the axe." - Abraham Lincoln

If you recall, it was about this time a year ago that I wrote an article entitled, "Enjoying the Moment," (Vol. 1 Issue 2). In that piece, I talked about savoring the moment and enjoying the time we had to relish in post-election bliss...how time flies.

But it was inevitable, I suppose. Allow me to add to the famous idiom so eloquently put by Benjamin Franklin, "...nothing can be said to be certain, except death and taxes...and elections."

These are the fun times. I've always been perplexed as to how easily I can turn that "Election Mojo" switch on and off. It feels like yesterday I was planning my vacation. Now I'm cracking my knuckles, neck and back; I'm lacing up my work boots and strapping on my figurative super hero Election attire.

Do you see it? That's the distress signal shining bright from the Maryland State House. We have been called upon once again to administer Election procedures and make democracy work! We are the unsung heroes; the ones who orchestrate behind the scenes. The less you know about us, the better. We move quietly, incognito. The citizens of [insert county here] know that somehow their votes for change have been heard, but many of them can't quite put their finger on the source. But we know; and like all heroes we can be misunderstood, even hated. But we stay focused and undeterred.

Haven't you heard? This is the year of the super hero. 2018 has a slew of comic book films on tap: Black Panther, Avengers, Deadpool, Ant-Man, X-Men and more! While you're at it, go ahead and throw MAEO into that mix. Why not? What can be more heroic than answering the call and coming to the aid of those in need in one way or another? Ok, maybe I'm being a tad hyperbolic; but hopefully you get my premise.

Shawn Larson, Baltimore City

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MAEO Website

So, have you seen the MAEO website lately? No? Okay, go check it out. <http://maeo.net/> I'll wait.

Pretty cool, yes? If you haven't visited in a while, you'll notice quite a few changes over the last year. And the amazing thing is, it just appeared out of nowhere, like magic.

Not really.

The improvements are a result of the work of Hassan Aslam, the Election Information Systems Specialist (EISS) in Anne Arundel County. He was tasked with overhauling the site by David Garreis, not long after David became the MAEO Board president in 2016.

Hassan came out of the UMBC Information Systems program in 2012 with a degree in Business Technology Administration and landed straight away in the Anne Arundel Board of Elections. Without any actual webmaster experience, he was handed the Anne Arundel elections website and told to improve and upgrade it...which he did, and still does, growing it into a dynamic and useful resource. Fast forward a few years – David wants to rebuild the MAEO site and Hassan gets the job.

Hassan's overall goal was to make the appearance, and navigation, friendly, intuitive and "easy on the eyes". The result – an uncluttered site with plenty of 'white space'. At first, the navigation came from tabs at the top

of the page, but now there is also the menu on the right side that offers additional links within the site and beyond. Next came the calendar. A number of options were looked at, but Hassan eventually settled on the Google calendar, as it can link to and populate our own Google calendars. Whenever a Board or committee meeting is added to the Upcoming Meetings page, it will also pop up on the calendar, and on your own calendar as well, if you have MAEO set to display. Handy indeed!

Also under the Upcoming Meetings/ Minutes tab are the approved minutes from every Board meeting for the last 3 years (most recent minutes coming soon). So it's not hard to keep up with MAEO's work year-round.

The Member's Portal has evolved into a resource for member input, with two Smartsheets currently available – the MAEO Suggestion Box, and the ETC Troubleshooting Guide (for guidance on equipment and technology-related issues).

Under the Resources/Portal tab, as well as on the side menu, you'll find...us. Connect 24. Every past issue, every attached document. And photos. The photos from last year's conference and this year's conference (coming soon!). Hassan is still jiggering with the settings to allow the photos to expand beyond thumbnails. Yes folks, the work never ends.

As with much of MAEO's work,

one person may be in charge, or leading the project, but anyone's voice and ideas and suggestions are welcome. Hassan is always open to constructive input. In fact, he and I have been tweaking the display and archiving of all newsletter-related documents for the last couple of issues, making sure that everything that's been published will remain available. If it can be done, Hassan will get it done. If it can't, he'll explain why, and come up with a different solution.

The site is full of useful info and links, including everything conference-related, and it continues to evolve. Bookmark it and check in from time to time. You'll always know what MAEO is up to.

Ben Frey, Somerset County

MENU

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The New Wicomico Board of Elections!

Since the dawn of time, Man has been in search of.... Well, since the fall of 2009 anyway. That's when the search began for our new office. Only eight years and countless site-visits later, the Wicomico County Board of Elections moved into their new home.

It actually occurred in phases: July of 2016, the new voting system was moved into the existing structure at 345 Snow Hill Road in Salisbury, along with the polling place supplies. The staff successfully conducted the 2016 Presidential General election using the facility as a voting system warehouse.

In the fall of 2017, funding was now available and the ground was broken for a new addition to be built. Once completed, the staff moved the majority of the administration operations into the new addition the Wednesday before Thanksgiving. And on January 2, 2018, the key to the former office at 123 Bateman Street was turned over to the landlord after over 14 years at that location.

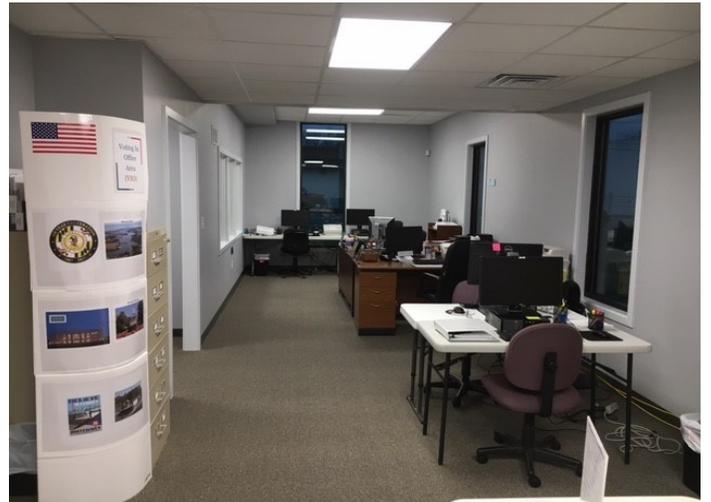
At 10,000 square feet, the staff now had more than double their previous work space – and quickly realized how full it is already! Like moving into a new house, some items were tossed out before the move, but others still remain to be unpacked and re-stored, prior to the upcoming 2018 Primary election.

The new office allows many more security features, provides better climate control to accommodate the voting units and ballots, and contains larger areas to accommodate the public when providing their voting services. It will also allow the staff to conduct Election Judge training on-site, saving facility rentals as well as transportation and staff time.

On your way to the beach or a future MAEO conference, or whenever you find yourself on the Lower



The new office of Wicomico B.O.E.



The inside is looking nice and orderly.



Shore, please take a few minutes to stop in (because that's all it will take) and see our new place.

You are all welcome, anytime!

Anthony Gutierrez, Wicomico County

Maryland Early Voting

In what has become a comprehensive look back at the “process”, we now come to the end of the “saga” with this last installment of the Maryland Early Voting Trilogy. Our final walk down memory lane may be a bit lengthy and somewhat heavy on statistics, but if you’ll see it through to the end, I think you’ll find that, thus far, Early Voting in Maryland has earned a well-deserved passing grade, and is most definitely, on its way to continued success in the future. So, where were we? Oh yeah, the 2016 primary...

On balance, reviews for the paper ballot’s performance during the 2016 Primary Early Voting session were largely favorable. There were the expected hiccups and bumps in the road, as well as the occasional “nightmare scenario”, but the process emerged at the end of Early Voting relatively unscathed! Primary Election Day provided similar results, so the table was set for the upcoming Presidential General Election. It was then when the paper process’ mettle would truly be tested!

With the results of the Primary Election decided, new battle lines were being drawn in preparation for an energetic season of provocative, partisan, and pundit-pleasing banter that was sure to get out the vote for the upcoming November General Elec-

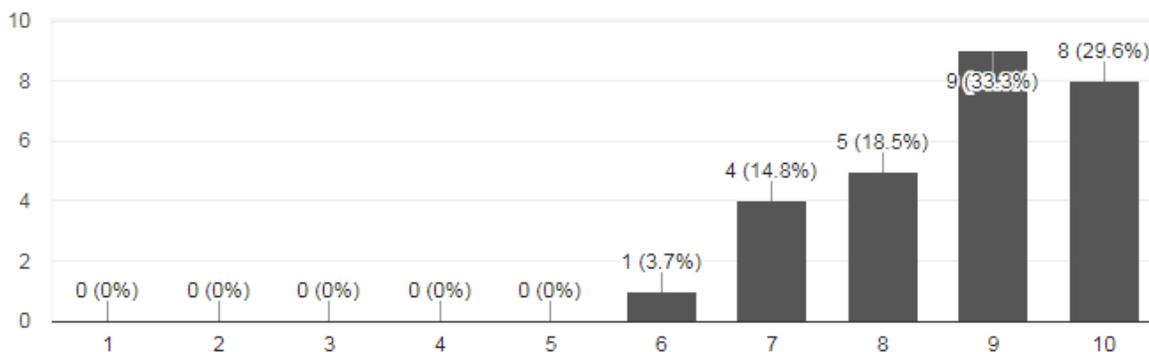


tion. Regardless of one’s political leanings, Maryland’s voting public was no different than the rest of the nation in their desire to have their collective voices heard in the Presidential Election. So would the “talk” of the Maryland voters match their “walk” as they prepared to wrestle with the “elephant in the room”...namely, who was to be the next Commander in Chief of this great nation? To that end, Maryland’s voter turnout for the Presidential General Election early voting session was nothing short of spectacular!

Early Voting turnout on the first day in Maryland set new records in nearly every measurable category. WBAL, a local Baltimore television station, reported that “statewide, 122,880 registered voters cast ballots on Thursday, October 27th representing a fifty seven percent jump from day one in 2012.” This represented a new single day Early Voting record for the state of Maryland. Four days later Maryland voters shattered the state's total Early Voting record with more than five hundred thousand ballots cast in just five days - with three additional days still left in the 2016 General Election Early Voting period. The record-breaking turnout in Maryland seemed to validate the popular opinion that claimed that the historical tide in the U.S. has been to increase access to voting. This goal would be accomplished by opening more Early Voting

Rate your county's overall Early Voting Experience:

27 responses



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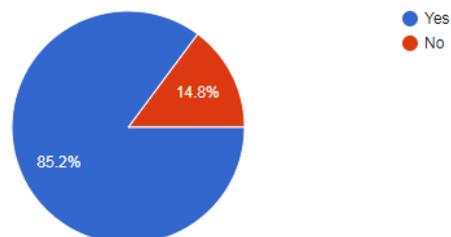
Maryland Early Voting cont'd

Centers, for more days, and for longer hours, hoping to alleviate both the lines on Election Day, and the pressure voters feel to make it to their polling places on a single day. Whatever their motivation, Maryland early voters came out and cast just under eight hundred sixty thousand ballots, a total that nearly doubled the number of ballots cast during Early Voting four years earlier...a turnout number that represented more than twenty two percent of all registered Maryland voters. Clearly early voting is here to stay, at least for the foreseeable future. So what are the takeaways that we, as election officials, can garner as we reflect upon this historic Early Voting Election period?

In an effort to “take the pulse” of the whole election process, an Early Voting “Reflections/Lessons Learned” survey was distributed to both directors and deputy directors of all 24 MAEO member counties. An objective, no holds barred assessment summary has revealed information that we can now use to better prepare ourselves for the Early Voting portion of the upcoming 2018 Gubernatorial Election, and beyond. From this in-depth study we learned that the lines were long and tem-

Do you feel you have enough Early Voting Centers?

27 responses

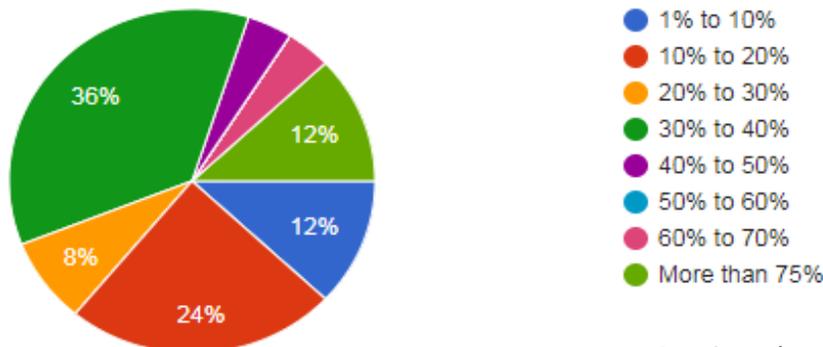


pers got short. The outcome was surprising yet, in spite of everything that occurred, we as election officials, rose to the occasion and took care of our business. Yes, “the going got tough”...but in the opinion of our directors and deputy directors, we “the tough, got going”! An impressive eighty two percent of directors rated their county’s Early Voting experience as a nine or ten (very satisfied) on a scale of one to ten. On that same scale, no director polled rated their Early Voting experience lower than a six. Apparently they liked what they saw, and what was reported back to them.

Quantifying the Early Voting turnout in comparison to Election Day turnout revealed that,

Ratio of Early Voting Voters to Election Day Voters - the number of EV voters compared to the number of ED voters. (Divide EV# by ED#)

25 responses



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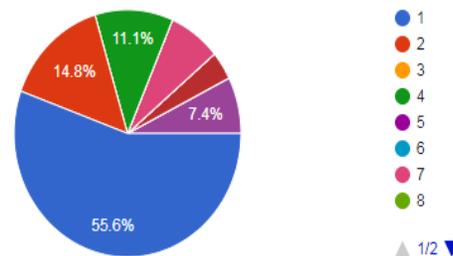
Early Voting cont'd

by and large, a significant number of Maryland voters are buying into voting early. Thirty six percent of the directors said that between thirty and forty percent of the registered voters in their counties voted early. Three of Maryland's smaller counties reported that an astounding seventy five percent of their registered voters had voted early. The vast majority (70%) of county directors were satisfied with their one or two early voting sights, while a whopping eighty five percent of all respondents felt that their current number of allotted Early Voting Sights was sufficient to handle the volume.

Most voter feedback was positive – ninety two percent said their voters responded that Early Voting is believed to be a great idea, while seventy six percent found our judges to be “very friendly and helpful.” Thirty two percent of the voters said they favored paper ballots while slightly less - twenty six percent, said they “hated” paper and wanted to return to the touch screens! Only thirteen percent found the waiting time to vote to be excessive. The one negative complaint heard most frequently (82%) by our respondents, was that voters felt that the scanner judges were attempting to look at their ballot - that their privacy as voters, was being compromised. And lastly, concerning the controversial

Your county's number of Early Voting Sites.

27 responses



subject of line management - according to our survey, the average wait time to vote was less than thirty minutes. Only eight percent (in the larger counties, with substantially more registered voters) reported average wait times of more than thirty minutes.

So what were the significant lessons learned as we reflect on what was the 2016 Early Voting Presidential Election? The short answer - we excelled, doing more things right than wrong! The longer, more thorough answer has already been addressed in the paragraphs above. Ever chameleon-like, we adapted to the changes that the election presented us, and we came out on top, ready to do it again this June. Yeah, it was tough...but we were tougher! Let's give ourselves a collective pat on the back. We earned it! MAEO members, *you done good!*

Craig Booth - Baltimore County

Debra Hickman

So Wicomico finally moves into a new office, and what does Debra Hickman do? She retires. Says “adios” to the election office after 16+ years as an Administrative Assistant. Debra starting with teaching, moved through an extended stay at Delmarva Power and Light, then various retail work. Just a week after 9/11, Debra ended up at the Wicomico LBE when it was still in the Dis-

trict Courthouse. Then onto Bateman St, and finally the new offices. For a week or so.

Things Debra will miss: Long hours – NO. The years of office friendships – absolutely.

She does intend to travel, maybe a cruise to Hawaii. And definitely more choral singing, something Debra's done for years.

Thanks, Debra, for everything you've done for the Wicomico election office!



Debra Hickman is retiring after 16+ years as an Administrative Assistant.

Maryland SBE 2018 P.P.T.P. (Pre-Primary Training Plan)

A statewide, strategic initiative to “identify and test aspects of the Maryland voting system that might be new or have possibly changed since the 2016 Elections” was embarked upon during the month of January. Beginning on January 16th and concluding on January 19th, the Pre Primary Training Plan (P.P.T.P.) began with a daily SBE check-in GoToMeeting with SBE officials presenting the objectives for the day, as well as any pertinent announcements, while any LBE’s with questions or issues requiring SBE’s attention, were encouraged to present them in an open forum. Then, three simulated Early Voting Election days, and a simulated Election Day were conducted, replicating Early Voting/Election Day real time connectivity, voting processes, and flow of information between each LBE and the SBE office.

Preparation for P.P.T.P. actually began in December, 2017 with each LBE verifying its connectivity with SBE for both the Early Voting Modems Network, and the Election Night Returns Network. Additionally, voting equipment minimum standards for the numbers of poll books, scanners, ExpressVotes, and printers were set forth for both Early Voting and Election Day “Pre Primary” testing. L & A for all designated equipment was to be completed by no later than January 5th, and all necessary supplies, i.e. VACS, ballots, flash drives, tamper tapes, etc. were shipped to each LBE well in advance of the announced testing dates.

A daily checklist of tasks to be completed as well as step by step instructions were meticulously followed to insure the uniform completion of standardized election protocol and procedures.

Sample partial checklist:

DS200 - Early Voting Day 1 Opening Procedure Checklist (Source: DS200 Operator’s Training)

1. Verify shipping tag
2. Plug into power (and secure by engaging both parking brakes. Verify bar on back of DS200 is down)
3. Verify security seal on lid against integrity report and remove seal
4. Unlock lid and allow it to raise
5. Verify serial number on top of scanner
6. Verify tamper tape on rear media compartment
7. Unlock scanner and raise screen to upright position
8. Verify tamper tape on front media compartment...

Continued on the next page...

P.P.T.P. cont'd

Many “historically documented” steps of the voting process as well as anticipated, potential real life scenarios were included in the P.P.T.P. process, even including proper Ballot Oval Alignment...all in an effort to better prepare us, as election officials, along with our voting equipment to be equipped to perform at optimum levels in the upcoming Gubernatorial Election!

Craig Booth - Baltimore County



The Printers of St. Mary's

St. Mary's County received the new version of the Electronic Pollbook Printers for use during the PPTP, the Seiko MP-A40 thermal printers (as pictured below). One of the best features is changing the paper roll, all you have to do is drop it in place, no adjustments required. Another feature we found that will be beneficial for Election Judges is it only has 2 user buttons instead of 3....1 less chance of problems. One item with these that can be tedious is that the Bluetooth is automatically enabled when we receive them, therefore we need to disable them individually. This process takes about 3 minutes and you will need to print the configuration report for directions. Also, another concern is the size of the paper roll for this new printer. It is about 2-3 mm larger than our current model. SBE is looking into this.

Brandi Underwood, St. Mary's County

Old and New Printer Side by Side (the new printer is more compact)



Continued on the next page...

The Printers of St. Mary's cont'd

New Model



Open Paper Cartridge



Bottom of Printer



The Exodus

The Prince George's County Board of Elections (PGCBOE) lost more full-time and contractual employees in 2017 through attrition than it did in the previous 20 years combined. While we are happy for those who have moved on to enjoy their golden years and retirement, over ninety years of PGCBOE's institutional knowledge walked out the door. I must say, it was terrifying!!

Several of the retirements were planned, and some were unplanned, but I secretly hoped that many would continue working through one more election cycle. When that didn't happen, I repeatedly asked myself "what are we going to do now?" PGCBOE's succession plan couldn't be implemented because of budgetary constraints. Strict personnel laws also prevented our current employees from taking on higher levels of responsibilities because we were not able to change position classifications, offer promotions or pay increases. Fortunately, many PGCBOE employees (even those who are the least vocal) were willing, able and anxious to accept additional responsibilities that allow them to think outside of the box, be creative and engaged and to escape the monotony of their daily routine. It's not always about money...but that's another topic for discussion.

I initially viewed these retirements as a major loss to the agency because year after year, I relied on input from employees who could tell me "when" things occurred and "why". I had a long history of working with these individuals and wanted everyone who was eligible to retire to stay in the organization as long as I remain employed here. Why? Because life would have



From left to right: Harold Ruston, Cynthia Chase, Barbara Johnson (Not Pictured: Retirees Carolyn Evans and Sue Wheeler (deceased))

been easier that way.

A lightbulb went off in my head that caused me to come to the realization that everyone (including me) will move on in one capacity or another but life at PGCBOE will continue. The job may not get done the way it had in the past and that is OK. I had to shift my frame of thought, focus on the future, and figure out a way to create new opportunities for those willing to accept them. I also had to come to grips with the fact that I became complacent and therefore wasn't practicing what I preached. The massive exodus turned out to be a blessing in disguise because it forced me to embrace the inevitable...CHANGE!!!

Alisha Alexander
Prince George's County Election Director



Neighbors and Partners: Worcester County

Worcester County is the easternmost county of Maryland with a population of 51,540. Worcester has 17 polling places and one early voting site for its 40,000 registered voters. Most people think of Ocean City when they think “Worcester County”, but Worcester is so much more than the ocean.

Let’s start with the southern end of the County – Pocomoke City. Pocomoke City rests on the banks of the Pocomoke River, one of the top scenic rivers in America.



The town was founded in the early 1700’s and was incorporated in 1878. Take

a show at the historic Marva Theater, learn local history at The Delmarva Discovery Center or visit one of their two museums The Sturgis One Room Schoolhouse and The Costen House. The Great Pocomoke Fair will be August 2-4, 2018.

Established in 1686 by English settlers and named for a district in London, Snow Hill is Worcester’s County Seat. It also rests on the banks of the Pocomoke River and nature lovers can rent a canoe or kayak from the Pocomoke River Canoe Company to paddle on the Pocomoke River or an undeveloped natural river. You may want to take the Historic Walking Tour to study the



architecture of historic homes and beautiful churches in Snow Hill. The rich heritage of this area is cel-



ebrated daily at the Julia A. Purnell Museum and the Furnace Town Living Heritage Museum and during a summer festival, The Blessing of the Combines on August 4, 2018.

Then, there is Berlin, founded around 1790, and named the “Coolest Small town in America” in 2014. Berlin is the antiques capital of Worcester County. Berlin is noted as the birthplace of Stephen Decatur, the 19th century naval hero. The 1937 Triple Crown winner, War Admiral, was owned by Glen Riddle Farm. In 1938, War Admiral raced and lost to Seabiscuit – as seen in the movie



“Seabiscuit”. Both horses were descended from Man O’ War, another celebrated racehorse from Berlin. “Runaway Bride” and “Tuck Everlasting” were filmed in Berlin.

Finally, there is Ocean City. Ocean City was founded in 1869 and stretches along 10 miles of beautiful beach from the Inlet to the Delaware State line. The boardwalk offers nearly 3 miles of food, games and shopping. There are more than 9,500 hotel rooms and 21,000 condominiums here! Make sure you visit Trimper’s Amusements, they opened up shortly after the boardwalk was built in 1900.

Patti Jackson, Worcester County



Around the State



Baltimore County - Great Changes Going On!

We at Baltimore County have had some great changes going on in our office!

Nancy Stratton has been appointed as our new Deputy Director. She has been with our office for twenty eight years. Everyone is very excited for her. Congrats Nancy!

We also would like to welcome our four new employees...Shawn Hill, Geoffrey Hughes, and Jaime Salmond who join us as Maryland State Employees. Towanna Simms is our newest Baltimore County Employee. They are going to be a great addition to our Election Family. Here's to a successful 2018 gubernatorial Election for all of us!

Mary-Frances Vavra-Alcoser, Baltimore County

Calvert County

Calvert has a new temporary employee in our office Christina Leinemann (pictured below) who is filling in as an office aide.



Sarah Godwin is temporarily detailed as a Registrar and Kristen Scott is now temporarily detailed as my administrative assistant. Sarah Godwin is having a baby. Her baby is due August 30 this year.

They have a new election board member coming

Gail Hatfield, Calvert County

Charles County

Tracy is in the process of interviews.

Tina Twigg left in November 2017.

Shelby Trice, the new Administrative Assistant II, was hired in June of 2017

Tracy Dickerson, Charles County

Frederick County

Frederick has relocated to their new offices; an open house is scheduled for March 22. More details to come.

Marc Welch, Frederick County

Harford County

Harford County has a few new things happening! We have a new Early Voting site at the Aberdeen Senior Center as well as two new staff members who were formerly Election Day Support Staff! We've hired Virginia Green as a full-time staff member to work in the Election Judge Department as well as Ricky Rush who is interning with us for his degree in Business Management from Towson University!

Sarah Mohan, Harford County

Queen Anne's County

Queen Anne's County Board of Elections is pleased to announce the appointment of a new Director Christine "Chrissy" Jones.

Chrissy has served as an Election Clerk, a Data Application Specialist II, and in 2015, was promoted to Deputy Director, a position she held for the past two years before being appointed Director. Chrissy graduated from Broadneck High School and attended Anne Arundel Community College and St. Francis College in New York.



Continued on next page...



Around the State cont'd



She holds a certificate in Public Leadership through George Washington University and is currently working towards certification as a Public Official through the International Association of Government Officials (IGO).

Chrissy has been a member of the Maryland Association of Election Officials (MAEO) since 2013. Most recently, Chrissy took on the responsibility of coordinating and overseeing all the details that were involved with the successful 2017 MAEO conference.

Chrissy is also an active member of the International Association of Government Officials (IGO) where she serves on multiple committees and has recently been appointed as a Delegation Director for Maryland.

We are indeed fortunate to have such an experienced, knowledgeable and capable person being appointed as the Director in Queen Anne's County. The Board members and staff look forward to working alongside the new Director. Congratulations, Chrissy, on your new position!!!

Cathy Quesenberry, Queen Anne's County

The MAEO Suggestion Box



MAEO goes about its business day-to-day, month-to-month, and sets its agenda mainly based on the Board and committee input. But, there *is* a way that any MAEO member can ask a question, make a suggestion or just stay involved. For some time now, the **MAEO Suggestion Box** has been sitting quietly right on our website, unnoticed and mostly unused.

As Smartsheets have become ever more a part of the way we manage projects and communicate, they're not so alien to our mix of resources. The MAEO Suggestion Box came from Amy Sullivan and Stephanie Taylor in Harford County, with the intention of allowing a conduit to the MAEO President and Board from the MAEO masses (us). A way to post something useful that all can see, respond to, and maybe lead to change and improvements.

So think about:

- **MAEO projects**
- **Improved procedures**
- **Questions about meetings**
- **How MAEO communicates**

- **Committee work**
- **Anything conference related**
- **Anything about MAEO that you've been wondering about**

You can point your post to any of the committees or the Board itself. You can even do it anonymously. Although, why you *wouldn't* want to take credit for your brilliant idea is a puzzlement.

Here's the path – <http://maeo.net> -> Member's Portal (menu on the right side) -> Password (Stephanie, Amy, or Hassan Aslam can provide you with password if you don't already have it) -> MAEO Suggestion Box. Ta-da! And here's the Smartsheet where the submissions are displayed-<https://app.smartsheet.com/b/home?lx=D7ddR4jzXhGf46PSAxPWTA>

So you see, not a lot there at the moment. Not yet. But even if you never attend a MAEO meeting, you can still contribute. Got a question? Post it. Got an idea? Submit it.

When a tool isn't used, it gets forgotten about, then it gets rusty, and next thing you know, somebody's stolen it from the toolshed. Please don't let the MAEO Suggestion Box rust away.

Ben Frey, Somerset County

Love Thy Neighbor

Queen Anne’s County election staff helping Anne Arundel County with election night supply returns during the 2017 Annapolis Municipal Election:



Queen Anne's County staff members left to right: Crystal McGinn, Cathy Quesenberry & Kim Spence (not pictured is staff member Paul Noranbrock).

Community Involvement

Queen Anne’s County election staff participated in several outreach activities in the community to encourage people to register to vote and to recruit potential election judges.

This featured activity involved painting rocks that were placed throughout the community. Everyone was asked to send a picture of the rock they found. The pictures were then featured on the Election Board Facebook page.



The staff started the rock placing process by painting and placing some rocks they prepared.



Staff member Jayne Lister painting rocks for distribution.



At Centreville Days the youth enjoyed painting rocks.

Cathy Quesenberry , Queen Anne’s County

Conference Thoughts and Photos

If you're attending the MAEO Conference, we want to read your thoughts and impressions. As you go through the 2 days of the conference, jot down your opinions and submit them to ben.frey@maryland.gov. We'll compile everything that comes in and publish them in our post-Conference/pre-Election spectacular issue. Think about –

- Sessions that succeeded
- Speakers that impressed
- Meals that were yummy
- What you learned
- What could have been better (keep it constructive)

We also want photos! The best will go into the post-Conference issue, and all will be available in **Connect 24's** section of the MAEO site.



Contributors:

Articles – Shawn Larson – Baltimore City · Craig Booth – Baltimore County

· Mary-Frances Vavra-Alcoser – Baltimore County · Gail Hatfield – Calvert County

· Tracy Dickerson – Charles County · Jessica Noranbrock – Dorchester County

· Marc Welch – Frederick County · Sarah Mohan – Harford County

· Alisha Alexander – Prince George's County · Cathy Quesenberry – Queen Anne's County

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· Anthony Gutierrez – Wicomico County · Patti Jackson – Worcester County

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Assistance – Hassan Aslam – Anne Arundel County

· Jay Jones (tablecloth under the printers) – St. Mary's County · Debra Hickman – Wicomico County

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