



## PROFESSIONAL WETLAND SCIENTISTS

*Society of Wetland Scientists Professional Certification Program*

### Application for Certification

Professional Wetland Scientist or Wetland Professional in Training

[Link to Frequently Asked Questions](#)

**IN APPLYING FOR CERTIFICATION AS A WETLAND PROFESSIONAL (PWS or WPIT), PLEASE BE PREPARED TO SUBMIT THE FOLLOWING, USING EITHER THE ONLINE APPLICATION OR BY USING THE HARDCOPY TEMPLATE:**

#### CHECKLIST

- Contact Information
- List of College/University Education by category
- List of Additional Wetland coursework
- List of Qualifying Experience
- Statement of Expertise Essay (for PWS & upgrade only)
- Transcripts/Course completion certificates
- Contact information for five (5) references, including 1 SWS Member and 2 PWS References
- Three sealed Form Cs
- Application Fee

#### **Application Instructions - Form A**

Please use the following information as a guide when filling out the Society of Wetland Scientists Professional Certification Program Application. Applications may be submitted using either the online application procedure, or by using the Form B template provided.

If using the template, an original one-sided, unbound application plus one complete copy should be sent to: **Society of Wetland Scientists Professional Certification Program, Inc.**  
1901 N. Roselle Road, Suite 920; Schaumburg, IL 60195

#### **I. BASIC APPLICANT INFORMATION**

Complete the information requested – be sure to indicate which address is to be used for the PWS/WPIT registry.

#### **II. CODE OF ETHICS AND PRACTICE FOR PROFESSIONAL ACTIVITY**

All applicants must acknowledge on the application that they have read and will conform to the SWSPCP Inc. Code of Ethics and Practice for Professional Activity.

#### **III. COLLEGE / UNIVERSITY EDUCATION:**

All applicants must submit information that documents completion of the educational requirements leading to a college or university baccalaureate degree (B.S., B.A, etc.) or higher degree, and should have the following, or equivalent, course work acquired through a collegiate program:

**1) Biological Sciences:** Fifteen (15) semester hours in biological sciences including courses such as general biology, botany or zoology; general ecology; plant, animal, aquatic or wetlands ecology; invertebrate zoology; taxonomy; marine science; fisheries biology; plant physiology, plant taxonomy, plant pathology, plant morphology; relevant environmental sciences; and similar courses.

2) **Physical Sciences:** Fifteen (15) semester hours in courses in soils, chemistry, hydrology, physics, geology, sedimentology, oceanography, coastal processes, environmental engineering, and similar courses.

3) **Quantitative Sciences:** Six (6) semester hours in courses in math, computer sciences, basic statistics, population dynamics, experimental statistics, and similar courses.

#### **IV. ADDITIONAL EDUCATIONAL REQUIREMENTS FOR PWS CERTIFICATION:**

Fifteen (15) semester hours (or equivalent in short courses or continuing education courses) of wetland-related coursework must be completed and documented for PWS certification. Examples of recommended courses, continuing education, and/or training needed to attain additional competency include, but are not limited to, the following:

Wetland Plant Taxonomy; Advanced Plant Taxonomy; Wetland Hydrology; General Hydrology; Soil Morphology, Classification, and Mapping; Hydric Soil Identification; Wetland Restoration and Creation; Wetland delineation/Evaluation/Classification; Applied Wetland Ecology and Management; Wetland Creation/Mitigation; Wetland Ecology. Stream Delineation, Assessment, and Management

A maximum of 5 semester hours, or equivalent, may be included for stream-related training. Attendance at professional meetings or symposia will not qualify to meet this requirement. Professional short courses may not be used to satisfy the collegiate training requirements for biological, physical or quantitative science requirements. However, wetland-related courses taken at a College/University and used to fulfill the biological, physical or quantitative science categories may also be used to fulfill the additional education requirements. For example, a wetland ecology course included in the biological sciences category, or a soil morphology class included in the physical science category may also be used to fulfill the category IV Additional Educational Requirements category.

Provide the following information for specialized wetland courses taken outside of the university setting where no official college credit was generated:

- Name, date, location and sponsor of the course
- The number of classroom and/or field hours completed
- Provide copies of course certificates

#### **Credit Hours:**

The educational requirements are expressed in terms of semester hours. For Colleges/Universities on a quarter system, equivalent semester hours = quarter hours x 0.67. Applicants who attended educational institutions granting credits in different units should convert their credits to semester hours according to the above definitions. For this conversion, one semester-hour = 15 hours of classroom/lab/field instruction. Semester-hour equivalents for private-, governmental-, and academically-sponsored professional short courses and technical training will be based on the same conversion (1 semester-hour = 15 hours of classroom/lab/field instruction). For example, a 36-hour wetland delineation course = 2.4 equivalent semester hours. Continuing education units (CEUs) are often granted for professional training courses, but vary considerably and should not be listed. Use hours of training for these courses and convert to semester hours (15 hours training = 1 semester hour). The panel expects that the minimum number of semester-hour equivalents for each of the major categories will be met. Professional work experience can not be substituted for formal educational deficiencies.

It is the applicant's responsibility to provide full documentation of education. When course titles do not describe content, a short, written description or course syllabus should be provided. Applicants who do not clearly meet the stated minimum educational requirements but believe they satisfy their content should submit detailed documentation of comparable qualifications.

#### **V. QUALIFYING EXPERIENCE:**

In addition to the minimum collegiate courses required, a Professional Wetland Scientist (PWS) must meet specific experience, wetlands-related education, and statement of expertise essay requirements as outlined below. Professional experience begins following conferral of the first degree at a baccalaureate or higher level. Certification as a PWS requires a minimum of five (5) years of full-time professional experience. Relevant experience must be gained within ten (10) years prior to applying for the PWS. Experience must demonstrate the application of current technical knowledge to problems and programs dealing with wetland resources and activities. Relevant experience may be gained while working in the private (e.g., consulting, industry, non-profit), public (e.g., local, state, federal government), and/or academic sectors.

Full-time work experience is defined as a minimum 75% of daily/weekly/monthly duties devoted specifically to

wetland science. Work experience below the 75% threshold will be credited on a pro-rated basis. Experience is calculated based upon applicant's description and documentation of percentage of time applied to relevant wetlands work. Therefore, it is the applicant's responsibility to fully document for each experience the percentage of time devoted specifically to professional wetland activities, providing month/year dates for each period(s) of experience. NOTE: The terms "research" and "project(s)" used below are generic.

**Examples of qualifying experience include:**

- 1) Engaging in research that includes field or laboratory observations, analysis of data, and preparation of a publication for recognized journals and/or published reports to private/ public clients,
- 2) Directing a research project with supervisory responsibility over several technicians
- 3) Serving as a leader or assistant leader on wetland-related projects requiring independent judgment and action
- 4) Teaching a college course or equivalent in wetlands science
- 5) Working as a wetland specialist, scientist, or manager in the public (local, state, or federal agency) or private (industry, consultant, developer) sector
- 6) Directing a state-wide or district-wide wetlands program, conducting wetland restoration projects, wetland program planning, or conducting wetland delineation or evaluation.

**Examples of non-qualifying experience include:**

- 1) Teaching below the college level,
- 2) Carrying out routine responsibilities such as data collections without statistical analysis, professional writing of someone else's work, making routine plant identifications, conducting bioassay or other analytical laboratory determinations,
- 3) Providing input to or review of environmental impact statements - unless as a wetland specialist,
- 4) Working as an undergraduate or graduate research or teaching assistant, 5) Involvement in wetland studies as an administrative function without application of principles and concepts of wetland sciences.

**Time spent obtaining advanced academic degrees may apply toward professional experience subject to the following guidelines:**

- 1) Experience credit normally will be given only upon completion of curriculum and research judged by the panel as relevant to the wetland profession.
- 2) Up to two (2) years of credit will be allotted for a Master's degree, up to three (3) years of credit for a Ph.D., and up to four (4) years of credit for a Master's and a Ph.D. Credit allowed will be on a case-by-case basis based on relevance to the wetland sciences. The applicant should outline the wetlands relevance of the work leading to the degree(s) to ensure experiential credit is given.
- 3) When time intervals for education and employment overlap, a detailed explanation must be provided of the relevant portions of each. Experience must be gained within the ten (10) years prior to the date the application is signed.

## **VI. ADDITIONAL SUPPORTIVE INFORMATION**

List up to five wetland-related publications, technical/administrative reports, or oral reports/presentations where indicated in the application. Also list other involvement as a wetland scientist, such as professional society memberships, offices held, honors and other similar duties.

## **VII. STATEMENT OF EXPERTISE ESSAY FOR PWS CERTIFICATION**

As of January 1, 2012, all applicants must submit an essay or statement of expertise as part of the applicant's education and experience requirements. Applicants select one to a maximum of three expertise areas from the application list of expertise areas to focus upon for their expertise statement. The list of expertise areas is based upon the Body of Knowledge and its subsequent revisions. Applicants are to prepare a statement of their expertise from their documented education and work experience.

The expertise statement (250 to 500 words) should be a full description of the applicant's expertise and description of his or her role within the broad range of wetland science as defined by the SWSPCP, Inc. Body of Knowledge. The expertise statement will allow for an objective review by the Certification Review Panel of an applicant's fulfillment of the SWSPCP, Inc. Body of Knowledge with respect to their personal expertise.

The statement of expertise essay will be assessed on a maximum of twenty (20) points, with fourteen (14) points or more (70%) constituting a passing grade. The essay will be assessed by the review panel using the following criteria:

- Relationship of the applicant's area(s) of expertise to the basic educational requirements – 2 points max.
- Relationship of applicant's area(s) of expertise to the additional education requirements (specialized wetland course work and/or professional training) – 5 points max.
- Relationship of applicant's area(s) of expertise to wetland-related work experience – 10 points max.
- Overall quality of essay – 3 points max.

General Knowledge Areas	Expertise Areas (Choose no more than 3)
Soils and Geology	Soil morphology and geomorphological features
	Soil-water-biotic relationships
	Hydric soil variability/identification
	Hydrologic measurements/monitoring
Surface/subsurface Hydrology	Surface/subsurface hydrology measurements/monitoring
	Seasonality/annual variance in wetland hydrology
	Hydrologic indicators in wetlands/floodplains
	Water chemistry/geochemistry related to wetland impacts
Biota	Hydrophyte identification/taxonomy
	Wetland dependent fish, wildlife, macroinvertebrates
	Protected/ invasive species management
	Microbiological functions
Ecological Function/Assessment	Application of ecological principles in determining important wetland specific functions
	Use of wetland assessment methodologies in decision making
	Valuation of important ecological functions
Compensatory Mitigation	Regulations and guidance documents in developing compensatory wetland/stream mitigation
	Design and construction for wetland/stream enhancement, restoration, creation
	Development/research of best practices combining wetland science and engineering in wetland/stream compensatory mitigation
Delineation/mapping	Wetland delineation criteria and field methods
	Interpretation/creation of topographic/soils maps and aerial photography as delineation/assessment tools
	Integration of GPS/GIS as wetland identification, assessment, and management tools
Regulatory and Environmental Impact Assessment	Local/state/federal regulations and legal decisions
	Interpretation/use of Section 404(b)1 guidelines in establishing priorities of avoidance, alternatives, minimization, and compensation
	Roles and integration of CEQ, NEPA, and CWA in wetland assessment, regulatory review, and wetland management programs
Wetland education/ research/ outreach	College/University teaching consistent with wetland science principles
	Wetland science research/publication in technical reports or peer-reviewed literature
	Extension/outreach related to wetland sciences

**VIII. PROFESSIONAL REFERENCES:**

Names, addresses, and phone numbers of at least five (5) references must accompany application for certification. One of the five references must be a member of the Society of Wetland Scientists. One reference must be an employer, supervisor, or client. Two references must be from Professional Wetland Scientists. At least one PWS reference must complete Form C. For PWS, two of your references must be from professionals employed outside your own organization. Do not list personnel that you supervise. Indicate category of each reference. Categories of references may overlap – for example, one reference that is both a SWS member and a PWS may count for both, but five references must always be provided.

Three (3) of the five references listed must complete the "Society of Wetland Scientists Reference Request: Form C." If completing the on-line application, applicants listed as Form C references will be contacted by the Business office and directed to send their completed reference there. Reference forms sent and collected by the applicant must be sealed with the reference's signature covering the seal on the envelope, and all sealed references must be submitted with your application. DO NOT OPEN SEALED LETTERS. It is important that you indicate your interests concerning the confidentiality of each reference by checking the appropriate place on the form, and, if not completing the on-line application, by signing the form.

Individuals who live outside the continental United States must provide five letters of reference. These individuals do not have to be members of the Society of Wetland Scientists or Professional Wetland Scientists, although it is encouraged to attempt to get an individual from either organization where possible.

**UPGRADING FROM WPIT TO PWS:**

For an individual certified as a Wetland Professional in Training to apply for certification as a Professional Wetland Scientist, it is not necessary to complete the full application. The individual should document course work and other training and experience since the last application that will fulfill completely the requirements for PWS certification, and a statement of expertise essay must be included as indicated in Section VII above. Professional accomplishments and publications should also be highlighted. The name and address of at least one new reference, preferably an individual certified as a PWS, should be included with the application, along with a check or money order for the difference between the WPIT and PWS application fees (\$200 US). If the upgrade application is more than two years from the date a WPIT was awarded, three new Form Cs must be requested and completed to reflect a current assessment of the applicant's professional work experience. The SWSPCP, Inc. Business Office will attach a copy of the original application to the new material for submission to the Certification Panel. Review and approval of the upgrade application will then proceed in the same way as an original application.

**SCHEDULE OF FEES:**

	Member	Non-Member
Professional Wetland Scientist (PWS)	\$300 US	\$400 US
Wetland Professional In Training (WPIT)	\$100 US	\$200 US

Upon certification, an annual certification maintenance fee of \$50 will be required to maintain the SWSPCP Registry. Newly certified PWS and WPITs are not required to pay the maintenance fees in the year in which they are certified. Fees for a WPIT applying for PWS after obtaining work experience will be an additional \$200 at the time of application for PWS certification.

Checks must be in US funds, drawn upon a US bank, and made payable to: SWS Professional Certification Program. Checks made payable to SWS will be returned. Application fees are non-refundable.

**TRANSCRIPTS:**

Copies of ALL academic transcripts are required for all degrees conferred. Photocopies of certified or notarized forms are acceptable. DO NOT have transcripts sent separately; include with application. Copies of transcript(s) must be included with original and the photocopied application.

**NOTIFICATION:**

All applicants will be notified upon determination of acceptance or denial of certification.



**PROFESSIONAL WETLAND SCIENTISTS**  
*Society of Wetland Scientists Professional Certification Program, Inc.*

**SWSPCP APPLICATION – FORM B**

Detailed instructions for completing this form are in Form A – Application Instructions. Please refer to it when seeking guidance for the following Form B application. Form B is a “fillable field” format, with all information to be provided within the shaded text or check box fields. Do not send resumes or additional information except where indicated.

**APPLICATION FOR:**

- Professional Wetland Scientist (PWS)   
Upgrade from WPIT to PWS   
Wetland Professional in Training

Have you applied for certification before? No  Yes  Date (if yes):

Are you a member of the Society of Wetland Scientists? No  Yes  Membership # (if yes):

Type your name (with highest degree, if desired) exactly as you wish it to appear on your certificate:

**I. BASIC APPLICANT INFORMATION**

Name (Last, First Middle) *Environmental Science and Technology Student*  
Birth Date (Month/Day/Year) *University of Maryland*

**Business Address:**

Employer:  
P.O. Box or Street Address  
City, State/Province, Postal Code,  
Country  
Phone: (Area Code) Number  
Email:

**Home Address:**

P.O. Box or Street Address  
City, State/Province, Postal Code,  
Country  
Phone: (Area Code) Number  
Email:

Address to be used for Registry of Professional Wetland Scientists: Business  Home

**II. CODE OF ETHICS**

As a wetland scientist, I certify that I have read and will conform to the Society of Wetland Scientists Professional Certification Program, Inc. (SWSPCP, Inc.) Code of Ethics. I further attest that the information provided in this application, together with all attached documents, is complete and true to the best of my

knowledge. Further I agree, as a condition of membership and certification, that membership and certification is a privilege bestowed on members by the SWSPCP, Inc., but is not a right; I acknowledge and agree that the right to remain a member is subject to the discretion of the SWSPCP, Inc. membership, and as delegated by the membership to the board and committees by rules and bylaws. By signing this, I agree that once a member, I agree to the terms of membership here described and as set forth in the SWSPCP, Inc's bylaws and related rules. By signing this, I state as a condition of SWSPCP, Inc. membership, that I hereby irrevocably waive all rights of action against the SWSPCP, Inc. and its officers, members, directors, business managers and agents for errors in operating the SWSPCP, Inc. as it relates to credentialing and in terms of actions effecting my rights of and to be a member; waive all claims and actions in defamation connected to filed complaints, hearings, filings, deliberations, reports, decisions and testimony in an ethics proceeding and hearing under the SWSPCP, Inc's bylaws concerning rights of membership or related ethics hearings; waive any and all claims resulting or possibly resulting therefrom; and agree that irrespective of the foregoing waivers that in any action, including concerning membership or matters occurring regarding membership, that the exclusive forum for resolution of disputes will be the federal or state courts in Cook County, Illinois.

THIS AGREEMENT CONTAINS A BINDING ARBITRATION PROVISION WHICH AFFECTS YOUR LEGAL RIGHTS AND MAY BE ENFORCED BY THE PARTIES.

Date Submitted:

III. COLLEGE/UNIVERSITY EDUCATION (transcripts for each institution are to be provided separately – see Form A for instructions)

	Institution	Dates attended	Degree(s) & Year Conferred	Major
Bachelors Degree	University of Maryland			Environmental Science and Technology
Master's Degree				
Thesis title				
Doctoral Degree				
Dissertation title				

Completed Courses:

Biological Sciences (at least 15 semester hours)

Course abbreviation and number (school)	Course title	Semester hours
BSCI 105	Principles of Biology 1	4
BSCI 106	Principles of Biology 2	4
ENST 360	Ecosystem Ecology	4
	Biology Elective	3 or 4
Additional Biological Science courses (as needed; follow format similar to above courses):		
Total Biological Science semester hours:		15 or 16

Physical Sciences (at least 15 semester hours)

Course abbreviation and number (school)	Course title	Semester hours
CHEM 131 + 132	General Chemistry + Lab	4
CHEM 231 + 232	Organic Chemistry 1 + Lab	4
PHYS 121	Physics I	4
ENST 200	Fundamentals of Soil Science	4
Additional Physical Science courses (as needed; follow format similar to above courses):		
Total Physical Science semester hours:		16

ENST Elective  
ENST Core

ENST Core

**Quantitative Sciences (at least 6 semester hours)**

ENST  
Cours

Course abbreviation and number (school)	Course title	Semester hours
MATH140 or 220	Calculus I	3 or 4
BIOM 301	Biometrics	3
Additional Quantitative Science courses (as needed; follow format similar to above courses):		
<b>Total Quantitative Science semester hours:</b>		<b>6 or 7</b>

**IV. ADDITIONAL EDUCATIONAL REQUIREMENTS FOR PWS (at least 15 semester hours or equivalent of wetland-related courses or training)**

College/University courses, if applicable (may include courses from above if wetland-related)

Course abbreviation and number (school)	Course title	Semester hours
ENST450	Wetland Ecology	3
ENST 452	Wetland Creation and Restoration	3
ENST 453	Watershed Science: Balance, Flow, Near Surface Hydrology	3
GEOL 452	Watershed and Wetland Hydrology	3
ENST430	Wetland Soils	3
Additional College/University courses (as needed; follow format similar to above courses):		
<b>Total Additional College/University semester hours:</b>		<b>15</b>

Non-College/University courses (Continuing education, professional training or short courses; certificates to be provided separately – see Form A for instructions)

Course name, location and sponsor	Date(s)	Class and field hours
Additional Non-College/University courses (as needed; follow format similar to above courses):		
<b>Total Additional Non-College/University class and field hours:</b>		
<b>Total equivalent semester hours for Non-College/University courses =</b> <b>(Total class and field hours ÷ 15)</b>		

**V. QUALIFYING FULL-TIME EXPERIENCE (Start with current employer first; experience must be gained within past 10 years)**

1. Employer (Company, Institution or Organization):

Supervisor's name and title (or person knowledgeable of your experience)

P.O. Box or Street Address

City, State/Province, Postal Code,

Country

Phone: (Area Code) Number

Email:

Position of Applicant and/or title

Period of time in position

From (month/year):

To (month/year):

Duties and Responsibilities as a Wetland Scientist (brief – not to exceed 250 words):

Percentage of time devoted specifically to work as a wetland scientist:



2. Employer (Company, Institution or Organization):

Supervisor's name and title (or person knowledgeable of your experience)

P.O. Box or Street Address

City, State/Province, Postal Code, Country

Phone: (Area Code) Number

Email:

Position of Applicant and/or title

Period of time in position

From (month/year):

To (month/year):

Duties and Responsibilities as a Wetland Scientist (brief – not to exceed 250 words):

Percentage of time devoted specifically to work as a wetland scientist:

3. Employer (Company, Institution or Organization):

Supervisor's name and title (or person knowledgeable of your experience)

P.O. Box or Street Address

City, State/Province, Postal Code, Country

Phone: (Area Code) Number

Email:

Position of Applicant and/or title

Period of time in position

From (month/year):

To (month/year):

Duties and Responsibilities as a Wetland Scientist (brief – not to exceed 250 words):

Percentage of time devoted specifically to work as a wetland scientist:

If necessary, provide additional employment information in format similar to above:

## VI. ADDITIONAL SUPPORTIVE INFORMATION

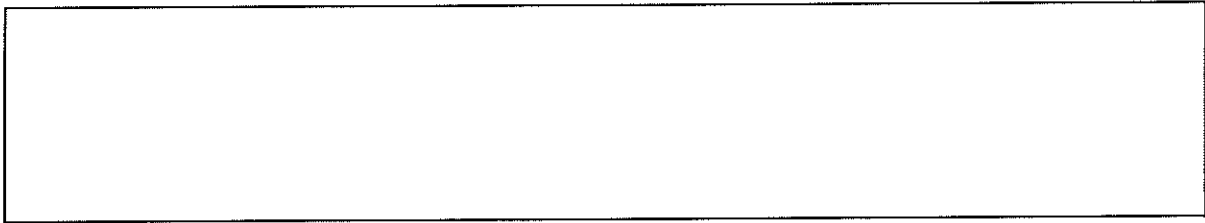
Publications (no more than five) - give complete citation, including author(s), year, title, publication & volume, page numbers

Technical/Administrative reports (no more than five) - give complete citation, including author(s), year, title, page numbers

Oral reports or presentations (no more than five) - give year and title, and audience

Other involvement as a professional wetland scientist – provide information that supports your application, such as professional society memberships, offices held, honors, duties performed, etc.

## VII. STATEMENT OF EXPERTISE ESSAY (limit to 500 words maximum; address all elements as specified in Form A)



**VIII. PROFESSIONAL REFERENCES** (see Form A for specific references required)

1. Name:  
Title and position  
Employer  
Complete address  
Phone: (Area Code) Number  
Email:  
SWS member:       Certified PWS:       Employer, supervisor, or client of applicant:
  
2. Name:  
Title and position  
Employer  
Complete address  
Phone: (Area Code) Number  
Email:  
SWS member:       Certified PWS:       Employer, supervisor, or client of applicant:
  
3. Name:  
Title and position  
Employer  
Complete address  
Phone: (Area Code) Number  
Email:  
SWS member:       Certified PWS:       Employer, supervisor, or client of applicant:
  
4. Name:  
Title and position  
Employer  
Complete address  
Phone: (Area Code) Number  
Email:  
SWS member:       Certified PWS:       Employer, supervisor, or client of applicant:
  
5. Name:  
Title and position  
Employer  
Complete address  
Phone: (Area Code) Number  
Email:  
SWS member:       Certified PWS:       Employer, supervisor, or client of applicant:



www.wetlandcert.org

## PROFESSIONAL WETLAND SCIENTISTS

*Society of Wetland Scientists Professional Certification Program*

### Application – Form C

Dear Reference:

This is a request for your help in providing a reference for the person whose name appears below. This individual is applying for certification as a Professional Wetland Scientist. As part of the certification process, the applicant must obtain references from his/her supervisors, clients, employers, or others who are knowledgeable of his/her qualifications as a wetland scientist. Please provide your evaluation and return the letter to the applicant in a sealed envelope, with your signature across the seal. Also, please include a business card. Thank you.

Applicant's name, mailing address, phone, and fax:

#### STATEMENT BY APPLICANT:

I do \_\_\_\_\_ do not \_\_\_\_\_ hereby agree to relinquish my right to review this reference at a future date.

Applicant's Signature \_\_\_\_\_ Date \_\_\_\_\_

*Application will not be processed without applicant signature.*

**GENERAL:**

How long have you known the applicant? \_\_\_\_\_ years.

In what capacity have you observed his/her activities as a wetland scientist?

**PROFESSIONAL QUALIFICATIONS:**

Evaluate the applicant based on his/her demonstrated expertise in the use and application of ecological principles that lead to sound stewardship and management of wetland resources.

- Highest Expertise
- Above Average
- Qualified
- Below Average
- Unqualified

Evaluate the applicant on his/her ability to provide professional advice in or practice wetland science, either as a practicing professional in the field or based on his/her demonstrated application of wetland science as a practice.

- Highest Expertise
- Above Average
- Qualified
- Below Average
- Unqualified

Please add any additional comments that would be helpful in evaluating the educational and professional qualifications of the applicant as a wetland scientist. Printed Name of Reference

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Signature of Reference

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Are you \_\_\_ SWS member \_\_\_ Certified PWS \_\_\_ Employer, Supervisor, or Client of applicant