

January 1-December 31 2023

ESALEN[®]

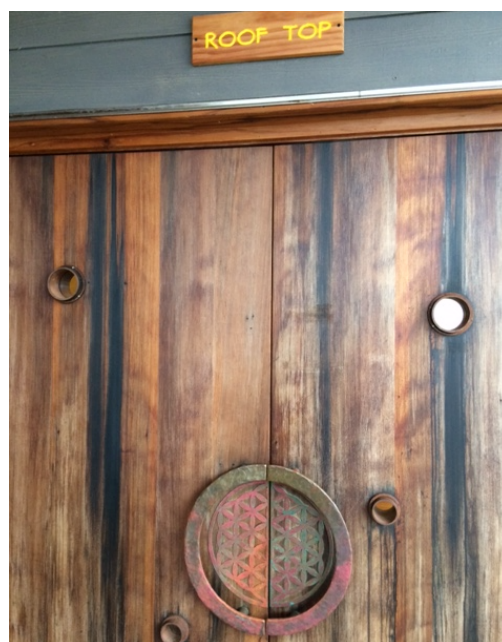
Institute Massage School Catalog

Practitioner Training Level I, II, III

Esalen Massage School BPPE Code
2700571
NCBTMB Assigned School #4900534-09
CAMTC School Code, SCH0010

The mission objective of the Esalen Institute Massage School is to provide the essential training for a professional holistic massage practice in a setting that fosters student growth and learning and leads to a successful career in bodywork.

Revised annually. Last revision Jan. 9 2023
For students upon arrival, by request, or
www.esalen.org learn Esalen Massage:
consumer resources



Instructors

Dean Marson
Deborah Medow
Vicki Topp
Daniela Urbassek
Ellen Watson
Brita Ostrom
Tom Case
Robin Fann-Costanzo
Char Pias
Oliver Bailey

Perry Holloman
Johanna Holloman
Silvia Guersenzvaig
Jessica Fagan
Nora Matten
Robert Wilks
Carl Swanson
Peggy Horan
Brita Ostrom, Director

Esalen® Institute Massage Practitioner Training
Licensure Disclosure Statement

California's Bureau for Private Postsecondary Education pursuant to California Education Code of 2009 Chapter 8 Article 94800 etc. licensed the private 501©(3) non-profit Esalen Institute, 55000 Highway One, Big Sur, California www.esalen.org. Esalen's re-authorization application was accepted August 30 2017. The acceptance means that the institution and its operation complied with the standards established under law for occupational instruction by private postsecondary institutions. www.bppe.gov This private institute is licensed to operate by the California Bureau for Private Post Secondary Education, renewal pending. Approval to operate means the institution is compliant with the State standards standard set forth in the BPPE Act of 2009 (as amended) and Division 7.5 of Title 5 of the California Code of Requirements. Course authorization must be renewed annually and is subject to continuing review for these courses of study.

Massage Practitioner I; Massage Practitioner II; Massage Practitioner III

The 500-hour Level III Coursework is approved by the CAMTC (pending BPPE)

All instruction and classrooms are at the Esalen campus, 55000 Highway One, Big Sur, CA 93920, with class sizes limited to thirty-eight (38) students. A Certificate of Completion is awarded for successful completion of each course. The CAMTC (SCH0010) recognizes the School. The CAMTC requires 500 hours of instruction for certification in California. NCBTMB assigned 500-hour school code is 490534.09. BPPE and therefore CAMTC pending review of renewal 1/2023.

Cities and counties maintain ordinances requiring licensing of massage technicians. Prospective enrollees must check local requirements to determine if training at this institution will be applicable to their needs. The California Massage Therapy Council offers a State Certification. Students are advised to go to their website for eligibility standards. <https://www.camtc.org>. No transfer credit is available (see page 11)

This school does not participate in sponsored programs, government or otherwise, to provide grants or scholarships, nor is Esalen approved by an accrediting agency recognized by the US Dept. of Education. Students enrolled in this unaccredited institution are not eligible for Federal or State financial aid programs. Esalen Institute offers scholarship assistance based on need (page 15). Esalen Institute, founded 1963, is in sound financial health, without pending bankruptcy. It is not operating as a debtor in possession, has not filed a petition within the preceding five years, and has not had a petition in bankruptcy filed against it within the preceding five years that resulted in reorganization under Chapter 11 of the United States Bankruptcy Code.

Prospective enrollees are encouraged to visit the physical facilities of the school and to discuss personal educational and occupational goals with school personnel prior to enrolling or signing enrollment agreements.

Persons seeking to resolve course problems or complaints should first contact their instructor. Requests for further action may be made verbally or in writing on the complaint form or in any other form to the School Director, see page 16. The front office is open 9-4 daily.

Any questions a student may have regarding this catalog or course that have not been satisfactorily answered by the institution may be directed to the Bureau for Private Postsecondary Education at 1747 North Market Blvd, Suite 225, Sacramento CA 95834, or P.O. Box 980818, West Sacramento, CA 95798-0818, www.bppe.ca.gov (888) 370 7589, (916)431-6959 or by fax 916 263 1897. A student or any member of the public may file a complaint about this institution with the Bureau of Private Post Secondary Education by calling (888) 370-7589 or by completing a complaint form, which can be obtained on the bureau's internal Web site www.bppe.gov. (See also page 15). Students are advised to check with the California Massage Therapy Council, <https://www.camtc.org>, (916) 669-5336;

As a prospective student, you are encouraged to review this catalog prior to signing an enrollment agreement. You are also encouraged to review the School performance Fact Sheet, which must be provided to you prior to signing an enrollment agreement. For disclosure resources, for example the catalog, fact sheet, annual report, or enrollment agreement, see <https://www.esalen.org/learn/esalen-massage-school>. For the annual report see also https://www.bppe.ca.gov/webapps/annual_report.php All information in the content of this school catalog is current and correct and is so certified as true by Brita Ostrom, Director, Massage School, Esalen, Institute, 55000 Highway One, Big Sur CA 93920 www.esalen.org, massageschool@esalen.org (831) 667-3040

Esalen® Institute Massage Practitioner Trainings

Facilities and Location

The Esalen Institute campus and all school facilities are located at 55000 Highway One, Big Sur, California, sited above the Pacific Ocean on twenty-five acres of trees, gardens, and a creek. The pioneer Institute for the study of human potential, Esalen offers workshops year-round in courses fostering human development, as indicated by its mission statement. These include studies in mindfulness meditation, psychology, art and writing, yoga, movement, sustainability, and wilderness trips into the Santa Lucia Mountains. Many workshops on integrative body-mind disciplines are offered, including the professional massage coursework described herein. The Bodywork studies encompass beginning and professional trainings. Approximately four hundred workshops are offered per year. The National Certification Board for Therapeutic Massage and Bodywork (NCBTMB), the Nursing Board, and the California Board of Behavioral Science approve many courses for continuing education.

The mission objective of the Massage School is to provide the essential training for a professional holistic massage practice in a setting that fosters student growth and education and leads to a successful career in bodywork. Esalen® is a protected name and can only be used by permission of Esalen Institute. For a body worker to describe himself/herself an Esalen Massage Practitioner, they must complete one of these Practitioner Training modalities.

The facilities include housing, a dining lodge, four spacious meeting rooms, an organic garden, and more. Esalen provides participants with shared lodging and delicious, often vegetarian meals. **All programs are residential**, with housing on the grounds. No local housing is available in this remote site.

All meeting rooms are on campus. They are heated, fully carpeted, with lots of natural light and ventilation and adjoining bathrooms. "Huxley", the largest meeting room, can accommodate fifteen massage tables and contains 1900 square feet of workspace. Rooftop accommodates 20 massage students and the Big Yurt or Porter Yurt (700 square feet) and the bathhouse can each accommodate 22 students. Other workspaces on the grounds are provided for individual treatments. Ample parking space is available on the premises. During the time students are not in class, the entire Esalen campus is available for their use.

The **Massage School Library** for personal and student use is comprised of 300 books and dozens of DVDs. Students may freely check out these resources 9am - 5pm weekdays in the Massage School office.

Instructional and practitioner equipment for each course includes tables, bolsters, stools, linen, and oil. Provided and utilized Instructional materials include a full-size skeleton, organ model, and skeletal and muscle charts. Media support is available for the power point presentations used in each class. A Sourcebook of articles and forms is given to each certificate student. In addition, the Esalen Media collection contains approximately **200 video recordings**, mostly taped at the Institute, available for checkout at the Esalen front desk **9 am to 4 pm daily**. The Esalen bookstore features books on all areas of human development, including anatomy, bodywork, and somatic studies.

Other **student services** include 24-hour security, medical support, individual advisory sessions (fee), a daily schedule of extra-curricular classes in therapeutic movement, meditation, lectures by prominent authors, daily contact with the teachers outside of class hours, and meals that meet special dietary needs. An electric cart is available if walking is difficult,

This private non-profit institution, the facilities it occupies, and the equipment it utilizes fully comply with any and all federal, state, and local ordinances and regulations, including those requirements as to fire safety, building safety, disabilities, and health.

General Curriculum

Esalen offers a year-round schedule of classes in adult and family education: gestalt awareness practice, yoga, mindful meditation, cultural myths, wilderness experience trips, and disciplines involving the body. The Institute also sponsors special conferences on diverse philosophical, health and social topics bringing together innovative leaders from many cultures.

The massage staff and School offer five day and weekend workshops on a regularly scheduled basis, usually one per month. These include the Massage Intensive series, which offer a basic massage course, and specialized workshops such as advanced massage, deep tissue bodywork and more. Other workshops related to massage with a more fine-tuned focus include cranio-sacral trainings. In addition, the massage staff offers three levels of the Esalen® Massage Practitioner Training. Esalen Institute does not offer admission for ability to benefit students.

Esalen Massage Practitioner Courses and Certification

The Practitioner Coursework – levels I, II and III - provides basic massage training, practice, and advanced methods to lead to a career as a massage practitioner. The site for all coursework is the Esalen Institute. There are no prerequisites. The **admission requirements** are as follows: evidence of a high school level diploma, and ability with writing English and personal insight, as demonstrated on the application form response to the question “why do you want to take this course?” Students must be 18 years old. Self-reported experience in the somatic or helping fields, for example, massage, counseling, dance, or yoga is recommended though not required. Applicants self-report any health issues that would be of concern in giving a massage. Classes are conducted in American English only. If language comprehension is a question, a short telephone interview determines if the student will be able to comprehend the instruction by noting comprehension of the interview content and response. Further the enrollment agreement and application must include writing that is up to the standards of the profession. The application is available at <https://esalen.secure.retreat.guru/program/introduction-to-Esalen-massage>

. No credit is available for transfer courses or experiential learning. Students sign the enrollment agreement upon registration when they make the \$250 non-refundable deposit and read and sign the School Performance Fact Sheet.

The **Level I** Certified Esalen® Massage Practitioner Training is designed to give students a basic training in massage including the 100-hour core curriculum hours required by the CAMTC. It has been offered as 1) a month-long intensive training, 2) a three and a half month In-house program for Esalen extended students and community members. See level_II for an overview of completion requirements. These students may upgrade their certificate to 250 hours by taking 75 hours of selected massage specialization electives.

The **level II** certified Esalen Massage Practitioner trains students in the basics of massage including the 100-hour core curriculum in a 6-week residential intensive program offering additional specialized massage training and more at-the-table coaching. This level of certification allows students to practice professionally in some areas of California.

Both programs are highly specialized, offering 175 - 250 hours of instruction leading to a certification of completion in Esalen® massage after successfully finishing the program and 30 practice homework sessions. Esalen also offers a 100-hour Professional Esalen Practitioner Certification for those already certified in another modality.

At progr

Successful completion of the level I and II program include • Payment of all fees described herein. • 100% attendance hours of coursework; • Classroom participation, performance, instructor observation and feedback during massage practice; • demonstrated self-reflection and listen skills; • demonstrated professionalism, boundaries, and code of conduct within the classroom and at the Esalen Institute; • Successfully performing practical hands-on examinations consisting of two brief and one full 1.25 hour Esalen® massage session to an instructor. Assessment is based on the student assessment sheet found in the course materials at class inception.

If a student fails the evaluation, they receive counseling and tutoring to successfully complete the evaluation and course. For level III, Students demonstrate skills in their specific specialization, for example, Deep Tissue or Advanced Esalen, within the context of an Esalen® Massage session.

Level III, the 500-hour Massage Practitioner Certificate program provides professional level training and meets the requirements of the CAMTC for California State certification, It is comprised of the basic 250-hour Level II training, plus 250 hours of supplemental and specialized body-oriented classes, encompassing .deep tissue, lighter touch work, or advanced Esalen Massage corresponding to the guidelines set forth by the NCBTMB (Assigned School code 490534-09) and the CAMTC. An instructor advisor is available to individually coordinate all advanced trainings.

Successful completion of the Massage Practitioner III program is determined by • Payment of all fees described herein. • 100% attendance at an additional 250 hours of coursework; • Classroom participation, instructor observation and feedback during specialized massage practice; • demonstrated self-reflection and listen skills; • demonstrated professionalism, boundaries, and code of conduct within the classroom and at the Esalen Institute; • Successfully performing one full 1.25 hour Esalen® massage session to an instructor with assessment based on the student assessment sheet found in the course materials at class inception.

Successful completion of this course offers transcript credit for California and national Boards. To gain the status of Esalen® Massage Practitioner, a graduate must give and document 30 additional massage sessions at his/her home site.

Students receive the *Assessment Form* at the beginning of the course, level I, II and III. Fundamental massage technique at all level includes presence, slow flowing strokes and attention to the client. Assessment is by means of instructor observation regarding massage technique, body mechanics, draping, empathy and presence, and feedback. Assessment and course completion are determined by whole person regard, detail, assisted movement, and clear and compassionate communication skills. There are no graded written tests.

III of coursework matches the guidelines set forth by the California Massage Therapy Council (CMTCC) for certification as a Certified Massage Therapist.

Attendance and/or graduation from a California Massage Therapy Council approved school do not guarantee certification by the CAMTC. Applicants for certification shall meet all requirements as listed in California Business and professions Code section 4600 ET seq. This currently means completing 500 hours of approved coursework.

The specific course of instruction, calendar, and schedule are described below. After completing the basic massage practitioner course, level II, a student can gain additional hours

Success

toward the next level by attending specialized bodywork classes offered through the Esalen public workshop curriculum. Other details apply. (See page 6)

No Esalen Massage coursework offers **transfer credit** for prior experiential or classroom learning.

Special Needs students, Translation

Special needs students assess their ability to perform massage on the application form. Students are advised if their physical limitations might prove problematic in the massage workplace. Blind or deaf students can be accommodated.

Language proficiency is assessed through the written application process; occasionally a phone call or verbal exchange is also used, and students are informed if their language skills are not adequate for the Massage Practitioner training classroom. Students must be able to communicate and write in Basic English. Esalen Institute does not support education for ability to benefit students in its classes.

Course of Instruction and Schedule: Level I, II, III

Massage Practitioner I, 175 hours: Esalen® Massage Practitioner. Not currently offered in the residential format which included seven class hours per day, Monday through Friday, with a meditation or movement class in the morning before breakfast. An occasional evening class will meet as needed. On weekends, students will attend 4 hours of class and document a practice session. The total hours of classroom instruction are minimum of 170 hours, plus 5 hours of evaluations, etc. Students receive this catalog, *The handbook*, with the syllabus, etc. on the first day of class. The Massage In-house Level I Certificate Training offers identical course material in a three-month, 13 hour per week non-residential.

In all programs of this certificate training I or II, the majority of class time will be used for lecture/demonstration and practice of specific Esalen massage methods. Basic massage, passive joint movement, polarity or energetic massage, deep tissue work, and reflexology will be demonstrated and practiced. All classes feature a minimum of one instructor per 14 students.

Additional lecture demonstrations may be offered to familiarize students with other modalities or bodywork for special population such as the elderly or pregnant women.

Specific classes will focus on anatomy, physiology, and pathology (at least 64 hours total), and massage theory and history, ethics (5 hours), and business practice (13 hours) including California AB 1147. Draping methods for the torso, breasts, genitals and buttocks are addressed within the context of each demonstration. Students receive special instruction during their table practice as well. Breakout sessions provide time for sharing about safety, the impact of touch, human sexuality and other reflexive responses, and purposeful communication. Health and hygiene will be emphasized throughout the course in on-going daily practice; an MD also provides education. Students must dress appropriate to a classroom: neat, clean and kempt.

Instruction in movement and somatic studies underscore the understanding of the body-mind relationship. Gestalt communication sessions designed to assist the student in addressing psychological issues in bodywork and personal integration of the material will be included. Students receive a **Handbook** with course outlines, articles, and paperwork on opening day of the class. Currently only offered to staff and extended students at Esalen: Total charges for this scheduled period of 175 hours of attendance is \$3500 local or \$2100 staff. Total estimated charges for the entire level I educational program is \$3500 local and \$2100 staff, including the non-refundable deposit of \$250 and the STRF fee.

Total fees for this period of attendance; total fee for this course of study: \$3500, staff discount applies, non-residential.

Massage Practitioner II: 250 hours Certified Esalen® Massage Practitioner

Massage Practitioner II is a refinement of Practitioner I, as described above, and offers more massage training and teacher assistance at the table. Students are taught skills in greater detail and depth. They learn and work with alternative positions, such as side lying. Tuition and fees for the level II course is \$11285, with discounts available. Training methods consist of lecture, demonstration, supervised practice, and instructor and peer assessment. Assessment is through instructor observation, peer assessment, two brief practical midterms, and a final full massage assessment on an instructor with detailed written feedback. Thirty documented practice sessions (no credit) at their home site is also required for Esalen certification. In all course levels, classrooms are equipped with tables, multiple body system charts, a skeleton and an organ model. All-inclusive tuition including room and board; book; certificate fee: Total charges for this scheduled period of attendance is. \$11,285; total fees for this education program \$11285 including advanced deposit and STRF fee.

Massage Practitioner III: 500 hours Certified Esalen® Massage Therapist

Massage practitioner I and II graduates may elect to continue their studies toward the 500-hour Esalen Massage Certification. This course of study is individually tailored, with personal assessment, guidance and evaluation from their selected mentor. Specialized tracks include 1) Esalen Massage, 2) Deep tissue, and 3) Sensitive and Energetic Point work. The classes are selected from the Esalen catalog with teacher/mentor guidance. Students attend classes in Advanced Esalen Massage, one specialized massage class, and three classes on a focused area such as Meridian work or Deep tissue @ 26 hours each class to total at least 78 hours in their specialized field. Mentor sessions, communication skills, self-care/movement coursework and assessment sessions make up the remainder of the coursework. Training methods consist of lecture, demonstration, supervised practice, and instructor and peer assessment.

For the 500-hour certificate, hours for classes taken at Esalen up to five years prior to certification can be applied the non-refundable deposit of \$250 and the STRF fee 00. **Total fees for this scheduled period of attendance: \$11,285; Total charges for education course of study: \$11,285** (non-residential discounts available for the pre-requisite practitioner II training. plus \$1350 each for ten five-day advanced courses. Approximate total \$24785.

Assessment: Massage Practitioner I, II, III

Assessment in level I and II is through informal classroom quizzes, review of documented sessions, two practical midterms, and a final hands-on assessment session on an instructor (1.5 hours). See also page 5. All students in **level III** have passed the previous assessments. They receive on-going feedback at the table from instructors and peer review in the classroom as they progress through their training. Students give a practical assessment (see page 5) to an instructor at the completion as they complete their 500-hours of coursework. Students must be able to give an excellent 1.25 hour massage session, with adequate attention to the subject's needs and requests, an appropriate focused massage with specific detail throughout the body, ability to address special areas of tension, demonstrated regard for contraindications, and a clear closure. Respect for the whole person and clear boundaries are underlined in the training.

For students who are already certified in a bodywork modality, **Esalen offers a 100-hour Professional Esalen® Massage Practitioner Course (PRO)** approved with instruction in the core modalities of Esalen® Massage. The student has already studied anatomy and physiology, ethics, business practice, etc., so the focus is on instruction in the practice of Esalen® massage. When completed, this would match the Practitioner Level I achievement in Esalen massage. It

includes the following: Basic principles of Esalen® Massage; Deepening the art of sensing while giving and receiving; Developing the skills of presence and awareness; Attention to connections; Engaging with the whole body/being; Passive Movement and touch in three dimensions. It also includes tools and principles for specific areas, e.g. back; energy awareness with the neural and emotional levels; self-help exercises for practitioners. Each student gives one successful practical examination to an instructor with detailed feedback upon completion. Fifteen homework documented practice sessions (no credit) are also required. Room, board, tuition, certificate: **Total Charge for this scheduled period of attendance and course of study: \$5225.**

Teacher Training

Esalen offers a teacher training for the public, approved for continuing education comprised of lecture, supervised practice, and classroom support.

Teacher Training: The Esalen In-House **Teacher Training Program for the Staff (not currently offered)** offers intern and classroom training for Esalen Massage Therapists. Prerequisites: 3 years experience on the Esalen Massage Crew or 5 years/3000 hours documents professional Massage experience; completion of the Esalen 500-hour Massage Therapist Certification; 2 faculty recommendations.

This course is a mentorship program of at least 60 days designed to give maximum exposure to many teaching styles while at the same time encouraging the student to broaden his/her understanding of bodywork and teaching. Each day's work as teaching assistant includes student assistance, demonstration and teacher mentoring. Completion is determined by compilation of student performance records in class, coursework in group dynamics and coursework in movement meditation skills. Prior student experience is taken into consideration.

In a second option, the course offers 6 set categories of coursework @26 hours each, total 35 days equaling 295 supervised classroom hours, plus additional time assisting classes.

1. Teaching skills, including different learning styles and modes of teaching.
2. Communication skills: How to listen, different communication methods.
3. Applied anatomy and physiology
4. Organizational skills including business skills and promotion.
5. Professional Ethics, teaching demonstrations.
6. Movement practices, body mechanics, centering exercises, self-care, assessment.

Calendar and Catalog

The Esalen Institute Massage Practitioner program is typically scheduled through the year. One six-week residential trainings, and a Professionals training for those already certified are offered once annually. Multiple five-day and advanced classes are scheduled throughout the year, approximately one per month. The 500-hour program is selected from these 5-day courses. Anatomy and Physiology trainings may be offered annually. In 2020, the Level II would have been offered January 26 – March 8, 2020, not currently scheduled.

Students receive a Massage Course catalog upon request, along with their enrollment agreements, or on day one of the certification training, I or II. They also receive a catalog describing level II (also described below) and level III options in the Handbook they receive the same day. This catalog outlines practitioner I, II, and III. This catalog is updated yearly. See <https://www.esalen.org/learn/esalen-massage-school> for enrollment agreement, fact sheets, etc.

Admission and Enrollment Procedure

Applications for enrollment are made by mail addressed to Esalen Institute Massage Practitioner Program, Esalen Institute, 55000 Highway One, Big Sur, California 93920 or <https://www.esalen.org/learn/esalen-massage-school>, on-line from www.esalen.org.

All students are required to be over age 18 years, high school graduates, and proficient in English to a high school graduate level. Students from all nations are welcomed. Because of the short duration of the courses Esalen does not offer student visas arrangements, Students are advised to check regarding entry to the US as tourists. All students must demonstrate a general ability to benefit from this massage training as proven by their answers on their application.

Suitable professional backgrounds, demonstrating people skills, experience with bodywork, a medical field background, psychological studies and self-exploration are noted. The application also demonstrates the ability to read and to organize thoughts coherently, and to set personal goals. Translation is available if requested. All applicants list personal character references, and those references are often contacted regarding suitability of candidates. Applicants must be able to move easily around a massage table. Applicants must possess a high school diploma or its equivalent.

Admission and enrollment to 175-hour Practitioner I, 250-hour Practitioner II and 500-hour Practitioner III Programs

The 175-hour Massage Practitioner Level I provides training and experience in basic Esalen® Massage and bodywork methods and knowledge. Students sign the enrollment agreement indicating this course of study. The provides 100 core hours required by the CAMTC in science, business practice, ethics and related studies.

The 250 Massage Practitioner Level II enhances training and experience in basic Esalen® Massage and bodywork methods and knowledge, adds more supervised practice time, and includes more specific techniques. . Students sign the enrollment agreement indicating this course of study. The 250-hour Practitioner II course can substitute for level I and provides the 100 core hours required by the CAMTC in science, business practice, ethics and related studies.

The 500-hourzPractitioner III follows successful completion of level I or II. It requires a practical entry assessment exam demonstrating knowledge and performance of Esalen Massage. Students must demonstrate standards of attention, draping, pressure, flow, and technique so that the instructor mentor can readily assist them in selecting an advanced course of studies. Enrollment (94903 (c)) is by means of the signed enrollment agreement, successful completion of the assessment session and registration into the advanced coursework (ten additional twenty-six hour courses). Many students go on and tackle this level III immediately upon completing their level II coursework. NCBTMB students must take additional accredited additional anatomy and physiology to gain the right to test for the NCBTMB certificate, not offered after 2023.

To certify in California through the CAMTC students need to complete 500 hours of training and may need to pass the MBLEx test after 12/30/2027. This course of study fulfills the CAMTC course requirements.

Esalen complies with and exceeds the requirements of title 42, chapter 21 of he US code prohibiting discrimination against any person based on age, disability, gender, race, national origin, and religion in education or employment settings.

Tuition

Tuition, room, and board are collected together as the *course fee*. Once the deposit has been paid to secure the space, these fees are payable ten days prior to upon arrival at Esalen Institute. Most students prefer to prepay.

For all certification students, including students completing levels II and III, this all-inclusive tuition is paid at the beginning of the chosen course of study, minus the pre-paid deposit, and sign the enrollment agreement. Practitioner III students complete the coursework (brief workshops) that they selected with the help of their mentor. In level III, tuition is paid upon enrollment or the day the course begins. The graduating student pays the certification fee and receives the final certificate at the successful completion of coursework. .

Faculty

The teaching staff for the Massage Practitioner Training is comprised of highly skilled and experienced instructors who hold a California CMT certification and have practiced at Esalen for at least ten years and who have completed the teacher training. All earn thirty hours of continuing education credit per year and receive annual student and peer feedback and review. All teachers hold a CMT with the exception of Dean Marson who is an LMT in Washington State and Robin Fann who is licensed in North Carolina. All teachers hold 500-hour level III certificates from Esalen Institute.

Peggy Horan, BS Barnard College, joined the massage staff in 1970. Her special training includes Esalen Massage, 5-rhythm movement therapy and much more. Peggy is former Director of the Esalen Childbirth Education Program as a lay mid-wife. She authored *Connecting through Touch*.

Deborah Anne Medow BA U of Indiana, joined the Esalen Massage Staff in 1968 and teaches massage, yoga, movement and other forms of bodywork. She is trained in Esalen Massage, deep tissue work, gestalt and inter-personal process work, Ashtanga yoga, nutrition, and creative movement. Deborah has taught workshops and trainings worldwide.

Brita Ostrom BA Rutgers, MA USF, MFT, CMT, joined Esalen's massage staff in 1970 and has led workshops in massage, movement, and psychological process. She is also trained in the Trager approach, Zero balancing, gestalt practice, and somatic psychology. She is a California licensed Marriage, Family and Child Therapist and teaches internationally.

Vicki Topp BA San Jose State U joined the Esalen massage staff in 1968 after training with Molly Day Shackman in Esalen Massage. She began teaching workshops two years later. Vicki is trained in sensory and breath awareness, deep tissue work, integrative bodywork, cranio-sacral work and Bodymind Centering. She has taught classes in the United States, South America, and Europe.

Dean Marson BA Evergreen College, joined the staff in 1983 as a Trager practitioner. He practices Esalen Massage. He has led workshops at Esalen and other centers in America, Japan, Europe, and China. He also teaches meditation. Dean is certified by Esalen Institute in massage.

Ellen Watson BA Georgia State University brings many years experience (Esalen Certified) in massage to her teaching work, as well as a background in holotropic breath work and movement research and teaching under Gabrielle Roth. Her non-profit *Moving Ventures* teaches courses worldwide. She teaches introductions, aromatherapy, the 100-hour professional training, and the level I training.

Char Pias holds an Esalen Massage Certificate, a hypnotherapy certificate, and recently trained extensively in Thailand. She has led workshops for thirty years. She teaches Core Connection (torso), introductory and certification coursework.

Daniela Urbassek, DAcc, Twin Lakes Ca, has taught groups for twenty years. She holds a 500-hour certification in Esalen massage and also assists in courses in cranio-sacral Work. A graduate from Germany, She holds her Doctor of Acupuncture license.

Perry Holloman BA Antioch University Santa Barbara is certified in Esalen Massage and founder of Deep Bodywork. He has taught Esalen® Massage for thirty years and teaches anatomy and deep bodywork. He founded Somatic Integration practice in Germany.

Silvia Guersenzvaig, BA Psy Balgrano University, Argentina, has practiced and taught Esalen Massage for thirty years. She has taught extensively in Spanish-speaking countries. She teaches the 100-hour Professional certification and also Massage and Mediation.

Oliver Bailey BA Sonoma State CA is an Esalen Massage Practitioner and teacher since 1985, and is a meditation instructor. He has taught certification coursework in the US and Japan.

Robin Fann, BA Univ Nebraska, certified in 1994 and helped design the Esalen Teacher Training Program. She is also a cranio-sacral Practitioner and teaches on the US East Coast.

Pamela Espinosa, graduated Monterey Institute of Touch, the Colorado Cranial Institute, has studied multiple modalities of bodywork around the world and is also a cranio-sacral practitioner. She teaches many styles of bodywork including lomi lomi.

Tom Case, holds a 500-hour certificate Maui School of Massage, and also from Esalen Institute. He has practiced Massage at Esalen for over twenty years and has taught for twelve years. He is a graduate of the Guild for Structural Integration in Rolfing and focuses on deep work. On leave.

Nora Madden (Germany), Jessica Fagan (BA Psych CIIS), Robert Wilkes (BS U of Santa Cruz), and Johanna Holloman (MA Psychology, University of Hamburg, Germany) are 500-hour graduates, Esalen Massage practitioners for at least twelve years, and have completed the Esalen Massage Teacher Training and the yoga teacher training. Jessica is a graduate of IPSB in San Diego. Johanna is a German-licensed psychologist. Rob Wilkes is also a yoga teacher, and has worked on the massage staff for eight years. All three graduated from the Esalen® institute Massage Teacher Training.

Carl Swanson, BS University of the Pacific, worked at Esalen on the massage staff 2008 - 2017 and has been teaching since 2013. He is a graduate of the Esalen teacher-training program.

Attendance Requirements, leave-of -Absence

Attendance for each class will be recorded. For Massage Practitioner I II, III, no student can receive a Certificate of Completion unless his or her attendance record verifies an absolute minimum of the scheduled hours of instruction, for example, 175 hours of instruction in a certificate course of study, including the scheduled 75 hours of massage instruction and practice, plus 100 hours of required core coursework in the related subjects of anatomy, physiology, hygiene, massage theory and history, ethics, and business practices, plus evaluations. For Level I, The school recommends an additional 75 hours in related studies such as bodywork, gestalt practice, movement, and kinesthetic awareness to bring the training up to Practitioner Level II massage studies standards.

Attendees in the 250-hour training Practitioner II receive 100 hours core coursework plus 150 hours of massage instruction and practice. Level II and III reflect a similar commitment to attend 100% classes. A student's attendance record must reflect a serious 100% commitment to the program.

Level III student must sign in per class at each segment and must attend 100% of class coursework. All make up work must be accomplished in the classroom.

Make-up work for sessions missed shall be arranged with the instructor. All make-up hours occur in the classroom. Students who miss 25 percent of the classes will receive special counseling and also must make up the time in the classroom or they will be dismissed.

Students may transfer hours from one Esalen training to another if they need to take a **leave of absence**. They must participate in a regularly scheduled track to complete their practitioner I and II training. Taking a leave of absence is a serious matter, and must be approved by the Instructor. A student must show good reason to take such a leave. He/she has one year to complete their coursework by joining another training. Exceptions to these policies are made in the cases of medical need: illness, physical limitations, and family illness.

Student Evaluation

There are no letter or number grades. The student's progress toward acquiring the necessary skills for practicing Esalen Massage will be evaluated by the instructors throughout the course. The student will give a practical 20 minute session to an instructor at the during week 2 and week 4. Weak points in each individual's skill development will be given special attention.

At the conclusion of the level I or II program each student will take a practical examination (give one massage). Students who have achieved a satisfactory level of skill and who have completed their necessary classroom hours and thirty homework hours will receive a Certificate of Completion allowing them to practice Esalen® Massage. All graduating students will receive the designated transcript credit (175 hours, 250 hours, 500 hours).

Students whose final evaluation is not satisfactory may meet in conference with the instructors and receive specific corrections and make arrangements to take and remedial class (no charge) and retake the assessment.

Level III students are required to give a practical assessment at the conclusion of the program.

In the interest of maintaining a high quality of graduates from the Esalen Massage Practitioner Program, the School reserves the right to refuse a certificate to students under special circumstances.

Student Records

Enrollees are advised and cautioned that state law requires this educational institution to maintain school and student records permanently following the student's date of enrollment, completion or withdrawal. Brita Ostrom is custodian of records. They are kept in the Vocational education office at Esalen Institute, 55000 Highway One, Big Sur CA 93920, in both hard copy and in a secure database. Esalen Institute maintains records of the name, address, e-mail address, birth date, telephone number and certificate status. All coursework is recorded in the database for each student who is enrolled in an educational program at Esalen institute and in the School database for each student who is enrolled in an educational program through the Massage School. The Massage School maintains **permanent records of all of the following:**

(1) The certificate granted and the date on which that certificate was granted.

(2) The courses and units on which the certificate was based.

(3) The grades or reports earned by the student in each of those courses.

Student transcripts and certificates are maintained indefinitely, and all other records are maintained for 5 years.

School files are safe, kept in locked fireproof files in a locked room, and electronically, backed up in another site. Esalen maintains a gatekeeper 24 hours a day for additional security. Financial records are also kept in the front office at the same address.

Transfer Credit

NOTICE CONCERNING TRANSFERABILITY OF CREDITS AND CREDENTIALS EARNED AT ESALEN INSTITUTION The California Education Code requires notice of the following statement concerning Transferability of Credits and Credentials Earned at Esalen Institute. "*The*

transferability of credits you earn at Esalen Institute is at the complete discretion of an institution to which you may seek to transfer. Acceptance of the certificate of completion you earn in the Massage Practitioner I, II, and III Trainings is also at the complete discretion of the institution to which you may seek to transfer. If the Massage Practitioner I, II, or III certificates that you earn at this institution are not accepted at the institution to which you seek to transfer, you may be required to repeat some or all of your coursework at that institution. For this reason you should make certain that your attendance at this institution will meet your educational goals. This may include contacting an institution to which you seek to transfer after attending Esalen Institute to determine if your Massage Practitioner I, II or III will transfer. (CA Ed Code (#94911))

No Transfer credit into Practitioner I, II, or III Training

Esalen Institute does not accept transfer credit for the Level II program. It has not entered into an agreement regarding transfer credits with any other institution. No assessment fees or transfer credit are applicable

Conduct and Dismissal

In cases of inappropriate classroom behavior or attendance violations, a student is first counseled and then put on probation. If this is unsuccessful, he may be asked to withdraw from the course.

At the discretion of the instructor and administrator, a student may be dismissed for the following inappropriate behavior: a pattern of unsatisfactory class attendance; illegal actions on the premises; attending class intoxicated; chronic disruptive behavior; threats of violence or assault; sexual, racial, gender or other disparaging and disrespectful behavior or remarks toward a classmate, teacher, or fellow guest; disregard for posted public health policies; any other reason that makes their presence detrimental to the Institute or the program. Residential Education program students and staff must comply with their weekly scheduled work shift requirements.

Placement Assistance and Employability

The Massage Practitioner Program provides job counseling, web and resume advice, and occasionally shares job promotions. It does not advertise or promote placement services. A performance fact sheet that documents rate of employment and salary data for graduates is offered to all students. The SOC code is 31-9010 or 31-9011. The median income for a massage therapist (SIC code 279917 or NAICS code 621399) is \$39860, (US Bureau Labor Statistics) with 10% earning more than \$74,000. Many work part-time, too.

Students wishing to practice massage in California must be aware of the following: Certification is voluntary. CAMTC Certification is not required by State Law in order for a massage professional to practice their profession in the State. However, many cities and counties locally require CAMTC Certification for massage professionals.

It is advised that students obtain a state or local license. Post 2027, the CAMTC may require qualifying for and passing a national body massage written examination. In order to qualify for Massage Therapist Certification, students must successfully complete ALL following:

- Submit an application in its entirety and pay the \$200 fee to CAMTC
- The applicant is 18 years of age or older.
- The applicant has successfully completed the curricula in massage and related subjects totaling a minimum of 500 hours, or the credit unit equivalent, that incorporates appropriate school assessment of student knowledge and skills.
- Of the 500 hours, a minimum of 160 hours of instruction shall address anatomy and physiology, contraindications, health and hygiene, and business and ethics.
- All of the 500 hours shall be from a CAMTC approved school program or multiple approved School programs.

- The applicant has successfully passed a Live Scan fingerprint background investigation specific to CAMTC and has not violated any of the provisions of the California Massage Therapy Act or any policy, procedures, or regulations of CAMTC. All fees required by the council have been paid.

Total Fees

Workshop fees are comprised of the all-inclusive tuition (tuition, room and board) paid at the beginning, a textbook fee, and usually a \$115 certificate fee paid at the completion of the training. The non-refundable advanced deposit, to be sent with the application for enrollment in the Massage Practitioner Training is \$250, plus a residential deposit, and is applicable to the total cost of the program. The remainder is due on the first day of the workshop.

Practitioner I tuition is \$3500, staff discount \$2100, includes STRF of .0025. This total fee includes tuition and meals and STRF non-refundable fee of \$2.50 per \$1000 tuition. It is non-residential. No book fee or certificate fee required. Total charges for this scheduled period of attendance is \$3500 local or \$2100 staff. Total estimated charges for the entire level I educational program is \$3500 local and \$2100 staff, including the non-refundable deposit of \$250 and the STRF fee.

The Practitioner II training, with included board and room, costs \$11,285 with discounted rates available. Workshop tuition fees are all inclusive and bundle together tuition, room and board: total \$ 11,285. Class tuition is \$11,265. The non-refundable advance deposit to be sent with the application for enrollment in the Massage Practitioner Training, is \$250, and is applied to the total cost: \$11285 including all fees due prior to the first day of class. The total charges for the entire education program and total charges for the period of attendance for the Level II are \$11,285. See below. This includes the non-refundable STRF fee of \$27.50. Estimated schedule of total charges for this level II educational program is \$11,285. (\$11,100 tuition, room and board, \$115 certificate, \$27.50 STRF, \$42.50 text book).

The 500-hour Practitioner III must be preceded by successful completion of the 250-hour Level II, described above. Total charges for the entire education program and total charges for the period of attendance for the Level III program, upon completion of the prerequisite 250 hours, Level II, is \$11,200. Total fee for the Massage Practitioner II, and III massage practitioner training, including level II course fees, is \$24,535, the estimated schedule of total charges for the entire educational program. Fees include the all-inclusive tuition TOTAL \$24,535 (calculated at class tuition of \$11,285 for level II and class tuition \$11,200 for level III); All courses are residential, so all-inclusive fee includes tuition, room, and board. Fees include non-refundable \$27.50 STRF. Fees are paid per course, and vary based on accommodations.

The schedule of total charges for the yearlong period of attendance level III is \$11,200. The continuing student pays \$11,200, with 10% due the first day of each workshop, for the level III training (250 hours or 10 5-day residential workshops over the next year). This is the all-inclusive tuition fee (tuition, room and board) of \$11,200 for the 10 advanced modules, including the material/book fee and non-refundable STRF charge. at the rate of \$2.50 per \$1,000 tuition, No other fees for textbooks, uniforms, equipment, lab fees, make-up fees, transfer fees, or any other fees required. Standard room and board fees are included.

All fees are due on the first day of the training, with the exception of the certificate fee. These fees represent the total fees for the course. The State mandated STRF is currently \$2.50 per \$1000 institutional fees for all Esalen certificate courses. There are no other equipment, lab, transfer, uniform, textbook, make-up fees or any other fees required.

The Buyer's Rights to Cancel, complaint procedures, fees, and any other necessary disclosure statements are spelled out in each student's enrollment agreement before the program begins.

The certificate replacement fee is \$50. The transcript fee is \$35.

Financial Aid Discounts, loans

Loans: Esalen Institute does not participate or engage in any loan program: it offers no notes, instruments, other evidence of indebtedness, or financial aid funds.

On the student's own, if the student obtains a loan to pay for an educational program, the student will have to repay the full amount of the loan plus interest, less the amount of any refund. If the student receives federal student financial aid funds, the student is entitled to a refund of moneys not paid from the federal student financial aid program funds. If a student defaults on a Federal, State or private loan, a loan guarantee agency may take action against the student including applying any income tax refund to which the person is entitled to reduce the balance owed on the loan. The student may not be eligible for any other federal student financial aid at another institution or other government financial assistance until the loan is paid

If the student has received federal student financial aid funds, the student is entitled to a refund of moneys not paid from federal student financial aid program funds. Esalen Institute does not participate in federal aid assistance.

Esalen Institute does not provide financial aid. In the future, to be eligible for scholarship aid, the student must demonstrate financial need by submitting the previous year's W2 forms, last two paycheck stubs, or similar documentation, plus a personal statement about why they need a scholarship. Preference is given to those who are working in a field where this skill will have a demonstrated social impact, such as a homeless shelter. Aid is in the form of reduced room rates (bunk bed accommodations) or course discounts not exceeding \$400. The Institute provides this financial assistance. A comprehensive Scholarship Application is available with your enrollment form upon request to info@esalen.org.

No federal or state financial aid programs are available. Esalen Institute does not offer loans. If at some point in the future it did offer loans, it would comply with the BPPE, State, and Federal requirements. |

Student Cancellation and Refund Policy for Fees

For cancellations a student makes before completion of the first class will receive a return of all fees paid minus the \$250 non-refundable deposit. Cancellations are made to info@esalen.org or to the massage school director, Brita Ostrom, massgeschool@esalen.org.

An enrollee has the right to cancel the agreement for a program of instruction, without any penalty or obligations, through attendance at the first class session or the seventh calendar day after enrollment, whichever is later. After the end of the cancellation period, you also have the right to withdraw at any time; and you have the right to receive a pro rata refund if you have completed 60 percent or less of the scheduled days in the current payment period in your program through the last day of attendance, minus the non-refundable \$250 registration fee and your room and board charges. Withdrawal notices must be in writing to the class instructor at Esalen Institute, and/ or the school director, massageschool@esalen.org; Brita Ostrom, Esalen Institute, 55000 Highway One, Big Sur CA 93920. A withdrawal may be effectuated by the

student's written notice or by the student's conduct, including, but not limited to, a student's lack of attendance.

Withdrawal: A student may withdraw at any time after the cancellation period has expired by means of the student's written notice or by teacher/director notification regarding the student's conduct, including a student's lack of attendance, failure to meet minimum massage skills progress, or violation of the Student Code of Conduct. Withdrawal is determined by verbal and written notification of student and teacher, rather than the last day attended. Student withdrawal of this agreement must be made in writing to the instructor who forwards it, or directly to Brita Ostrom, Massage School Director, Esalen Institute, 55000 Highway One, Big Sur CA 93920, massageschool@esalen.org. After receipt of a student's written withdrawal, Esalen Institute will issue a notice of withdrawal for the student to sign.

The refund shall be the amount the student has paid for tuition multiplied by a fraction, the numerator of which is the number of hours of instruction which the student has paid for but not received, and the denominator of which is the total number of hours for which the student has paid. For example, a student who dropped out of the 175 hour month-long training after only ten hours of class would receive 165/175 of his tuition monies (minus \$250 registration fee).

There are no refunds after 60 percent of the course is completed.

Regarding Room and Board deposit Refunds, if the student cancels his or her reservation at least seven full days before the start of the program will be refunded. If the student cancels after the workshop begins, the fees will be billed at a room and board rate, with the money remaining after the tuition refund deposited in the credit account for use at the Institute within one year.

Student applying for Esalen scholarship money will recover their full deposit if no scholarships are available, as long as cancellation is received at least ten full days ahead. If a scholarship is available and the student cancels more than ten full days ahead of the program, the deposit will be returned, less a \$75 processing fee. All other tuition, room and board money will be refunded in accordance with the stated cancellation policy based on pro-rated attendance.

All refunds are paid within ten business days.

Complaints

All complaints are taken seriously. A complaint link to the California BPPE is presented to students at the first class <http://www.bppe.ca.gov/enforcement/complaint.shtm>; the student may lodge a complain directly at any time. The complaint procedure is clearly spelled out in the enrollment agreement, as follows: The complaint is first heard by the course instructor, who attempts to resolve it. If that is unsatisfactory, the student or teacher can contact the school Director, Brita Ostrom, at Esalen Institute, in writing or at message.school@esalen.org. If she cannot help, the student directs the issue of concern to the front office, open 9-4 daily, or info@esalen.org. If the student consequently wishes to cancel, he/she contacts the instructors in writing. See refund policy above. Esalen strives to meet student needs and has a very low dropout rate. See refund policy page 12.

Any questions a student may have regarding this catalog that not been satisfactorily answered by the institution may be directed at any time to the Bureau for Private Postsecondary Education at 1747 North Market Blvd, Suite 225, Sacramento, CA 95833 or P. O. Box 980818, West Sacramento, CA 95798-0818, www.bppe.ca.gov, toll-free telephone number (888) 370-7589, or by fax (916) 263-1897.

A student or any member of the public may file a complaint about this institution with the Bureau for Private Postsecondary Education by calling (888) 370-7589 or by completing a complaint

form, which can be obtained at the bureau's internet web address www.bppe.ca.gov

A student or any member of the public may file a complaint about this school by contacting the California Massage Therapy Council at complaints@camtc.org , www.camtc.org, phone (916) 669-533. For the complaint form: www.camtc.org/complaints.aspx.

Student Tuition Recovery Fund

"The State of California established the Student Tuition Recovery Fund (STRF) to relieve or mitigate economic loss suffered by a student in an educational program at a qualifying institution, who is or was a California resident while enrolled, or was enrolled in a residency program, if the student enrolled in the institution, prepaid tuition, and suffered an economic loss. Unless relieved of the obligation to do so, you must pay the state-imposed assessment for the STRF, or it must be paid on your behalf, if you are a student in an educational program, who is a California resident, or are enrolled in a residency program, and prepay all or part of your tuition.

You are not eligible for protection from the STRF and you are not required to pay the STRF assessment, if you are not a California resident, or are not enrolled in a residency program."

"It is important that you keep copies of your enrollment agreement, financial aid documents, receipts, or any other information that documents the amount paid to the school. Questions regarding the STRF may be directed to the Bureau for Private Postsecondary Education, 2535 Capitol Oaks Drive, Suite 400, Sacramento, CA 95833, (916) 431-6959 or (888) 370-7589.

To be eligible for STRF, you must be a California resident or are enrolled in a residency program, prepaid tuition, paid or deemed to have paid the STRF assessment, and suffered an economic loss as a result of any of the following:

1. The institution, a location of the institution, or an educational program offered by the institution was closed or discontinued, and you did not choose to participate in a teach-out plan approved by the Bureau or did not complete a chosen teach-out plan approved by the Bureau.
2. You were enrolled at an institution or a location of the institution within the 120 day period before the closure of the institution or location of the institution, or were enrolled in an educational program within the 120 day period before the program was discontinued.
3. You were enrolled at an institution or a location of the institution more than 120 days before the closure of the institution or location of the institution, in an educational program offered by the institution as to which the Bureau determined there was a significant decline in the quality or value of the program more than 120 days before closure.
4. The institution has been ordered to pay a refund by the Bureau but has failed to do so.
5. The institution has failed to pay or reimburse loan proceeds under a federal student loan program as required by law, or has failed to pay or reimburse proceeds received by the institution in excess of tuition and other costs.
6. You have been awarded restitution, a refund, or other monetary award by an arbitrator or court based on a violation of this chapter by an institution or representative of an institution but have been unable to collect the award from the institution.
7. You sought legal counsel that resulted in the cancellation of one or more of your student loans and have an invoice for services rendered and evidence of the cancellation of the student loan or loans.

To qualify for STRF reimbursement, the application must be received within four (4) years from the date of the action or event that made the student eligible for recovery from STRF.

A student whose loan is revived by a loan holder or debt collector after a period of non-collection may, at any time, file a written application for recovery from STRF for the debt that would have otherwise been eligible for recovery. If it has been more than four (4) years since the action or event that made the student eligible, the student must have filed a written application for recovery within the original four (4) year period, unless the period has been extended by another act of law.

However, no claim can be paid to any student without a social security number or a taxpayer identification number."

You are not eligible for protection from the STRF and you are not required to pay the STRF assessment, if either of the following applies: 1. You are not a California resident, or are not enrolled in a residency program, or 2. Your total charges are paid by a third party, such as an employer, government program or other payer, and you have no separate agreement to repay the third party."

It is important that you keep copies of the enrollment agreement, financial aid papers, receipts or any other information that documents the monies paid the school. For further information or instructions: Bureau for Private Postsecondary Education at 1747 North Market Blvd, Suite 225, Sacramento CA 95834, Sacramento CA 95833, www.bppe.ca.gov toll free number 888 370 7589 or by fax 916 263 1897. The STRF assessment: \$2.50 per \$1000 tuition.

Rules of Conduct

Since Esalen Institute classes are residential: conduct extends beyond the classroom into the lodge dining area and other public spaces at the institute. Students are expected to be respectful of the noise, smoking, clothing, and drug and alcohol avoidance regulations of the institute: no drunken behavior, proper attire. Further, as massage students, they are expected to adhere to the ethics statement, which among other things stipulates no romantic or sexual involvement with clients, professional decorum, and respect for other practitioners and instructors at Esalen. As students enrolled in a course, they are expected to show up on time, take part in classes, be respectful of their classmates and teachers, and help keep the meeting room tidy. They can not violate another person's civil rights.

Fiscal Responsibility of Esalen Institute

Esalen Institute does not have a pending petition in bankruptcy. The Institute does not operate as a debtor in possession, nor has it filed a petition within the previous five years. Esalen Institute has not had a petition in bankruptcy filed against it within the preceding five years that resulted in reorganization under Chapter 11 of the United States Bankruptcy code. Esalen Institute maintains sound fiscal management and robust financial health.

This catalog is for the period January 1-December 31 2022 and January 1-December 31 2023.

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