

Minutes
Event Safety Working Group
Saturday, 18 July 2020 10:00-13:00 Eastern Time
WebEx only

Chairperson:

Donald Cooper; Event Safety Alliance; P; G

Recording secretaries:

Karl Ruling and Richard Nix (ESTA)

Attendees:

Steven A. Adelman; Adelman Law Group, PLLC; P; G
Mike Aug; Chicken Scratch LLC; I; EVP
Daniel Ayers; StageRight Services LLC; P; DE
Alyxzander Bear; Insomniac; P; EVP
Bennett Brian; Reed Rigging Inc.; P; DR
Christian A. Buschhoff; xEMP extra Entertainment Media Publishing oHG; P; G
Angie Chamberlain; 930 Club; I; EW
Monique Corbeil; CITT/ICTS; P; G
Don Earl; Earl Girls, Inc.; P; DR
Ethan W Gilson; Entertainment Rigging Services, LLC; P; DE
Joe Golden; Gallagher Staging & Productions; P; DE
Jerry Gorrell; Theatre Safety Programs; P; G
Robert Haycock; UC Berkeley; I; EW
Danielle Hernandez; Furman University; P; G
Dominic Housiaux; Lankey & Limey, LTD; P; EVP
Neil Huff; Taylor & Taylor Insurance Brokers; P; INS
Cedric Jackson; Screen Actors Guild - American Federation of Television & Radio Artists; P; PA
Janine A. Jordan; Electronic Music Alliance; P; G
Jamil Kamal; Ink Entertainment; P; G
Eric Kant; Phase01 Crowd Management; P; DE
Kevin Kloesel; University of Oklahoma; I; G
Janine Ashley Oblak; Janine Ashley Oblak; O; EW
Allen H. Ostroy; Green Mtn. Concert Services, Inc.; P; DE
Janet Sellery; CITT/ICTS; A; G
Sean Spence; Full Spectrum Security Consultants; O; DE
Allen Winzler; Clark-Reder Engineering, Inc.; P; DE

1 Opening Remarks

Don Cooper called the meeting to order at 10:01, welcoming everyone to the meeting, thanking them for attending in these unpredictable times.

2 Patent and anti-trust statements

2.1 Reading of the anti-trust statement

Don Cooper read the following statement aloud to the assembly:

ESTA and its members take seriously their obligation to comply with all applicable antitrust laws. Therefore, during this meeting and during all ESTA events, all discussions will be limited to those subjects that are permitted by the antitrust laws. All members should refrain from any discussion or mention of competitively sensitive subjects such as the current or future prices charged for any member product or services, current or future marketing plans or strategies, and current or future costs, including employee salaries. There also must be no agreement on the suppliers or customers that members will or will not do business with or the markets in which members will conduct business.

Violations of the antitrust laws can have serious consequences. If you have any questions or concerns about anything that is discussed at an ESTA meeting, please bring your concern to ESTA management. An easy to

read pamphlet describing the antitrust laws is available from the ESTA staff.

Karl Ruling held up the pamphlet in front of his camera for all video enabled attendees to see.

2.2 Reading of the call for patents

Don Cooper shall read the following statement aloud to the assembly:

ESTA intends not to publish any standard that contains protected intellectual property, unless that information can be licensed by anyone for a reasonable fee. ESTA uses a process of open patent and copyright disclosures to implement its intent. ESTA does not conduct patent or copyright searches and does not warrant that its standards contain no protected intellectual property.

In keeping with the open disclosures policy, I ask if anyone present wishes to notify this working group of the existence of a patent, patent application, copyright, or other protected intellectual property that might protect material in a standard being developed by this working group. You need not be the holder of the patent or copyright to notify this working group of its existence.

Nothing was revealed.

3 Attendance and Membership

3.1 Requirements for membership

Don Cooper shall read the following statement aloud to the assembly:

Membership is open to all parties who are affected by the work of the group; membership in ESTA is not a requirement, but there is a \$100/person/year participation fee to help fund the costs of running the Technical Standards Program. Voting members are required to attend meetings and vote on letter ballots. Any principal member and alternate that both miss three consecutive meetings or that miss three consecutive letter ballots will have their membership status changed to observer. This action will be taken at the beginning of the first meeting after such inaction and will be recorded in the minutes of that meeting.

3.2 Determination of a quorum

[There are currently 34 votes possible. A quorum is 12; a supermajority is 18]

3.3 Processing of new membership and status change requests

As of 30 June 2020, the following applications or status change requests have been received:

*Angie Chamberlain; Angie Chamberlain; I; EW
Anthony Davis; AD Davis Entertainment Group, Inc.; P; DE
Daniel Ayers; StageRight Services LLC; P; DE
David Ellis; Arizona Diamondbacks; O; EVP
Manny Marquez; Nightlife Security Consultants, LLC; P; G
Allen Ostroy; Green Mountain Concert Services; P; DE
KJ Magaziner; Green Mountain Concert Services; A; DE
Kevin Kloesel; Kevin Kloesel; I; G
Jamil Kamal; INK Entertainment; I; G
Stewart Stephens; S2 Technologies; P; DE*

Dominic Housiaux moved to accept the applications. The motion was seconded and carried without objection or abstention.

3.4 Changes to observer status

3.4.1 Changes due to attendance

The following voters have missed the last two meetings and are in jeopardy of being moved to Observer status if this meeting is also missed:

There are none!

3.4.2 Changes due to missed letter ballots

The following voters have missed two consecutive letter ballots, and their voting status will be changed to Observer if the next ballot is also missed:

*Earl Girls; Inc; Don Earl
Freeman Companies; Chris Schmidt
Furman University; Danielle Hernandez
VPLT; Randell Greenlee
Gallagher Staging; Joe Golden*

3.5 Automatic status changes

The following automatic status changes have occurred since the last working group meeting:

Stewart Stephens (Change of representation, see 3.3)

3.6 Consensus body

The table below shows the full consensus voting body as of today's date, after all changes occurring at this meeting. Please check the list carefully.

Name	Representing	Status	Int Cat
Ryan Riordan	Accurate Staging, Inc	P	EQP
Keith Sklar	Actors' Equity Association	P	PA
Steven A. Adelman	Adelman Law Group, PLLC	P	G
Will Todd	Area Four Industries	P	EQP
Claire Wright	Buddy, LLC	P	EQP
Angie Chamberlain	Angie Chamberlain	I	EW
Mike Aug	Chicken Scratch LLC	I	EVP
Monique Corbeil	CITT/ICTS	P	G
Janet Sellery	CITT/ICTS	A	G
Rebecca Cotter	City of Markham	P	DE
Allen Winzler	Clark-Reder Engineering, Inc.	P	DE
Jeffrey M. Reder	Clark-Reder Engineering, Inc.	A	DE
Anthony Davis	AD Davis Entertainment Group, Inc.	P	DE
Kevin Pew	Digital Sound Systems	P	DR
Jeremy Dixon	Digital Sound Systems	A	DR
Don Earl	Earl Girls, Inc.	P	DR
Janine A. Jordan	Electronic Music Alliance	P	G
Ethan W Gilson	Entertainment Rigging Services, LLC	P	DE
Donald Cooper	Event Safety Alliance	P	G
Chris Schmidt	Freeman Companies	P	DR
Danielle Hernandez	Furman University	P	G
Joe Golden	Gallagher Staging & Productions	P	DE
Allen Ostroy	Green Mountain Concert Services	P	DE
KJ Magaziner	Green Mountain Concert Services	A	DE
Stephen Vanciel	IATSE Local 631	P	EW
Jamil Kamal	INK Entertainment	I	G
Alyxzander Bear	Insomniac	P	EVP
Kevin Kloesel	Kevin Kloesel	I	G

Dominic Housiaux	Lankey & Limey, LTD	P	EVP
Manny Marquez	Nightlife Security Consultants, LLC	P	G
Jacob Abbott	PSAV Presentation Services	P	G
Patrick Wallace	PSAV Presentation Services	A	G
Eric Kant	Phase01 Crowd Management	P	DE
Bennett Brian	Reed Rigging Inc.	P	DR
Richard J. Nix	Richard J. Nix	I	G
Stewart Stephens	S2 Technologies	P	DE
Jesse Barnes	Safewise Risk Management, Inc	P	G
Cedric Jackson	Screen Actors Guild - American Federation of Television & Radio Artists (SAG-AFTRA)	P	PA
Sanford P. Gilzow	Shur-Rig LLC	P	DR
Daniel Ayers	StageRight Services LLC	P	DE
Neil Huff	Taylor & Taylor Insurance Brokers	P	INS
Steven Serafin	The Hartford Group	P	INS
Jerry Gorrell	Theatre Safety Programs	P	G
Daniel H. Louis	Theta Consulting LLC	P	G
Robert Haycock	UC Berkeley	I	EW
Randell Greenlee	VPLT	P	G
Christian A. Buschhoff	xEMP extra Entertainment Media Publishing oHG	P	G
Total possible votes:			42
Votes by interest category:	Designer (DE)		9
	Dealer or rental company (DR)		5
	Equipment provider (EQP)		3
	Event producer (EVP)		3
	Event Worker (EW)		3
	General interest (G)		15
	Insurance company (INS)		2
	Performing artist (PA)		2
Voting status key: P = Principal voter, A = Alternate voter, I = Individual voter			

4 Approval of the minutes from the last meeting

[See ESMIn04-2020_DRAFT.pdf]

Allen Winzler moved to accept the minutes. The motion was seconded and approved without objection or abstention.

5 Approval of agenda

The agenda must be approved by a vote of the working group.

Allen Winzler moved to accept the agenda. The motion was seconded and carried without objection or abstention.

6 Old Business

6.1 Task Group documents for action

6.1.1 Planning & Mgmt/Major Incident Planning (Jordan/Bear/Aug)

Janine Jordan (co-chair), Alyxzander Bear (co-chair), Mike Aug (co-chair), Keven Pew, Dan Louis, Frank Baird,

Bruno Marx, Don Parman, Joe Golden, Dominic Housiaux, Jesse Barnes, Brent Armstrong, Clair Wright, Don Cooper, Richard Nix.

Janine Jordan reported that they had a series of very productive meetings, and continue to make progress. She thinks they are on track to have a document draft ready for the working group in October. Alyxander Bear agreed that the draft was almost ready to be considered for public review.

6.1.2 Fire Safety (Don Cooper)

Don Cooper (chair), Bruno Marx, Dominic Housiaux, Danielle Hernandez, Diane Mack, Kurt Miner, Richard Nix, Doug Frawley, Eric Kant

From the draft April meeting minutes

Don said that the document should be ready to send out for PR1 at the next meeting. He asked for the process to do so. Karl Ruling and Richard Nix each explained parts of the public review process.

Any news, updates, or action?

Don Cooper reported progress, saying that a draft was sent to the working group a few days ago, asking for feedback and suggestions from the working group between now and October, at which time he hopes to ask the working group to approve it for first public review.

He appointed Eric Kant to the task group, and asked that his name be added to the list, and to the email reflector.

6.1.3 Medical, Ambulance & First Aid Management (Haycock/Housiaux)

Dominic Housiaux (Co-chair), Robert Haycock (Co-chair), Sandy Gilzow, Neil Huff, Christian Buschhoff, Connor Fitzpatrick, Janine Jordan, Diane Mack, Richard Nix, Don Cooper, Daniel Ayers

Any news, updates, or action?

Robert Haycock reported progress. Dominic also concurred, saying that he thought they might be ready for working group review by October. He said the next Medical task group meeting is on 04 Aug at 11:00 Eastern Time.

Don Cooper appointed Daniel Ayers to this task group and to the Electrical Safety task group. His email address will be added to the reflectors for both.

6.1.4 Communication (Hernandez)

Danielle Hernandez (Chair) Alyxzander Bear, Dominic Housiaux, Greg Guzzetta, Janine Jordan, Richard Nix, Don Cooper, Janet Sellery.

Any news, updates, or action?

Danielle reported that they had not made as much progress as desired, and had asked Janet Sellery to co-chair. Janet agreed to do so.

6.1.5 Weather Preparedness (Nix)

Richard Nix (Chair), George Long, Janine Oblak, Jim Digby, Mike Aug, Dan Louis, Diane Mack, Kevin Kloessel, Don Cooper.

[See BSR_ES1.7_PR 1CmmntResols_r1_DRAFT.pdf and BSR ES1-7-20xx_ES2019-20010r0-4.pdf]

Proposed resolutions and a revised draft have been distributed for action at this meeting.

Richard Nix moved to accept the proposed resolutions to the first public review. The motion was seconded, and carried without objection or abstention.

Richard Nix moved to return the document to public review. The motion was seconded and carried without objection or abstention. He thanked Kevin Kloesel for his help with the recent revisions.

A BSR8 will be filed.

6.1.6 Venue & Site Design (Bear)

Alyxander Bear (Chair), Kevin Pew, Dan Louis, Frank Baird, Mike Aug, Bruno Marx, Don Parman, Joe Golden, Dominic Housiaux, Richard Nix, Don Cooper, Doug Frawley

Any news, updates, or action?

Alyxander Bear said that he thought they were ready for working group review, with a plan to ask the working group to approve a first public review at October's meeting.

He asked the group how they felt about adding commentary related to health and safety. Don Cooper said he thought they could incorporate those comments as they felt appropriate, letting the working group decide if the commentary was suitable.

Don Cooper said this also reminded him to reiterate the need to use common definitions. He gave a few examples from the fire safety document.

6.1.7 ANSI ES1.9- 2020 - Crowd Management (Adelman)

Steve Adelman (Chair), Orestes Mihaly, Christian Buschhoff, Danielle Hernandez, Tim Roberts, Kurt Miner, Karen Hoffman, Dana Risinger, Neil Huff, Greg Guzzetta, Dominic Housiaux, Dan Gibbs, Janine Jordan, Eric Stuart, Richard Nix, Don Cooper

A BSR9 has been filed with ANSI

The document has been approved! Steve Adelman offered congratulations to the task group. He thinks it's a good documents that will be useful when we can have crowds again.

6.1.8 Electrical Installation & Lighting (Haycock, Housiaux)

Dominic Housiaux (Co-chair), Robert Haycock (Co-chair), Don Earl, George Long, Don Parman, Tim Hansen, Steve Vanciel, Eddie Kramer, Joe Golden, Richard Nix, Don Cooper, Daniel Ayers

Any news, updates, or action?

Dominic reported ongoing progress, and thinks it might be ready for a working group review in October. They are currently having some discussion about generators, and asked for input. He said their next meeting is 04 August at 12:30 Eastern Time. Richard Nix asked about the EPWG task from prior meetings, regarding a new project form that had been submitted by Keith Sklar. Robert said he had been busy with current conditions, and invited Keith to attend their next task group meeting on 04 August.

Daniel Ayers was appointed to the task group.

6.1.9 Rigging (Schmidt/Gilzow)

Sandy Gilzow (co-chair), Chris Schmidt (co-chairs), Tim Hansen, Don Parman, Joe Golden, Patrick Wallace, Jacob Abbott, Bennett Brian, Don Earl, Richard Nix, Don Cooper, Eric Ornberg, Cedric Jackson, Dominic Housiaux

Any news, updates, or action?

Neither Chris Schmidt nor Sandy Gilzow were present. Dominic Housiaux reported that there had been regular meetings, and that he had offered comments on the latest working draft.

6.1.10 ANSI ES1.19, Structures (Nix)

It's published! Richard Nix said that the document was available for free from our downloads page, or for purchase from the ANSI and IHS webstores.

6.1.11 Security (Huff)

Neil Huff (co-chair), Steve Adelman (co-chair) Christian Buschoff, Alyxzander Bear, Kurt Miner, Dominic Housiaux, Steve Serafin, Danielle Hernandez, Dan Gibbs, Janine Jordan, Diane Mack, Don Cooper, Sean Spence; Allen Ostroy, KJ Magaziner, Jamil Kamal, Anthony Davis, David Ellis, Manny Marquez, Angie Chamberlain

Any news, updates, or action?

Neil Huff said that Steve Adelman has agreed to co-chair the group. Steve Adelman reported that he is looking forward to making new progress, now that a lot of new members have joined.

Don Cooper appointed Allen Ostroy, KJ Magaziner, Jamil Kamal, Anthony Davis, David Ellis, Manny Marquez, and Angie Chamberlain to the task group. Their emails will also be added to the reflector.

6.1.12 Drone safety at indoor events

It's on hold, but will hover on the agenda for a short time.

Any news, updates, or action?

No report.

7 New business

7.1 Barricades or barriers

This is a holdover item from January's meeting.

Excerpted from the January meeting minutes:

Don Cooper asked the task group leaders to provide a short summary of how barriers or barricades might be used or otherwise referenced in their respective standards.

Don Cooper reminded everyone that he had asked for input from the task group leaders, about how the devices and terms are being used, or might be impacted, by these devices.

Richard asked if the overall question still remained, as to if they needed to be addressed. If so, how and where to cover them. Don said yes.

Alyxander Bear said that they appear in several forms, within the Venue and Site Design document.

Janine Jordan followed up with a message, saying, *"we do not currently use the term barricade. We have (just searched the doc) the mention of barriers 1x only in our Section 5 sub-section of 'Minimizing risks during set up/load in' -- (I will send all this by email as well but sending to group now for all eyes) -- 5.3.7 Plan the arrivals of all contractors and ensure their activities on site are coordinated with others. Important event features are considered and may include, but are not limited to: [sic]"*

7.2 Ballast

This is a holdover item from January's meeting, wherein Don Cooper asked everyone to give the topic further consideration.

Don Cooper reminded everyone of the prior discussions regarding ballast - whether they should have their own standard or not – and said they are important for rigging and for structures. Richard Nix said that the structures document did not directly address material handling.

Ethan Gilson reminded people that discussion began at the January meeting because a worker was killed by a ballast that fell from a fork-lift. Dominic Housiaux said that we might need to mention somewhere that uplift forces on a ballast reduce their friction against sliding. He also said that we might need to develop guidance on materials handling. He used the example that road cases stacked on other cases in a truck, with their casters sitting in divots in the lids of the lower cases, is perfectly acceptable practice in a truck, but are a serious hazard when the cases are being carried by a fork-lift

Richard said the current version of the ESG has a section on Worker Safety, which does not appear to cover ballast. Robert Haycock said he, as a work in the industry, supported addressing material handling in the future.

8 Other business and announcements

8.1 Above & Beyond Awards

The Above & Beyond Awards may be found at http://tsp.esta.org/tsp/news/award_recipients.html. The nomination site is open year round, and the award is designed for members to highlight the work of their peers. The deadline for nominations is November 1.

9 Schedule for future meetings

The full and current meeting schedule may be found at <http://www.esta.org/ESTA/meetings.php>.

9.1 Fall 2020 meetings (WebEx)

The Fall 2020 meetings will be held in October, via Webex. The ESWG meeting is scheduled for 10:00-13:00 EST on Friday, 16 October 2020.

There was discussion about the meeting time. Don Cooper asked to have the meeting time changed to 11:00

9.2 Winter 2021 meetings (NAMM, Anaheim, CA)

The Winter 2020 meetings will return to Anaheim, CA, in conjunction with the 2021 Winter NAMM Show, scheduled for 21-24 January 2021. The meeting schedule has not yet been set.

10 Adjournment

Don Cooper asked if there was any further business to be conducted. The agenda being complete, and there being no further business brought forth, he thanked everyone again for their attention to this very important work, and declared the meeting adjourned at 11:08.

Event Safety Working Group members as of 10 August 2020

Name	Representing	Status	Int cat
Jacob Abbott	PSAV Presentation Services	P	G
Steven A. Adelman	Adelman Law Group, PLLC	P	G
Brent Armstrong	Alpine Rigging & Structural Design	O	DE
Mike Aug	Chicken Scratch LLC	I	EVP
Federico Augugliaro	Verity Studios AG	O	EQP
Daniel Ayers	StageRight Services LLC	P	DE
Evan Bailey	Disco Donnie Presents	O	DE
Jesse Barnes	Safewise Risk Management, Inc	P	G
Alyxzander Bear	Insomniac	P	EVP
Justin Bennett	University of the Incarnate Word	O	EVP
Keith Bohn	Area Four Industries	O	EQP
Bennett Brian	Reed Rigging Inc.	P	DR
Christian A. Buschhoff	xEMP extra Entertainment Media Publishing oHG	P	G
Angie Chamberlain	930 Club	I	EW
Eric Colby	The Metropolitan Opera / Lincoln Center	O	EVP
Gareth Conner	Creative Conners, Inc.	O	EQP
Donald Cooper	Event Safety Alliance	P	G
Monique Corbeil	CITT/ICTS	P	G
Rebecca Cotter	City of Markham, Ontario	P	DE
Anthony Davis	AD Davis Entertainment Group, Inc.	P	DE
Jim Digby	Event Safety Alliance	O	EVP
Jeremy Dixon	Digital Sound Systems	A	DR
Don Earl	Earl Girls, Inc.	P	DR
David Ellis	Arizona Diamondbacks	O	EVP
Douglas Frawley	Atomic Design	O	DE
Roderick van Gelder	Stage Safety pty ltd	O	DE
Ethan W Gilson	Entertainment Rigging Services, LLC	P	DE
Sanford P. Gilzow	Shur-Rig LLC	P	DR
Joe Golden	Gallagher Staging & Productions	P	DE
William B. Gorlin	M.G. McLaren, P.C.	O	G
Jerry Gorrell	Theatre Safety Programs	P	G
Randell Greenlee	VPLT	P	G
Tim Hansen	Oasis Stage Werks	O	DR

Event Safety Working Group members as of 10 August 2020

Robert Haycock	UC Berkeley	I	EW
Markus Hehn	Verity Studios AG	O	EQP
Danielle Hernandez	Furman University	P	G
Karen Hoffman	Madison Square Garden Company	O	EVP
Dominic Housiaux	Lankey & Limey, LTD	P	EVP
Neil Huff	Taylor & Taylor Insurance Brokers	P	INS
Cedric Jackson	Screen Actors Guild - American Federation of Television & Radio Artists	P	PA
Janine A. Jordan	Electronic Music Alliance	P	G
Jamil Kamal	Ink Entertainment	P	G
Eric Kant	Phase01 Crowd Management	P	DE
Kevin Kloesel	University of Oklahoma	I	G
Edwin S. Kramer	1501	O	EW
Jim Larkin	The Long Center for the Performing Arts	O	EVP
George Long	Aggreko	O	DR
Ross Long	I.A.T.S.E. Local 891	O	G
Daniel H. Louis	Theta Consulting LLC	P	G
Diane K. Mack	Mack Strategies, LLC.	O	G
KJ Magaziner	Green Mountain Concert Services	A	DE
Franco Magliozzi	Chubb Group of Insurance Companies	O	INS
Manny Marquez	Nightlife Security Consultants, LLC	P	G
Bruno Marx	Eventknowhow	O	EVP
Orestes Mihaly	Production Resource Group	O	EVP
Kurt J. Miner	Allianz Global Corporate & Specialty	O	INS
Richard J. Nix	Richard J. Nix	I	G
Janine Ashley Oblak	Janine Ashley Oblak	O	EW
Erik Ornberg	Encore Event Technologies	O	DR
Allen H. Ostroy	Green Mtn. Concert Services, Inc.	P	DE
Don Parman	Actsafes	O	G
Kevin Pew	Digital Sound Systems	P	DR
Jeffrey M. Reder	Clark-Reder Engineering, Inc.	A	DE
Ryan Riordan	Accurate Staging, Inc.	P	DR
Dana Risinger	Walmart Stores, Inc.	O	EVP
Tim Roberts	The Event Safety Shop	O	G
Tim Salamon	PSAV Presentation Services	O	G

Event Safety Working Group members as of 10 August 2020

Chris Schmidt	Freeman Companies	P	DR
Janet Sellery	CITT/ICTS	A	G
Steven Serafin	The Hartford Group	P	INS
Jason Showers	Advanced Staging Productions	O	DE
Keith Sklar	Actors' Equity Association	P	PA
Sean Spence	Full Spectrum Security Consultants	O	DE
Stewart Stephens	S2 Technologies	P	DE
Eric Stuart	Gentian Events Ltd	O	DE
Will Todd	Area Four Industries	P	EQP
Stephen Vanciel	IATSE Local 631	P	EW
Patrick Wallace	PSAV Presentation Services	A	G
Peter Willis	Howard Eaton Lighting Ltd.	O	EQP
Allen Winzler	Clark-Reder Engineering, Inc.	P	DE
Claire Wright	Buddy, LLC	P	EQP
Jeong Sik Yoo	Ghost LX	O	G
Andrew Young	Andrew Young	O	EW

Key to interest categories

DE = Designer
 DR = Dealer or rental company
 EQP = Equipment provider
 EVP = Event producer
 EW = Event Worker
 G = General interest
 INS = Insurance company
 PA = Performing artist

Voting status key

P = Principal voter
 A = Alternate voter
 I = Individual voter
 O = Observer (non-voter)
 exf = ex officio (staff)