

# The Crash

## Newsletter for rhino professionals

March 2018

### President's Perspective:

As I am sure many of you are aware, the rhino poaching numbers in South Africa slightly declined in the year 2017. Even though that is certainly a step in the right direction, there is still much to do to continue protecting rhinos in their rangelands. Poaching numbers may have decreased in some areas but poachers are changing strategies and increasing poaching in other African countries. The IRKA is a proud supporter of the International Rhino Foundation, which is continuing their mission supporting the conservation and research of rhinos in both Africa and Asia. I strongly encourage you as an IRKA member, to continue to educate about the plight of the rhino, and encourage others to join us in our support of the IRF and other conservation partners to ensure the survival of the rhino! Together we will win!

In this issue of the CRASH we have many exciting announcements! One of the most exciting is the announcement of the 2019 IRKA Rhino Keeper Workshop being hosted by Disney's Animal Kingdom! This will be the 20th anniversary of the IRKA, and what an honor it is to bring it back to the place where it all began at Disney in 1999. Be sure to check out Robyn Johnson's announcement about some of the details of the RKW and keep your eyes peeled for further details to come as we get closer. Robyn Johnson and the Rhino Keeper Workshop committee is already hard at work getting details together to make the 2019 RKW another memorable and productive workshop.

The first IRKA Training and Enrichment Regional Seminar being hosted by the North Carolina Zoo is right around the corner. If you are looking to get involved and learn some great information in the off-year of the workshop, then this will be a great opportunity for you! Jade Tuttle has put together a great itinerary for the day and you will even get some hands-on experience with North Carolina's rhinos! We will also be offering \$100 scholarships for this program, so make sure to check out our website for the application process.

The IRKA has unfortunately recently lost a good friend and colleague. Many of you may have had the honor to know Michael Dee from the Los Angeles Zoo. He was always happy to share his experience and wealth of information about rhinos with everyone at the IRKA workshops. Mike had the type of personality that just made you gravitate towards him and soak up his enthusiasm. Our Treasurer, Vickie Steele, was very good friends with Mike and would like to announce the memorial scholarship that will be held in his honor. We can't thank Mike enough for all he has done for rhinos in his lifetime!

The IRKA's Training Committee has also taken on enrichment so we have the ability to share even more great ideas that keepers have had taking care of their rhinos. Julie McGilvray from the San Francisco Zoo has written a very interesting article about a mechanical boomer ball that they use for their rhinos. If you have either training or enrichment ideas that you would like to share with the IRKA members, please don't hesitate to contact us so we can help you write an article for another issue in the CRASH.

Mike Skidmore from the Lincoln Park Zoo had the amazing opportunity to visit Africa again and experience things first hand for himself. He was able to talk to the locals and get their perspective on some very controversial issues regarding legalizing rhino horn trade. He mentions in his article it is very easy for us, outside of Africa, to make our judgements on what should be done with certain issues on rhino poaching. It is always interesting to hear it from locals in different parts in Africa where it is actually taking place. We must always take into account that these are people's opinions and can change depending on who you talk to, who your sources are, and all of the different cultures in Africa. We very much appreciate Mike sharing what he has learned for himself during his experience. I hope many more IRKA members have the opportunity to go to range countries to be able to experience these amazing animals that we care for on a daily basis. It is something that you will never forget and will make your passion for rhinos even stronger.

-loe Hauser



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### Earthwatch Expedition "Conserving Endangered Rhinos" – Mike Skidmore

This seems like a deja vu moment for me, but I wrote a similar article 10 years ago for The Crash about my Earthwatch trip to Kenya's OI Pejeta Conservancy (currently home to 3 of the last Northern White Rhinos). Our local Earthwatch group was run by a nice couple, and when I mentioned trying to work out going on this trip to Kenya they offered to sponsor me and paid the 3K expedition fee. This ended up leading to an annual grant for our animal staff at Lincoln Park Zoo to go on trips like these. To my surprise, 10 years later I was chosen again, this time to go to South Africa on the EW expedition "Conserving Endangered Rhinos". Mankwe is a closed reserve, so they do not have certain animals like elephants or lions. It is 4750 ha total and is mostly surrounded by munitions storage buildings. This actually helps since the munitions facility has their own well staffed security. Accommodations were great like most EW trips, food was excellent. One thing I failed to read close enough was that not only were the meals local fare, we actually were eating animals found on

the reserve so I ended up having kudu sausage, wildebeast tender-

loin and other similar meals.

We've all seen so many pictures of rhinos that have been poached I usually don't share any but this one is a little different. I remember this picture from a few years ago (possibly from the IRKA rhino news emails) not knowing that I would end up meeting the woman in the picture, Lynne MacTavish who runs the Mankwe Wildlife Reserve where the expedition is set. It is easy to make decisions at home on topics like de-horning, selling rhino horns legally and trophy hunting, but when you meet people that



live in the area and have to rely on these things it is a different situation. One of the powerpoint presentations they give is titled "Walk a Day in our Shoes".

Mankwe spends about 60% of their operating costs on rhino protection. Most of their income comes from school groups mainly from UK colleges that are there for weeks or months at a time, EW expeditions and they also allow trophy and game hunting (not rhinos). Talking with Lynne's father, Dougal who is the head warden (who is 76 and never stops working), he has a great respect for the animals here and the few trophy hunts he allows are very closely screened and he doesn't allow anything that we might consider a canned hunt. The hunters have to travel on foot, sometimes out for days. Personally I never really understood trophy hunting, but I also don't understand why people like beer or the Gilmore Girls. It is hard not to judge people's choices but you have to resist the urge to dismiss them outright. Wildlife ranching is a huge business in South Africa, big game hunting goes back generations just like hunters here and isn't something that is going to stop anytime soon. They advertise blood lines, horn size, and specialized "types" like golden wildebeest to hunt. Their ads are similar to centerfolds with full color 2 page spreads of their more famous animal bloodlines.

Mankwe had their poaching incident a few years ago which led to the decision to de-horn their rhinos. Though officially only two rhinos were poached, it was really five. One of the poached rhinos was due to give birth at any moment, another's calf died a little after and a male died during the de-horning process. They discovered he had also been shot and was bleeding internally from the wound. They can buy insurance on the rhinos in case one would die during the dehorning, the insurance companies now say that they retain ownership of the horn if the rhino dies. Mankwe is 100% percent behind legalizing the sale of rhino horn internationally, once they had de-horned their rhinos they needed a small, well-armed army on hand for protection until they could move the horns off site, since they were worth millions. A local all volunteer group, Rhino 911 helped out, they also will help with extra poaching patrols during full moons and with helicopter service for wounded rhinos needing medical attention. Finding a place for the horn was not easy, since they are such a big target. It is costing Mankwe around \$1000 a month to store them in a vault. They can't destroy them and are legally responsible for them if any disappear. Recently the law was passed that horn could again be sold domestically in South Africa. Obviously it is controversial. The main supporter of the move to legalize, John Hume, has about 1500 rhinos. This guy is probably the last guy anyone would want representing their views. Crude, law skirting, unapologetic- he comes across almost like a t.v. villain.

The thought is that legalizing rhino horn trade internationally would help supply the market and slow down poaching. It is suspected that traders are stockpiling horn and hoping to bring rhino extinction as fast as possible to have the price skyrocket. The law banning sales domestically was passed in 2008 and poaching rates have increased dramatically since then, with 17 poached in South Africa in 2007 to over 1000 a year the last four years and most likely over 1000 in 2017 also.

The corruption and the numerous loopholes in the South African government allowed for many pseudo-hunts to occur with the horns disappearing overseas during the last 10 years. Mankwe has made it clear they are on their last legs, they still deal with numerous poaching incursions, mainly for bushmeat but anymore rhino poaching and they are going to have to give up their rhinos like so many other private reserves and ranches have done. Being able to sell their horns would help them stay afloat financially and better protect their rhinos. Their anti-poaching teams are dedicated and paid as much as possible but poachers can offer so much more money to look the other way. If all the private owners give up, then the poachers can concentrate on the National Parks which are severely understaffed and underfunded with so much more corruption. The private land/rhino owners seem pretty united on legally selling rhino

horn internationally, they think between dehorning and natural deaths they can supply the international market with an equivalent amount of horn that is now being poached, leaving the national park rhinos untouched.

One goal of the EW expedition is to study the effect dehorning has. Are they able to defend themselves as well? Do young stay closer to their mothers? One thing noted so far is that males when sparring are doing more body blows instead of horn dueling, which might end up to more serious injuries. We also helped identify low and high use areas so the anti-poaching patrols know were to concentrate their efforts. One serious problem is keeping the

2008	2009		2011	2012	2013	2014	2015	2016
83	122	333	448	668	1004	1215	1175	828

rhinos away from the perimeter fences where they could be shot, the reserve grows nutritionally poor grasses there but they have incidents of fire bombs being tossed over the fence to get rid of them and have fresh grass shoots grow to attract animals. As part of that we tried out rhino deterrents, such as ultrasonics and drones to try and move them away from the

fences. So far not much has worked, but that is what the research is for.

One excellent book on the subject for anyone interested that really shows just how easy it is for people to acquire horn, the corruption, how to us the bribes and fines being paid are a joke, the ineptitude of the government etc etc, is Killing for Profit by J. Rademeyer. Poaching incidents and arrests at places like Kruger get national attention but the private reserve incidents are a totally different situation. When the rhinos were poached at Mankwe, the local police showed up drunk, contaminated the crime scene, asked if they could cook the rhino meat and threatened the workers when confronted.

At this point, it is obvious current methods aren't working, I've been doing my part in saving rhinos for almost 30 years but it has just gotten worse. Instant communications and false internet stories have made the situation worse and is hard to combat. Not sure what the answers are but we can't dismiss any options outright. I do give Earthwatch credit for helping the reserve and not shying away from possible controversy.



@ Barbara Krause.

### Foobler Ball Enrichment— Julie Mcgilvray

I have been a rhino keeper at the San Francisco Zoo for twenty years and counting. About five years ago our young male black rhino, Boone, came to us from the San Diego Zoo Safari Park. After settling in his new home, we noticed he slept a lot during the day. We wanted to give him something to do that would get him to use more of his exhibit.

Our Wellness Department came up with the Foobler. The Foobler is a dog toy that is electronically timed to dispense treats. We just needed to make it rhino proof. The Wellness Department designed a prototype to try things out. The rhino Foobler is made from a large boomer ball that has been cut in half. Inside, houses the five gallon bucket that contains the six pods for treats that rotates on a cylinder, where only one food item can drop out at a time. This all runs by an electronic timer. The Foobler makes a sound before the food is dispensed letting him know when that time is. We trained Bone to the sound of the tone. Every time he heard the tone, he was given a treat. Just like when training an animal to the clicker or whistle. Once he would come to us after hearing the tone at random times, we put the Foobler out on exhibit for him to get used to. After several days of him nudging it and being comfortable, we added the tone by remote. The tone did startle him at first (hello, black rhino). He eventually started nudging and pushing the Foobler after the tone and self rewarded when treats spilled out. He has the choice to go over when the tone sounds.

The Foobler has had a positive impact on his mobility around the exhibit as well as has increased his play time with other toys. After the trial with the prototype, we now have a new Foobler that we use once a week.











If you like to read more information about the Foobler, you can contact me, Julie McGilvray at juliem@sfzoo.org

### New and Renewing Members

**Katie Edwards** 

Smithsonian Conservation Biology Institute, Researcher

Alex Droma Uganda Wildlife Education Center

Adrianna Davidson

Potter's Park Zoo

Amanda Pifko Game warden, African Lion Safari

Jennifer Longden Game warden, African Lion Safari

Jason Pootoolal

African Lion Safari, Hoofstock Supervisor

Elizabeth Benecke

**Carly Barron** 

Keeper I, The Maryland Zoo, Baltimore

Eric Looft Asst. Curator, Gulf Breeze Zoo

**Anita Scalf** 

Natasha Ryles Walker Monarto Zoo, Zoo Keeper

Judy StephensDetroit Zoo, KeeperRobyn JohnsonDisney's Animal Kingdom

Melle van Iperen Rotterdam Zoo

Marianne Messina

**Henry Opio** 

Uganda Wildlife Ed. Center, Zoo Keeper

Jayne Hoffman Little Rock Zoo, Retired Keeper

Jennifer MacNaughton

Busch Gardens Tampa, Animal Care Specialist

**Cydney Peterson** 

Andrea Swinehart DAK, zookeeper

Linda Reifschneider

St Louis Zoo Docent and President of Asian Elephant Support

Sarah Friedel

**Barbara Hammershoy** 

Sarah King

San Fransisco Zoo, Asst. Curator of Hoofstock

**Louis Keeley** Blank Park Zoo, Large Mammal Keeper

Katherine Heffernan Great Plains Zoo, Keeper

Victoria Salmons Kansas City Zoo

**Mike Connolly** 

Tulsa Zoo & Living Museum, Asst. Curator

Jorel Martin Tulsa Zoo & Living Museum

Joseph Hauser Buffalo Zoo

Kelly Ann Brown Registrar Buffalo Zoo

Jillian Philips Buffalo Zoo

Alisa Sandor Cleveland Metro Park Zoo, Keeper Kristin Forker Busch Gardens, Senior Zoo Keeper

Sara McGinnis

**Brian Teasdale** 

VP/Design engineer at DICEROS BOOTS

**Daniel Ziegler** 

Rhino Resource Center, Assistant Editor

Jacqueline Ziegler RRC spouse

Michael Skidmore Lincoln Park Zoo, Animal Keeper

**Candice Dymek** 

Carnivore Keeper, Tanganyika Wildlife Park, Goddard, KS

**Tony Smith** 

Dallas Zoo, Educator

Buffalo Zoo Supporting Institution \$500

Tulsa Zoo Supporting Institution \$500

## 2017 IRKA Financial Report

#### **2017 STATEMENT OF REVENUES AND EXPENSES**

**Expenses:** 

Fundraising expense:

calendar shipping

**RKW** scholarship

**KPDP** scholarship

**TFMS** scholarship

**TASK** scholarship

Contributions, gifts, grants paid out:

Revenues:	Each	Plus	Minus
Gift, grants, contributions received:		4,208.85	
donations:	1,530.00	AT THE AT	
scholarships-TFMS	2,500.00		and the same of th
scholarships-TASK	133.00		
Amazon Smile - donation	45.85		
KPDP	10.00	10.00	
membership received:		13,575.00	
Gross receipts from merchandise solo	d:	621.00	
calendars (2017)	621.00		
2017 RKW		34,945.28	
registration fee + post trip	26,241.90		
auctions, raffle	6,540.00		
refunds:	2,163.38		
Cog railway: 385.32		8 2	
Pizza Hut: 9.14		THOU SANDA	
RKW hotel: 1768.40			
Fifth Third Bank savings acct interest	: 14.08	14.08	
Total Revenue:		53,374.21	
	· HINGS ENTE	11/2/2011	

Each

613.90

6,100.00

1,000.00

1,300.00

910.00



9,310.00

Minus

613.90

Plus

# IRKA Financial Report

Expenses:		Each	Plus	Minus
Donations:				
IRF (calendar	8,450.00		8,450.00	
Simple Charity (non-p	profit filing)	900.00		900.00
BOD insurance		749.00		749.00
2017 RKW expenses:				34,041.85
	Bus fee:	280.32		
APACE BUILDING	Caterer:	4,978.00		
	Cog railway-post trip:	660.00		
	Cheyenne Mt-post trip	o:1,125.00		The House
	Bulter rentals:	161.42		
	Printing/ Hosp. Suite:	899.88		
	Chick Fil A:	536.50		
	Pizza Hut:	228.52		
	Renaissance Hotel:	24,819.90		
	BOD lunch:	80.00		
	Memory Sticks	352.31		
Other expenses:				1,441.64
Office Supplie	S	41.33		
External Hard		55.00		
Postage Stam	ps	9.80		
Website		242.00		
Paypal fees		1,061.64		
Gift for Lara	Metrione (BOD)	31.87		
State fees:				509.39
Florida: Sunbi	70.00			
	paid (calendar)	439.39		
Total Expenses:				56,015.78

**Net Income** 

-2,641.57

### **Acquisition Report**

#### Births:

Port Lympne Reserve- Male Black Rhino

Knowsley Safari Park- Male Southern White Rhino

Toronto Zoo- Male Greater One Horned Rhino & Male Southern White Rhino

Rotterdam Zoo- Black Rhino

Zoo Leipzing- Black Rhino

The Wilds- 3 male Southern White Rhinos "Gordon", "Gilman" & "Tebogo"

San Diego Zoo Safari Park-White rhino "Justin"

Cleveland Metropark Zoo—Female Black rhino

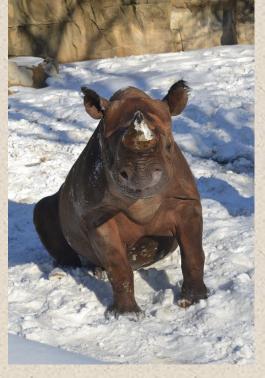
#### Deaths:

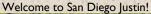
San Diego Safari Park- Male Southern White "Chuck"

#### Acquisitions:

Mesker Park Zoo- Male Greater One Horned Rhino "Rupert"









### The Michael Dee Memorial Scholarship Fund

The International Rhino Keeper Association would like to announce the new name of the Keeper Professional Development Program's Scholarship Fund to the Michael Dee Memorial Scholarship Fund. This fund will also include the new Training and Enrichment Regional (TERS) scholarship funding. Many of you may have known Mike and a few of you may have even met him at the RKW in Australia or elsewhere. Mike had a big heart for many animal species and teaching the future keepers of the world was also one of his passions. I met/worked Mike when I was a student at Moorpark College's Exotic Animal Training and Management Program (EATM) and LA Zoo had an intern program for the EATM students during their second year in the program. I was lucky enough to work directly with Mike back in 1983 with the Greater One Horned Rhinos and other hoofstock species.

Mike Dee passed away in the fall of 2017.

Below is a shortened version of an article written by Bradley Trevor Greive (reprinted with permission) to give those members who didn't have the privilege of ever meeting the Hawaiian-clad shirt Mike Dee.

"Mike Dee started his professional life at the Greater Los Angeles Zoo (previously called the Griffith Park Zoo) in 1967. Dee's vast zoological knowledge and terrific sense of humor made him a beloved and legendary figure. According to Shaquille O'Neal "Mike was a perfect gentleman – a man who cared – a man that inspired – a man that helped people – and man that built a legacy at the LA Zoo."

In his 40 year career Dee oversaw the evolution of the LA Zoo from the concrete Gulag to a modern conservation zoo that attracts almost 2 million visitors a year. Dee's dedication to wildlife, large and small, helped save numerous species from extinction. His tireless efforts to improve the lives of zoo animals by giving them more space and superior enrichment, in order to encourage better health, longer lives and natural behaviors.

Mike was born in Beloit, Wisconsin. At 7 years old, his family moved to southern California. He was drafted into the US Army on the 27th of May, 1968. Dee completed his Military Policeman (MP) training at Fort Gordon in Georgia. After 2 years of active service Dee was honorably discharged on the 28th of April, 1970; he immediately returned to LA Zoo where his job was waiting for him.

Starting as an entry-level zookeeper, shortly after his 19th birthday, Dee served alongside eleven Directors during his record tenure at LA Zoo, gradually rising through the ranks to become the General Curator; Dee had the awesome responsibility of overseeing every single animal, every habitat and every member of the life sciences and animal management team. Dee worked tirelessly to help zoo leadership im-

prove conditions for animals and staff, often facing stiff opposition.

"Mike was famous for his immense book collection, his crazy shirts and his colorful underwear" said Rick Barongi. Even those who worked closely with Dee might be surprised to learn that the globally renowned zoological authority was largely self-educated. Dee read every zoological book he could lay his hands on, building a vast and continually changing library, of many tens of thousands of volumes, that today fills two homes and four separate storage units.

Rick also said "Mike worked with more wildlife species than probably any zookeeper or curator in the zoo community. He was an expert on pretty much any animal you could name. His priceless hands-on knowledge also set him apart from the rest."

According to Jason Jacobs, "Mike loved teaching and mentoring the next generation of zoo leaders; his passion, like his incredible sense of humor, was irresistible. Mike actively encouraged my professional growth.

Every aspect of my life is so much richer because of Mike."

Mike's sweeping knowledge and infinite generosity made him an extremely popular figure in the zoological community. He was the at the heart of the world's most critical wildlife conservation operations, including the Sumatran rhino, whose wild population dipped to lower than 100 animals before the International Rhino Foundation (IRF) helped to turn things around for this unique and elusive creature.

IRF Executive Director Susie Ellis said "Mike was an integral part of the IRF family and will be deeply missed. Few people were more knowledgeable about all things rhino, from basic natural history to animal management to obscure rhinoceros trivia. Mike was instrumental in getting the early international conservation efforts to the critically endangered Sumatran rhino off the ground, which laid the foundation for today's successful conservation breeding program."

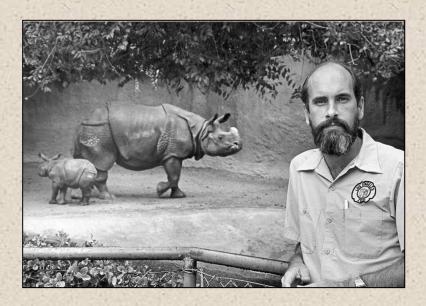
Despite officially retiring in 2008, Dee regularly visited his two and four-legged friends at LA Zoo and remained fully engaged in major wildlife conservation endeavors. He sat on the boards of the International Rhino Foundation, the Bighorn Institute and the California Wildlife Center. He was also on the advisory board member and frequent guest lecturer at America's Teaching Zoo at Moorpark College, and was an ever-present force within the AZA. Dee personally helped raise millions of dollars for wildlife conservation over his lifetime, he gave hundreds of interviews about wildlife conservation issues and was a specialist wildlife consultant on several Hollywood television and film projects. Dee was a tremendous role model for every up-and-coming wildlife professional and he kept his door open to everyone; wildlife conservation leaders, biology teachers, field researchers and zoology students from around the world could call or email him for advice at any time. And they did.

After a long battle with cancer, Mike Dee died peacefully at his Chatsworth home on September 1, 2017.

As befits a man who strove to save animals from extinction his entire life, Dee has been honored with two wildlife conservation grants that will ensure his living legacy endures: The Michael Dee Conservation Grant, sponsored by Herpetological Conservation International (HCI); and The Michael Dee Mountain Tapir Conservation Grant, sponsored by the IUCN/SSC Tapir Specialist Group in partnership with Houston Zoo.

### The Michael Dee Memorial Scholarship Fund

Now we can add an additional grant that bears his name...The Michael Dee Memorial Scholarship Fund that will offer scholarships for keepers to participate in the Keeper Professional Development Program, open to professional members of the International Rhino Keeper Association which provides rhino keepers the opportunity to expand their knowledge and husbandry experience. This program has been designed to enable rhino keepers to work at other institutions to familiarize themselves with different management styles. The IRKA has selected facilities with different management styles to maximize the keepers' potential for enhancing their expertise. It is the hope of the IRKA that the institutions participating in this program will take this opportunity to share their trails, tribulations, triumphs and successes with their professional colleagues. At this time, the hosting institutions are: Busch Gardens Tampa, Cincinnati Zoo and Botanical Gardens, The Wilds, Columbus Zoo and Aquarium, San Diego Zoo's Safari Park, and the Denver Zoo. The concept of the program is quite simple, but we feel it is an invaluable tool for expanding the skills of rhino keepers by providing them the opportunity to work alongside their colleagues and learn the nuances of that institution's husbandry practices. In addition it will also include the new Training and Enrichment Regional Seminar scholarships which will offer \$100 towards the costs incurred when participating in the new one day, intensive seminars for Professional Members only.



### **Upcoming Events**

### 2019 Rhino Keeper Workshop

We are excited to announce that the 2019 Rhino Keeper's Workshop will be hosted at Disney's Animal Kingdom Theme Park in Orlando, Florida. The very first workshop was held at Disney in 1999, and thereafter, IRKA was born. We look forward to celebrating 20 years of growing as a community of committed rhino professionals. Check the website for more details on the exact dates and registration options very soon!



### 2018 Training and Enrichment Regional Seminar (TERS)

The North Carolina Zoo is hosting the first Training and Enrichment Regional Seminar (TERS) May 4th, 2018. These seminars are one day intensive workshops intended to allow our members to continue learning and networking during the years oppositie our week long keeper workshops. If you are interested in helping work our herd of 2.5 SWR through routine voluntary chutehusbandry, modifications for geriatric care and management on a 40 acre mixed species habitat, head to the IRKA website to sign up. The seminar is on a Friday to give you the chance to visit North Carolina's many beaches, mountains, historical sites and animal encounters for a fun long weekend. Professional behind-scene tours can be scheduled for other animal areas the following Saturday as well. If you have any questions or need help with accommodations contact Jade at jade.tuttle@nczoo.org. If your zoo would be interested

in holding a TERS weekend in the future, please let us know!



### Institutional Supporters

The Supporting Institutional Membership is for any conservation organization, or zoological institution which supports rhino conservation in accordance with the objectives and purpose of the IRKA. These memberships are available for \$100, \$500 and \$2000. Why should your zoo be interested in joining on this level? If your institution contributes on the \$500 level then all rhino keepers membership fees at your zoo are waived! It is important that as the IRKA grows that we continue to garner the support from all facilities that are responsible for the protection and management of all species of rhinoceros. We would like to extend our appreciation for this substantial support to the following institutions, and hopefully we can add your zoo to this growing list! If you have questions about institutional memberships or any other questions please contact us at

internationalrhinokeeperassoc@gmail.com.

#### **Partners**



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#### 2018 Sponsors at \$1000 level



### 2018 Sponsors at \$500 and Above



