

Nashoba Valley Photo Club

Member Handbook

2009 - 2010

Version Date: October 2009

WELCOME!

Welcome to the Nashoba Valley Photo Club. This handbook is provided to inform you of many of the basic operational functions of the club

1. By-laws – Attachment 1 – Competition Rules #s 7, 9, 10, 14, 15, 17, 18, 19
2. Slides or prints must have been taken within the previous 18 months of the competition.
3. Carefully read the rules regarding nature subjects for both slide and electronic competition. For slide competition nature subjects must be “wild.” No zoo shots, captive animals, domestic animals or garden flowers. See the definition of a “Nature Shot” provided on a separate page of the handbook.
4. Carefully read the instructions on “Thumb Spotting” your slides. Please put your name and title on your slides.
5. Fill out the slide/print entry form(s) at home, prior to the meeting. This will make our meetings more efficient and less hectic. See the slide coordinator to get a supply of entry forms for your Class.
6. On Meeting Nights the doors generally open at 7:00 p.m. Please try to get to the meetings prior to 7:30 p.m. Entries for competitions will NOT be accepted after 7:30 p.m.
7. Please consider volunteering when help is requested.

THANK YOU!!

The Marshall J. Van Etten Memorial Service Award

This award was established in the memory of Marshall Van Etten, an initial member of the club and, until his untimely death, a steady contributor to the club.

The underlying concept of this award is to select a member of the club who has contributed his/her time and effort to the success of NVPC over a year or more. It can be someone who has served in several officerships or coordinator roles over a period of several years, or it can be someone who has contributed a great deal of time, productivity, and enthusiasm, in a relatively short period of time. This service award exemplifies an effort to help improve the success of our club and the recipient of this award is chosen each spring by Board members and given out in a special plaque at the annual banquet in June.

The following recipients have won this award:

Hank Mudgett

Dick and Gale Kenyon

Eileen Dunn

Steve McKenna

Paul Buckley

Karen Johnson

Marian Harman

Bob Bicknell

Tom Briere

Donna Hackley

Sandy Selesky

Charline Oelfke

CONSTITUTION OF THE NASHOBA VALLEY PHOTO CLUB (NVPC)

- ARTICLE 1 **NAME** The name of this organization shall be "Nashoba Valley Photo Club" (NVPC).
- ARTICLE 2 **PURPOSES** The purposes of the Club shall be to promote and share photography in the Nashoba Valley area.
- ARTICLE 3 **MEMBERSHIP** Any person interested in photography may become a member of this club, as provided for in the Bylaws.
- ARTICLE 4 **OFFICERS** Club officers of President, Vice President, Treasurer and Representative to the New England Camera Club Council (NECCC) shall be elected by the membership in accordance with the Bylaws.
- ARTICLE 5 **MEETINGS:** Meetings of the Club membership shall be held not less than once monthly from September through the following June. The Club shall be guided by a Board of Directors composed of the elected officers, the Competitions Coordinator and the Newsletter Editor. The Board shall be chaired by the Club President and shall meet periodically throughout the year to discuss matters of interest to the Club and to plan Club activities.
- ARTICLE 6 **AMENDMENTS:** Amendments to this Constitution may be made after 30 days' notification to the membership and following a two-thirds affirmative vote of a quorum defined as at least one-half of the paid membership.
- ARTICLE 7 **BYLAWS:** Bylaws governing the transaction of Club business may be adopted, revoked, or amended after 14 days' notification to the membership and following a two-thirds affirmative vote of a quorum defined as at least one-third of the paid membership

BY-LAWS OF THE NASHOBA VALLEY PHOTO CLUB (NVPC)

ARTICLE 1 MEMBERSHIP. Any person may join. Dues must be paid after two “guest” meetings. No one can compete before officially joining the club. Any member whose dues are in arrears for more than 2 consecutive meetings shall be notified that he/she will be dropped from the membership rolls at the time of the next meeting unless dues are paid in full before the next meeting.

ARTICLE 2 DUES. The annual dues of the Club shall be established by the Club officers. The dues schedule shall be published with the program schedule and distributed to the membership prior to the first seasonal meeting in September. Dues fees shall be payable to the Treasurer in September or upon joining the Club.

ARTICLE 3 ELECTION OF OFFICERS. Election of officers for the subsequent Club season shall take place during the first meeting in May. The President shall call for nominations from the floor for each office. the President will ask the nominees if they are fully aware of the responsibilities of the elected position. The responsibilities are defined in the by-laws and in the members’ handbook and can be reviewed at this time. the President shall ask the nominees if they accept or decline the nomination. Voting shall be by show of hands or by ballot. Individuals receiving the greatest vote tally for each office shall be declared elected. The term of each office shall be one season (year). Installation of the newly elected officers shall take place during the June banquet meeting. Interim elections shall be held at the time of an officer’s inability to continue, with the newly elected officer serving the uncompleted term of office.

ARTICLE 4 DUTIES OF OFFICERS

President. The President shall be the chief executive officer of the Club. The duties of the President shall be to preside over all Club meetings and to ensure that all Club activities are conducted in accordance with the Constitution and By-laws of the Club. The President or Vice-President may serve as Programs Chair, being responsible for organizing and facilitating the annual program including subjects, schedule, speakers, judges, and competitions.

Vice-President. The Vice-President shall assume all authority and responsibilities of the President during the President’s absence. The Vice-President shall serve as the Club Banquet organizer and assist the President in other informational matters.

Treasurer. The Treasurer shall be responsible for all fiscal activities of the Club, including, but not limited to: collecting dues, maintaining the treasury and balance sheets, and making appropriate disbursements in a

timely fashion in support of authorized Club transactions. The treasurer shall present a current report of fiscal posture of the club at each Club meeting. The Treasurer shall keep a current list of paid members and will make the annual donation to the J.V. Fletcher Library fund.

New England Camera Club Council Representative (NECCC Rep).

The NECCC Rep shall serve as the liaison between the Club and NECCC. The NECCC Rep shall serve as the Club's expert on all phases of NECCC activities and shall interface with NECCC, in conjunction with the President, to achieve the purposes of the Club.

ARTICLE 5 COMPETITION RULES. Competition Rules are defined in Attachment 1 hereto.

ATTACHMENT #1 - BY-LAWS
NASHOBA VALLEY PHOTO CLUB (NVPC) COMPETITION RULES
(Revised March 18, 2009)

There shall be two types of competition: Print and Electronic. All competitions shall be governed by the following paragraphs.

1. All members compete on an equal basis unless a special competition has been prearranged.
2. Entries are accepted only from members who have paid dues.
3. A maker's entry is disqualified if his/her same image has previously been an award winner in the any category in an NVPC competition.
4. An entry that is almost identical to the same maker's previous award winner will be disqualified.
5. Competitions are conducted in three categories: Open, Nature and Assigned. An assigned category subject will include singular and plural. For example, bridges or bridge are equally acceptable.
6. An entry will be considered in category only if the dominant subject of the image is consistent with the category topic. An entry's qualification to meet category will be determined by the Competition Coordinator or the Competition Judge(s).
7. A member may enter a specific subject in only one competition category on the same competition night. Multiple entries of a single subject but not the same object are allowed within a single competition category. The term "Subject" is defined as the generic meaning of the term.

7a Example (Open):

If the entry subject is a lighthouse, then up to the maximum number of images of **different** lighthouses are acceptable. There can not be multiple images of the **same** lighthouse on the same night. *If one or more lighthouse images appear in the electronic competition, there can be no other lighthouse entered in the print competitions, and vice versa.*

7b Example (Nature):

Up to the maximum number of images of birds can be entered in the slide or electronic competition but they must all be **different species of birds** such as a Great Blue Heron, a Red Shouldered Hawk and a Snowy Egret. Two Great Blue Herons are unacceptable that night. If a member submits a Great Blue Heron in the electronic competition they cannot enter one in the print competition (or in Open or Assigned categories that same night). You can have a different Great Blue Heron in a different composition setting on a different competition night but not one similar to a previous winning entry of a Great Blue Heron (similar composition setting, pose, etc.).

7c Example (Assigned – Hot Air Balloons):

If multiple images are entered they must be of ***different balloons***. Different shots of the same balloon aren't acceptable If an image of a balloon is put in the electronic

competition, no balloon may be entered in a coincident Print competition or in the Open category competition.

7d Example (Assigned – Broken):

If more than one image is entered, it must be a shot of a **different subject** reflecting the assigned topic. More than one shot of the same subject illustrating the topic is not appropriate. If you enter a shot of a broken window, no other shot of that broken window can be entered. You could enter another slide or two of **different** broken windows. If an image of a broken window is put in the slide competition, no broken window may be entered in a coincident Print competition or in the Open category competition.

(This is to promote more diverse entries by each maker and to allow balanced competition from other makers within the same class. It will also align the Open, Nature, and Assigned categories to the same entry guidelines.)

8. Single Member Entries

When there is only a single member's entries within a division, all of that member's entries will be judged and only the first place (top scoring) entry will be awarded the judge's points. (a ribbon win).

9. NVPC Digital Image Salons: Salons are usually held at the first meeting of the month. Members compete in the Assigned Category, the Open Category, and the Nature Category. Generally, each salon will feature entries in each of these categories. Members are limited to a maximum of three (3) entries per salon, and are further limited to a maximum of two (2) entries in any one category. (For example, if a member submits two (2) entries for the Open Category, he/she may submit only one (1) entry for either Nature or Assigned.) In no instance shall a member exceed a total of three (3) entries per salon except for special occasions when the maximum number will be announced in advance.

10. NVPC Print Salons: A member may submit a maximum of two (2) entries in Color and a maximum of two (2) entries in Black & White. The number of entries allowed may be changed for special situations but will be announced in advance. Prints may be derived from either digital or film photography.

11. Print Sizes and Presentation : Print sizes shall be 5" x 7" minimum up to 16" x 20" maximum. A print shall be presented mounted in a matte or on matte board or foam board, the dimensions of which shall not exceed 16' x 20". Framed prints are excluded. For the annual **Mini Print Salon** print size is limited to 5' x 7" and matte or mounting board size is limited to 11" x 14".

12. Special Variations: Print salons are generally limited to the "Open" category. However, the Club President or the Competition Coordinator may announce any changes in advance of the salon. Any definition of categories would be the same as described for other types of images. The number of entries, digital or print, may be adjusted in advance by the Competition Coordinator or the Club President, as would be dictated by certain circumstances.

13. Acceptable in Salons: Black & White and Color Prints. shall originate from film or digital cameras. Enhancement or manipulation of an image is acceptable provided that

the final image is the work of the club member. Color or black and white prints may be either commercially made or made by the Club member. However, the image must be the work of the member.

14. Time Restrictions & General Eligibility: To be eligible for salons all images must have been made within eighteen months preceding the date of the salon. Any entry that has not scored at least 22 points can be re-entered in future salons as long as it falls within the 18 month time limit preceding the competition.

15. Digital Salon Rules

15a. Submitted Images

Images submitted for a digital salon must originate as photographs taken with either a digital or film camera. The photograph and any digital processing of the image must be the work of the person submitting the image. However, scans to convert an image to a digital file may be performed by a person other than the photographer. Processing of the digital image using Photoshop, or any other photo processing software, is allowed. The adjustment and manipulation of the digital file that is allowed is dependent on the category of the image as defined below:

15b Categories

There shall be three categories for electronic competition:

- **Open**

Images of any subject, including nature subjects and images that have *creative content, may be submitted in the Open Category. The primary objective is that the image should first be a quality photograph that demonstrates the photographer's ability to obtain a decent initial image (photography) and then adjust it to achieve a decent final image (digital editing). The image may be cropped, flipped or reversed. Altering between horizontal and vertical is allowed. There is no limit to the digital enhancements that may be used to improve image characteristics such as color, saturation, luminosity, exposure, color balance and sharpness. The following practices may be used to modify the taken image:

- Cloning to remove distracting characteristics
- Moving objects within the image
- Inserting objects from another photographic image
- Combining images of the same subject, such as a series of bracketed images, to increase the dynamic range of the image
- Combining images to create a panorama

*Images with creative content are those where the photographer makes an artistic presentation by combining different photographic images, by combining photographic images with computer graphics or by the use of filters to create brushstroke, watercolor, palette knife and other such effects in the image. Photography must be the dominant element of the presentation. All of the components of the image, photography and graphics, must be the work

of the person creating the image. Clip art and other such images may not be included.

- **Nature**

All images must meet the following Nature Definition of Nature Photography, which has been taken from the PSA definition and modified to meet NVPC objectives:

Nature photography is restricted to the use of the photographic process to depict observations from all branches of natural history, except anthropology and archeology, in such a fashion that a well informed person will be able to identify the subject material and to certify as to its honest presentation. The **story telling** value of a photograph **must** be weighed more than the pictorial quality. Human elements shall not be present, except on the rare occasion where those human elements enhance the nature story. The presence of scientific bands on wild animals is acceptable. Photographs of artificially produced hybrid plants or animals, mounted specimens, or obviously set arrangements, zoo specimens, or rehabilitated or captive birds or animals posed at “animal farms” are ineligible, as is any form of manipulation, manual or digital, that alters the truth of the photographic statement.

Images must also meet the requirements for electronic images, as follows:

All images must be considered “Digital Realism”, where a photographer may perform any ****enhancements** and modifications that improve the presentation of the image that could have been done at the time the image was taken but that does not change the truth of the original nature story. The image may be cropped, flipped or reversed. Altering between horizontal and vertical is allowed. Adding elements to your image, removing elements from your image, combining separate images or rearranging and/or cloning elements in your image are not acceptable and can lead to disqualification of your image in the competition.

****** The NVPC interpretation of the allowed enhancements and modifications that improve the digital presentation include adjustments to color, saturation, luminosity, exposure, color balance, sharpness and adjustments that affect the distribution of the pixels as displayed in the histogram. NVPC further allows the use of filtering to remove noise from the image and cloning to remove flaws resulting from dust on the sensor.

Nature images that incorporate enhancements and/or adjustments beyond those allowed herein must be entered in the Open Category.

- **Assigned Topic**

Rules for the Assigned Topic Category are the same as for the Open Category except that the dominant feature of the entry must be the assigned subject. The subject for an Assigned Topic will be announced for that competition. Entries may be disqualified if, in the opinion of the Competition Coordinator or the Competition Judge, the image does not meet the category definition.

16. Scoring.

Salon entries shall be considered by one or more judges, who shall award a score, generally from 17 – 30 points.

17. Benchmark System

Each member shall compete each year against a set of benchmark criteria as follows.

For DIGITAL IMAGES:

BENCHMARK 1, Competent Photographer: Nine (9) images that score 22 points or higher.

BENCHMARK 2, Accomplished Photographer: Nine (9) images that score 24 points or higher.

BENCHMARK 3, Distinguished Photographer: Nine (9) images that score 26 points or higher.

For COLOR and BLACK and WHITE PRINTS:

BENCHMARK 1, Competent Photographer: Four (4) prints that score 22 points or higher.

BENCHMARK 2, Accomplished Photographer: Four (4) prints that score 24 points or higher.

BENCHMARK 3, Distinguished Photographer: Four (4) prints that score 26 points or higher.

The number of images and prints required to meet each benchmark may be revised year to year by the Board of Directors to represent approximately one third of the maximum annual number each of digital images and prints allowed to be submitted by each member. Currently the maximums are: Digital Images -27; Color Prints – 10; Black and White Prints – 10.

18. DIGITAL AND PRINT IMAGE OF THE YEAR SALON – FIRST JUNE MEETING

18a. Eligible digital images are those scoring 26 or higher. Makers may submit no more than three (3) images with a maximum of two (2) per Assigned, Open and Nature categories. A 1st, 2nd and 3rd place award will be made in each category

18b. Eligible prints are those scoring 26 or higher. Makers may submit two (2) color and two (2) black and white prints. A 1st, 2nd and 3rd place award will be made in each print category.

19. AWARDS

19a. Monthly Awards – Merit ribbons will be awarded each month to first and second year club members who elect to receive them. A ribbon will be awarded for each digital image or print which qualifies for a Benchmark as follows:

Benchmark 3 - Blue Ribbon –Score of 26 or higher

Benchmark 2 - Red Ribbon – Score of 24 or 25

Benchmark 1 - Green Ribbon – Score of 22 or 23

19b. Annual Awards – The following annual awards shall be made. The methodology for determining these awards is defined in Para. 20.

Benchmark Achievement - A certificate awarded to each member qualifying.

Benchmark 1 – Competent Photographer

Benchmark 2 – Accomplished Photographer

Benchmark 3 – Distinguished Photographer

Digital Image of the Year – A certificate awarded to the 1st, 2nd, 3rd place images.

Color Print of the Year – A certificate awarded to the 1st, 2nd, 3rd place prints.

B/W Print of the Year - A certificate to the 1st, 2nd, 3rd place prints.

Best in Open – A certificate awarded to a member in each Benchmark group.

Best in Nature - A certificate awarded to a member in each Benchmark group.

Best in Assigned - A certificate awarded to a member in each Benchmark group.

Photographer of the Year - Digital Images – A plaque awarded to a member in each Benchmark group.

Photographer of the Year – Color Prints - A plaque awarded to a member in each Benchmark group.

Photographer of the Year – Black and White Prints - A plaque awarded to a member in each Benchmark group.

The methodology of determining the above awards is detailed in paragraph 20.

The Marshall J. Van Etten Memorial Service Award

This award was established in the memory of Marshall Van Etten, an initial member of the club and, until his untimely death, a steady contributor to the club. A plaque is awarded.

20. DETERMINATION OF AWARDS

20a. The Benchmark awards are determined in accordance with para.17.

20b. The Digital Image and Print of the Year awards are self determining by virtue of the scores attained in the June salon. Ties will be broken.

20c. Best in Open, Nature and Assigned. These are determined by the highest average of the top X images where X depends on the lowest number of qualifying images among several top contenders. Top contenders are those members in a given benchmark group with the higher number of qualifying images. Example – The four members having the higher number of qualifying images have respectively 14, 12, 10 and 9 qualifying images. The winner would be that member with the highest average of their top 9 scoring images.

20d. Photographer of the Year – Digital Images – To be eligible a member must have entered a minimum of 14 digital images. The winner is determined using the following formula,

$$T = (\text{No. BM1 images} \times 1) + (\text{No. of BM2 images} \times 2) + (\text{No. of BM3 images} \times 3).$$

In case of ties the winner shall be determined by totaling T above and the total scores of the tied member's top nine images.

20e. Photographer of the Year – Color Prints –The winner is determined by taking the average of a member’s top seven (7) prints.

20f. Photographer of the Year – B/W Prints - The winner is determined by taking the average of a member’s top seven (7) prints.

20g. The Marshall J.Van Etten Memorial Service Award – The winner is nominated by the Board of Directors applying the following criteria. The underlying concept of this award is to select a member of the club who has contributed his/her time and effort to the success of NVPC over a year or more. It can be someone who has served in several elected or coordinator roles over a period of several years, or it can be someone who has contributed a great deal of time, productivity, and enthusiasm, in a relatively short period of time. This service award exemplifies an effort to help improve the success of our club and the recipient of this award is chosen each spring by Board members. A special plaque is awarded at the annual banquet in June.

FOR THOSE WHO ALWAYS WANTED TO KNOW

NEW ENGLAND CAMERA CLUB COUNCIL – A regional group of about 100 New England camera clubs. For more information or talk to the club's NECCC Rep.
<http://www.neccc.org>

NECCC INTERCLUB COMPETITIONS – Our club enters in Pictorial Color Slide and Nature divisions, submitting slides in each of the Fall, Winter and Spring contests. Competition is with other clubs in NECCC. Judging is hosted by different clubs and can be viewed if in our area. Coordinated in our club by the NECCC Rep.

NECCC SLIDE CIRCUIT – A collection of slides from 8-10 clubs critiqued by a qualified commentator. Usually 5 or 6 slides from each club in circuit. Slides plus audio tape sent from club to club as an instructional program. Circuits formed annually in Pictorial and Nature categories. Your submitted slides are sent out in July and returned to you the following June at the conclusion of the circuit. Our club submissions handled by the NECCC Rep.

NECCC SLIDE COMMENTARY – A collection of 40 slides, all from our club, submitted for critique by a qualified photographer. Slides returned to us with an audio tape containing the critique and analysis, together with suggestions for improvement. Members can have 4 or 5 critiqued depending on the number of participants. Coordinated by the club's NECC Rep but NOT done annually. Hasn't been done in a while because we now have judges who give critiques for every slide entered in our competitions.

INVITATIONAL SALONS – Annual competitive salons which the club is invited to join. We enter the John W. Glennie Memorial Nature Salon run by the Merrimack Valley Camera Club. This competition is usually early in April in Andover and can be attended if interested. From time to time there are other salons we join. The Club enters the Greater Lynn International Salon in January or February..
<http://www.greaterlynnphoto.org/>

HARRY'S ROUNDTABLE WITH DICK – It meets 4 times/year every other month beginning in October on the 2nd Wednesday of the month. Small group discussions on various photographic techniques and topics determined by the coordinator. Bring in your slides for critiquing as well.

DIGITAL CAMERA USERS GROUP – This group meets monthly on the fourth Wednesday to discuss digital camera techniques, digital image editing and printing. Topics for discussion are announced in advance.

BEHIND THE IMAGE – A short, 3-5 minute presentation of a single slide or print by a member. The maker explains the where, what, and why of the image, technical details or difficulties, what their objective was, etc. A chance to share your work with the other members and have some useful interchange via questions. See the President or Vice-President to secure a spot on the schedule. All are welcome.

CLOSED BOX – Not an annual event. Held only if room in the schedule and someone to coordinate it. Each participant shoots a 24 exposure roll of slide film and turns it in, undeveloped, to the Coordinator. This person has the film processed and arranges each series of slides in carousels. Participants are charged the cost of the processing. On the night of the competition, the identification slide (self-portrait) plus a number of other randomly picked frame numbers are screened and scored. The highest scoring set of 8 slides wins. No distinctions between classes are made and no awards given.

SCAVENGER HUNT – Not an annual event. Held only if room in the schedule and someone to coordinate it. Each participant is provided with a roll of film and a list of subjects. The subjects have to be photographed within a specified time period varying from 24 hours to a few weeks. The Coordinator provides the film and also takes care of processing the film (at cost to the participant). Prior to the competition, each participant is given the opportunity to review their slides and select the single slide from each subject they wish to submit. No distinctions between classes are made and no awards given.

BROOKLINE BIRD CLUB – Over 1200 members from the Boston area. Birding field trips every weekend and sometimes during the week all through the year. Full membership meetings 2-3 times/year. See Sandy Selesky for more information.

YANKEE PHOTOGRAPHIC SOCIETY – An organization of photographers which sponsors 2 day-long programs in the Fall and Spring at the Danvers, MA High School. Programs of instruction, slide competition, print competition, and various photographic set-ups such as models, nature, black light, soap film, glassware, are offered in the Spring Pot-Pourri. In the Fall there is usually a speaker giving an all day program. Announcement of dates and program content are made at our club and in our newsletter. The YPS publishes “The Yankee Crier” newsletter twice/year. Information will be given out as the President receives it from YPS.
<http://www.yankeephotosociety.homestead.com/>

PHOTOGRAPHIC HISTORICAL SOCIETY OF NEW ENGLAND (PHSNE) – PHSNE promotes the preservation and collection of information and material regarding photography in New England’s past. Programs are held on historical subjects. Twice a year in the Fall and Spring, PHSNE holds “PHOTOGRAPHICA.” This is a giant, 2-day used equipment and historic memorabilia sale of everything photographic. Contact: PHSNE, P.O. Box 189, Newton, MA 02165. <http://www.phsne.org/>

PHOTOGRAPHIC SOCIETY OF AMERICA (PSA) – A national society of photographers offering wide services to individual members and camera clubs. Publishes the monthly “PSA Journal.” <http://www.psa-photo.org/>

Revision History

There is no record of changes prior to June 2007.

June 2007 – The bylaw was revised to add rules for electronic (digital) competition. Various general paragraphs were changed to include digital competition. Various paragraphs were changed to correct grammatical errors without changing the meaning of the paragraph. In the paragraphs defining the Annual Awards, the award for “Best in ...” was changed from a plaque to a certificate.

May 2008 – The Constitution of the Nashoba Valley Camera Club was put back into the Handbook. It had been accidentally removed from the 2005 – 2006 version.

June 2008 – Sandy Selesky added as a recipient of the Marshall J. Van Etten Memorial Service Award.

March 2009 – The by law was revised to remove all references to slides and slide competition. Minor grammatical and formatting changes were also made.

June 2009 – Charline Oelfke added as a recipient of the Marshall J. Van Etten Memorial Service Award.

October 2009 – the bylaw was revised to eliminate the member classifications of B Class, A Class and Star Class. The Digital and Print Competitions were replaced by Digital and Print Salons, i.e., a gallery for the presentation of photographic work. A benchmark system for the measurement of member performance in the salons was incorporated. The annual awards were revised to be compatible with the benchmark system.