

## STATE BOARD OF REGISTRATION FOR FORESTERS

**Walter E. Cartwright, R.F.**  
Chair  
Violations Committee  
Forest Forever Committee,  
Public Information Committee

**Joe D. Roberson R.F.**  
Vice-Chair  
Violations Committee  
Rules and Regulations Committee

**Aprille B. Cook R.F.**  
Secretary  
Continuing Education Committee

**Timothy P. Albritton R.F.**  
Member  
Finance & Administration Committee  
Examination Committee

**Raiford C. Johnson, R.F.**  
Member

### STAFF

**Lea Anna Meadows**, Executive Director  
**Olivia Martin**, Assistant Attorney General

**ALABAMA STATE BOARD OF REGISTRATION FOR FORESTERS**  
513 Madison Avenue  
Montgomery, Alabama 36130-4500

Ph. (334) 240-9301 • Fax (334) 240-9387  
LeaAnna.Meadows@asbrf.alabama.gov  
www.asbrf.alabama.gov

## NEW REGISTERED FORESTERS

**Michael Allen Anderson #2245**  
Procurement Forester  
Anderson Forest Products & Services LLC.  
14749 Upper Columbus Rd  
Echola, AL 35457  
205/339-8333  
Andersonforest@outlook.com

**Christopher Lloyd Chambers #2252**  
Forester I  
The Westervelt Co.  
1400 Jack Warner Pkwy N  
Tuscaloosa, AL 35453  
205/562-5669  
cchambers@westervelt.com

**James Daniel Chappell #2251**  
FIA Coordinator  
Alabama Forestry Commission  
P.O. Box 304500  
Montgomery, AL 36130-2550  
334/340-9370  
James.Chappell@forestry.alabama.gov

**Mark Joseph Hains #2243**  
Forestry Instructor  
Lurleen B. Wallace Community College  
PO Box 1418  
Andalusia, AL 36420  
334/881-2275  
mhains@lbwcc.edu

**April Dozier Hall #2247**  
Office Manager  
Monroe Co. Gin. Co. Inc.  
15294 Hwy. 21 S.  
Uriah, AL 36480  
251/862-2525  
ahall6935@gmail.com

**Stephen Daniel Heath #2242**  
Forester  
Ziebach & Webb Timber Co. Inc.  
4275 Hwy 21  
Peterman, AL 36471  
251/564-2341  
stephendanielheath@gmail.com

**Ethan Lee James #2236**  
Line Clearing Specialist  
Alabama Power Co.  
244 Dexter Ave.  
Montgomery, AL 36104  
334/832-3539  
etjames@southernco.com

**James Jayson Herndon #2255**  
Land Mgt. Forester  
Scotch Land Mgt  
119 S. Main St.  
Fulton, AL 36446  
334/636-2731  
James.herndon@bellsouth.net

**Gary Edward Kolb Jr. #2238**  
FIA Forester  
Alabama Forestry Commission  
41261 St. Hwy. 225  
Bay Minette, AL 36507  
251/937-7771  
Gary.Kolb@forestry.alabama.gov

**William Thomas Liner #2240**  
U&C Forestry Partnership Coor.  
Alabama Forestry Commission  
P.O. Box 304500  
Montgomery, AL 36130  
334/240-9306  
william.liner@forestry.alabama.gov

**Victoria Maclaren Lockhart #2246**  
Forest Planner  
Resource Management Service, LLC  
31 Inverness Ctr. Pkwy, Ste. 300  
Birmingham, AL 35242  
205/980-7314  
vlockhart@resourcemgt.com

**Bradley Chase Luker #2244**  
Procurement Forester  
Ziebach & Webb Timber Co. Inc.  
4275 Hwy 21  
Peterman, AL 36471  
251/564-2341  
chase@zwtimber.com

**Juan Nickolas Merriweather #2237**  
Alabama Forestry Commission  
7577 Al Hwy. 22  
Selma, AL 36701  
334/875-7131  
Dallas.County@forestry.alabama.gov

**Mark Randall Miller Jr. #2254**  
Forest Health Specialist  
Alabama Forestry Commission  
513 Madison Ave  
Montgomery, AL 36130-2550  
334/240-9320  
mark.miller@forestry.alabama.gov

**Thomas Alton Reddick #2239**  
Procurement Forester  
Cooper Marine & Timberlands, Corp.  
118 N Royal St. #1100  
Mobile, AL 36602  
251/442-0980  
thomas.reddick@coopertsmith.com

**Joshua Hunter Seidler #2241**  
Manager  
Delta Forestry  
1550 Opelika Rd. Ste 6-321  
Auburn, AL 36830  
334/750-8080  
Info@deltaforestry.com

**Dock Hilbren Skipper Jr. #2250**  
112 Captains Way  
Anderson, SC 29625  
334/687-4950  
dhskipper@earthlink.net

**Jerry Michael Smith #2257**  
271 Mitchell Road  
Vernon, AL 35592  
205/712-9790  
jerrymtuau@gmail.com

**Felix Augustus Walker III #2256**  
Production Operator  
Cott Beverages  
61001 10th Ave.  
Columbus, GA 31909  
706/494-7633  
walkergusty@gmail.com

Alabama Board of Registration for Foresters  
513 Madison Avenue  
Montgomery, AL 36130-4500

PRESORTED STD.  
U.S. POSTAGE  
PAID  
PERMIT NO. 109  
MONTGOMERY, AL



Winter 2016

## OPEN DISCLOSURE

Tim Albritton

You want me to write an article on “Open Disclosure”? Whoa Nellie! Writing about timber stand improvement, crop tree release or other forestry practices is no problem. In fact, such writing is right down my alley. But an article on “Open Disclosure” will stretch me a bit.

So for help I turned to the Alabama State Board For Registered Foresters (ASBRF) Rules of Conduct and the SAF’s Code of Ethics. Both of these documents can scare a country boy who had trouble with reading comprehension in elementary school. I wondered if perhaps a group of serious “thinkers” had written these documents so they would hold up in court, not so they could be understood by ordinary folks. With that “disclosure” made, here’s a country boy forester’s take on “Open Disclosure.”

Be clear, be honest, and be transparent with your client. Do not keep something hidden that would be perceived as unethical later if it is revealed. Your experience with a particular practice, your knowledge of a particular issue, and your business dealings with others, should not be kept secret. I keep a small sign on the wall in my office which reads- *It’s OK to say: “I don’t know”.*

Some of us at times are reluctant to share our shortcomings and be transparent because of pride. We wrongly believe that if other people know everything about us, they will not accept us. So we build an image through exaggerations or

### In This Issue...

Forestry & Wildlife Sciences.....	2
Registered Foresters Exam.....	3
Endangered Species .....	4
2017 License Renewals.....	4
New Registered Foresters.....	5
Foresters Granted Reciprocity .....	5

leave out the imperfections. But to do this is a mistake. Most people admire someone who is transparent, vulnerable and honest. When people know you and believe in you, a wonderful thing begins to take place, and that thing is trust. Trust is built and maintained by many small actions over time.

The very essence of the forester/landowner relationship revolves around trust. You risk damaging that trust by not practicing the open disclosure principle. As you work with others remember the wise words of Warren Buffett: *“It takes 20 years to build a reputation and five minutes to ruin it.”* For more specifics on the topic I have copied the ASBRF’s and the Society of American Foresters (SAF) Code of Ethics. **Rules of Professional Conduct Accepted by Sworn Affidavit of Each Applicant**

**ROSTER CHANGE REMINDER** The Board will only list business addresses in the roster unless the home address is the only address on record, in which case it will be listed as the business address. Although home addresses will not be published in the roster, licensees must continue to provide current home addresses to the Board.

**UPDATE YOUR ROSTER INFORMATION** Please take a moment to review your current roster information online at <http://asbrf.alabama.gov/rosterofforesters.asp>. To submit changes, fax the form below to 334-240-9387 or submit the online Change of Address form at <http://asbrf.alabama.gov/vs2k5/changeofaddress.aspx>.

## CHANGE OF ADDRESS FORM

Full Name \_\_\_\_\_ License Number \_\_\_\_\_  
Title \_\_\_\_\_

### BUSINESS INFORMATION

Company \_\_\_\_\_  
Business Address \_\_\_\_\_  
City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_ County \_\_\_\_\_  
Phone \_\_\_\_\_ Cell \_\_\_\_\_  
Email \_\_\_\_\_

### PERSONAL INFORMATION

Home Address \_\_\_\_\_  
City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_ County \_\_\_\_\_  
Phone \_\_\_\_\_ Cell \_\_\_\_\_  
Email \_\_\_\_\_

## Foresters Granted Reciprocity in Alabama

**Thurston L. Chavis III #SC1885**  
CEO  
Milliken Forestry Co., Inc.  
213 N. Grampian Hills Road  
Columbia, SC 29036  
803/788-0590  
chavis@millikenforestry.com

**Eric Edward Clark III #MS2182**  
Division Forester  
Molpus Woodlands Group, LLC  
178 Bonhomie Road  
Hattiesburg, MS 39401  
601/545-3063  
eclark@molpus.com

## THE BOARD THANKS BOARD MEMBER FOR SERVICE

*Chairman Walter Cartwright (left) presents Raiford C. Johnson with a plaque of appreciation for his five years of service to the Board.*



## RULES OF PROFESSIONAL CONDUCT ACCEPTED BY SWORN AFFIDAVIT OF EACH APPLICANT

### THE APPLICANT WILL:

1. Advertise only in a dignified manner, setting forth in truthful and factual statements the services one is prepared to render for prospective clients and for the public.
2. Strive for correct and increasing knowledge of forestry and the dissemination of this knowledge and will discourage and condemn the spreading of untrue, unfair, and exaggerated statements concerning forestry.
3. When serving as an expert witness on forestry matters, in a public or private fact-finding proceeding, will base testimony on adequate knowledge of the subject matter, and render an opinion based on one's own honest convictions.
4. Refrain from expressing publicly, an opinion on a technical subject, unless informed as to the facts relating thereto, and will not distort or withhold data of a substantial or other nature for the purpose of sustaining a point of view.
5. Not voluntarily disclose information concerning the business affairs of one's principals, clients, or employers which they desire to keep confidential, unless express permission is first obtained.
6. Not, without the full knowledge and consent of one's principal, client or employer have an interest in any business which may influence one's judgment in regard to the work for which engaged.
7. Not, for the same service, accept compensation of any kind, other than from one's principal, client or employer without full disclosure, knowledge and consent of all parties concerned.
8. Engage, or advise one's principal, client or employer to engage other experts and specialists in forestry and related fields whenever the client's or employer's interests would be best served by such actions and will cooperate freely with them in their work.
9. Aid in safeguarding against the registration of persons unqualified because of lack of good moral character or of adequate training.
10. If one has substantial and convincing evidence of unprofessional conduct of a registered forester, one will present the information to the State Board of Registration for Foresters. SAF Code of Ethics

### PREAMBLE

Service to society is the cornerstone of any profession. The profession of forestry serves society by fostering stewardship of the world's forests. Because forests provide valuable resources and perform critical ecological functions, they are vital to the wellbeing of both society and the biosphere.

Members of SAF have a deep and enduring love for the land, and are inspired by the profession's historic traditions, such as Gifford Pinchot's utilitarianism and Aldo Leopold's ecological conscience. In their various roles as practitioners, teachers, researchers, advisers, and administrators, foresters seek to sustain and protect a variety of forest uses and attributes, such as aesthetic values, air and water quality, biodiversity, recreation, timber production, and wildlife habitat.

The purpose of this Code of Ethics is to protect and serve society by inspiring, guiding, and governing members in the conduct of their professional lives. Compliance with the code demonstrates members' respect for the land and their commitment to the long-term management of ecosystems, and ensures just and honorable professional and human relationships, mutual confidence and respect, and competent service to society.

On joining the SAF, members assume a special responsibility to the profession and to society by promising to uphold and abide by the following:

### PRINCIPLES AND PLEDGES

- 1) Foresters have a responsibility to manage land for both current and future generations. We pledge to practice and advocate management that will maintain the long-term capacity of the land to provide the variety of materials, uses, and values desired by landowners and society.
- 2) Society must respect forest landowners' rights and correspondingly, landowners have a land stewardship responsibility to society. We pledge to practice and advocate forest management in accordance with landowner objectives and professional standards, and to advise landowners of the consequences of deviating from such standards.
- 3) Sound science is the foundation of the forestry profession. We pledge to strive for continuous improvement of our methods and our personal knowledge and skills; to perform only those services for which we are qualified; and in the biological, physical, and social sciences to use the most appropriate data, methods, and technology.
- 4) Public policy related to forests must be based on both scientific principles and societal values. We pledge to use our knowledge and skills to help formulate sound forest policies and laws; to challenge and correct untrue statements about forestry; and to foster dialogue among foresters, other professionals, landowners, and the public regarding forest policies.
- 5) Honest and open communication, coupled with respect for information given in confidence, is essential to good service. We pledge to always present, to the best of our ability, accurate and complete information; to indicate on whose behalf any public statements are made; to fully disclose and resolve any existing or potential conflicts of interest; and to keep proprietary information confidential unless the appropriate person authorizes its disclosure.
- 6) Professional and civic behavior must be based on honesty, fairness, good will, and respect for the law. We pledge to conduct ourselves in a civil and dignified manner; to respect the needs, contributions, and viewpoints of others; and to give due credit to others for their methods, ideas, or assistance.

[http://www.eforester.org/Main/About/Code\\_of\\_Ethics\\_and\\_Bylaws/Main/About/Code\\_of\\_Ethics\\_and\\_Bylaws.aspx?hkey=7ab00631-be80-43ff-8089-8cc2f6e2c50d](http://www.eforester.org/Main/About/Code_of_Ethics_and_Bylaws/Main/About/Code_of_Ethics_and_Bylaws.aspx?hkey=7ab00631-be80-43ff-8089-8cc2f6e2c50d)

## SCOTLAND MEETS ALABAMA

Walter E. Cartwright, RF, CPBM

Forest Management Division Director, Alabama Forestry Commission

Last fall, the State Forester received an email message from a Forester in Scotland that would be visiting in Alabama in October. I was then asked to facilitate the visit with Scott Gordon (Scott), Chartered Forester in Scotland, to see some of Alabama's 23 million acres of forests and management practices in our area. After several emails and contacts, we arranged a 2-day tour for Scott.

On day 1, we met at the Alabama Forestry Commission State Office and made introductions around the office and several photos. Scott was dressed in his uniform work shirt and a Pride of Scotland Tartan kilt and associated regalia, but brought a pair of pants to go in the woods. Afterwards, Executive Assistant Bethany Elliott and I drove with Scott to Enon and Sehay Plantations in Bullock County, where we met with John Stivers, Managing Consultant Forester for the plantations. John had to do some explaining about what constitutes a "plantation" in forestry terms, showed us around the old General Store, then on to the woods. We made a stop and observed an artificial cavity for Red Cockaded Woodpeckers with John explaining that the bird was on the threatened and endangered species list and needed habitat protection. He then explained the "open pine savannah" that we were touring and moved on to another area of the plantation.

John then asked me to stop in a small field beside a narrow pine stand, where he promptly lit the understory with his lighter. Scott was shocked at him starting a fire as they never do that in Scotland. In fact, they spend a considerable amount of time and resources suppressing wildfires. Scott said "He just lit a fire!" I said it is OK, he knows what he is doing and John said "It's Ok for it can't go anywhere." Scott was still shocked and didn't want to leave the fire unattended and kept talking about it as we rode to the next stop. John appeased him by calling the foreman and telling him that he had lit a fire and where it was located. On the next stop, we observed a hardwood thinning operation and watched the equipment (Alabama uses a feller buncher and skidder to move trees to a processing area and knuckle boom loader. In Scotland, they use a harvester/processor and forwarder) operate, none of which are in Scotland. John explained in detail what the objectives were and we rode into Hurtsboro for a quick and tasty fresh homemade hamburger and freedom fries. Scott was very pleased with lunch and with his tour on the plantations. We said our good byes to John and headed to Opelika to meet Rodney Walker with WestRock Company. Rodney met us and we drove to a pine plantation first thinning operation. We met the logger and observed all the operation from cutting and felling the trees to skidding to the deck and loading with a knuckle boom loader. Scott was very impressed to see how well the operation was conducted with little damage to residual trees. He also asked many questions about "operator selection" and why they chose that method. Rodney explained that most operators are very proficient after they gain experience selecting tress to cut and leave. We left there and returned to Montgomery, where Scott spent the night.

On day 2, Scott came to the office dressed in his Pride of Scotland Tartan kilt and associated regalia again and fielded questions from the State Forester, several Directors and our Media Team. The two of us drove a few blocks West to view the Urban Forestry Phytoremediation Project in Montgomery which consists of a Cottonwood Planting to absorb toxic chemicals in the groundwater known as the "Montgomery Plume". We then drove to Auburn and ate lunch, meeting with Dr. Ken McNabb afterwards at the Auburn School of Forestry and Wildlife Sciences. Ken introduced him to Dean Janaki Alavalapati and other professors and moved into the conference room for a presentation of Forestry in the Southeast, covering a myriad of topics. Scott asked many questions and explained that they were trying to reestablish the Caledonian forest in Scotland, and had planted a lot of native Scots Pine (*Pinus sylvestris*).

His position as Windfarm Liaison Officer with the Forestry Commission Scotland's (FCS) Forest Enterprise Scotland (FES) is to assist the Scottish Government in achieving its target of meeting 100% of country's electricity needs from sustainable sources by 2020. He facilitates and supports the feasibility studies, development and ultimately construction of renewable energies such as wind and hydro on the National Forest Estate (NFE), which is managed by FES. There has only been a few days in 2016 when this has been achieved and windfarms are being constructed all the time, slower now than in the past 5 years due to the subsidies for renewable energies being stopped by the UK Government. FES hopes to reach a target of 2Gigawatts installed capacity by 2020 generated on the NFE and are presently at just over 1 GW.

The main purpose of his role is to liaise with the involved parties to ensure that any proposed developments fit with the objectives of the Forest Design Plans and conform to the [Scottish Government's Woodland Removal Policy](#), social/cultural heritage and environmental requirements relating to the plan for any particular forest block being considered for renewables development. Mitigation for forests lost may also be required.

Their Commission manages just under 1.2million acres (478,000 hectares) of woodland in Scotland and actually plants many acres per year across the landscape, working with and around giant wind turbines up 142m (465ft) to tip that produce electricity. Trees under the turbines are only allowed to get to a height of between 12-16m (40-50 ft.) before being cut down as short rotation forestry (marketed as panelboard or wood fuel) and replanted. This prevents interference with the wind flow for the turbines. Their goals also incorporate the turbines to blend with the landscape as much as possible. Scott negotiates with wind farm developers, communities, The Forest Authority (FCS Conservancies) forest planning and harvesting teams and statutory consultees (Scottish Environmental Protection Agency, Scottish Natural Heritage (environmental conservation) Historic Scotland (archaeology) to reach mutual goals. The three of us drove out to the Mary Olive Thomas Demonstration Forest in Auburn and Ken conducted a tour of the Forest making several stops to observe thinning, water bars, broad based dips, active logging with equipment onsite. We then drove to the Arboretum on Campus and met the manager and observed many different tree and shrub species, then on to meet Dr. Scott Enebak and spouse to go tour their Tree Farm.

We followed the Enebaks to their Tree Farm, northwest of Auburn, and was given a thorough tour by Dr. Enebak, including his forest management objectives, pond construction and eventual home construction. Scott was very impressed with the Tree Farm certification system and is very familiar with many different certification systems. We departed for Sylacauga to meet Scott's Alabama host and said our goodbyes late in the day.

Some interesting facts about Scotland is that they have [the Scottish Outdoor Access Code](#) which encourages responsible use of the land in Scotland and grants the general public the "Right to Roam" whereby anyone can enter your property to engage in active pursuits and camp for a maximum of 3 days and then move along. They cannot harm you nor your property during their stay however this right does not extend to domestic houses or gardens and does not permit vehicular access.

Foresters are "Chartered" but can still practice forestry with a minimum of a diploma or degree in forestry without being chartered, whereas we are Registered and licensed. They are under the influence of the United Kingdom and are guided somewhat by their laws. However, Forestry in Scotland has now become a devolved matter from the rest of the UK and as such Scottish Ministers are now tasked with managing the National Estate in the best interests of Scotland, this very subject is currently out for public consultation, which will hopefully feed into a desirable outcome for all.

The Forestry Commission Scotland is also responsible for all the forestry lands owned by the Scottish Ministers (public land) which represents 9% of Scotland's land area. It does not manage just the forests, but everything else in its holding, which includes open hillside, protected open habitats, open water, residential and commercial properties, as well as agricultural farms which are most often let to a tenant farmer. As has already been mentioned Scotland also has largescale wind farms such as "Whitelee" one of the largest onshore windfarms in Europe and also small scale hydro schemes throughout the NFE in Scotland all contributing to Scotland's renewable targets. Income from the leases of land from the NFE for this purpose generated £7.25m (\$8.9 million USD) in Scotland for 2014/15; this income is then reinvested in the NFE.

The Forestry Commission Scotland has two very separate roles. One of these is to manage the Forest Estate, which is carried out by Forest Enterprise Scotland (FES) with 10 Forest Districts covering all of Scotland. The other is to govern grants for new planting and licensing of felling and replanting and new planting this is effectively the Forest Authority and is implemented by 5 Conservancy offices throughout Scotland. Scott has worked in both roles as a Woodland Officer with the Conservancy and as a Liaison Officer with the forest district.



## FOREST TECHNOLOGY DEGREE

Lurleen B. Wallace (LBW) Community College offers the only two-year Forestry Technology degree in Alabama. Hundreds of our graduates work in various aspects of the forest industry. The Alabama Forestry Commission, the USDA Forestry Service, forest product companies, and forestry consulting firms employ LBW graduates across the south.

Forest technology students at LBW learn to cruise and mark timber, plant seedlings, identify problematic insects, disease, and invasive species. In Dendrology, they learn to identify over 100 native and introduced tree species, their wood characteristics, shade tolerance, and wildlife habitat contributions.

Through their coursework, students become Certified Prescribed Burn Managers and have the opportunity to acquire the necessary certifications to fight wildland fires.

Some of the required courses for graduates of the Forest Technology Program include: Dendrology, Forest Fire Control and Use, Forest Pathology, Silviculture, Forest Mensuration, Advanced Forest Mensuration, Forest Math, and Cartography.

In 2016, all LBW Forest Technology graduates who wanted full-time employment will go to work in the field of forestry. One graduate elected to continue his education with a four-year degree at the University level. Multiple job opportunities were presented to all graduates of the Forest Technology program and employment opportunities vastly exceed the number of graduates.

The Forest Technology program at LBW has strong backing from the local forestry and wildlife community. Multiple scholarships are awarded annually to forest technology students, and the Solon and Martha Dixon Foundation have recently funded brand new, state of the art GPS units and software for the program.

For students who do not live within commuting distance, housing is available adjacent to campus through Saints Hall student apartments, owned by the LBWCC Foundation.

Over the previous decades, well respected instructors have taught forest technology at LBW, including Tom Center, George Showalter, and Robert Carter. In the fall of 2015, Mark J. Hains became the newest faculty when he was hired as the Forestry Instructor on the

Andalusia Campus of LBW.

Hains is a Registered Forester in the state of Alabama, with two decades of employment/experience in dual positions with the Auburn University School of Forestry & Wildlife Sciences, and as the first employee of The Longleaf Alliance. His work primarily focused on artificial regeneration, with research in: site preparation, planting methods, seedling quality, herbaceous release treatments, identification and control of invasive plant species, and prescribed fire. For more information about LBW's Forest Technology Program, please visit their website at [www.lbwcc.edu](http://www.lbwcc.edu). Call Hains at 334-881-2275, or email [mhains@lbwcc.edu](mailto:mhains@lbwcc.edu).

## 2016 VIOLATIONS COMMITTEE REPORT

**The Board strongly believes that educating and seeking voluntary compliance will better serve the public interest. Therefore, before pursuing punitive enforcement, corrective and rehabilitative actions will be taken. A summary of investigations is presented below.**

### Case #16-001

**Complaint:** A Registered Forester was accused of Fraud/Deceit against another Registered Forester.

**Results:** All submitted evidence was reviewed, the complaint is still under investigation.

### Case #16-002

**Complaint:** A Non-Registered Forester was accused of advertising as a Forester.

**Results:** The Non-Registered Forester was unaware of his Company advertisement being located on the AFC website. He asked The Commission to remove the information from its website; the case was dismissed.

## RENEWAL REMINDER

**The grace period for 2017 license renewal ends December 31, 2016. If you submitted your renewal but have not received your new ID card, please contact Lea Anna Meadows immediately at 334-240-9301 to make sure the renewal was received and processed. Licenses not renewed by December 31, 2016 will be revoked. The Board is required by law to send revocation notices to all non-renewing licensees, including those who, for whatever reason, intentionally allowed their license to lapse.**