

EXHIBIT 1

EXHIBIT 1



NEVADA DIVISION OF  
**ENVIRONMENTAL  
PROTECTION**

**STATE OF NEVADA**  
Department of Conservation & Natural Resources  
Brian Sandoval, Governor  
Bradley Crowell, Director  
Greg Lovato, Administrator

September 26, 2018

Nathaniel Seltenreich  
3691 E Saddle Ave  
Las Vegas, NV 89121

selten\_nate@yahoo.com  
Certified Mail#  
9171 9690 0935 0012 7099 98

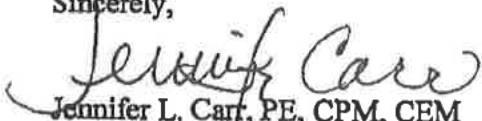
**Re: NOTICE OF PROPOSED REVOCATION, Certificate NV-876**

Dear Mr. Seltenreich,

The Division has received and reviewed an investigation by the Nevada Board of Certification for Wastewater Treatment Plant Operators ("Board"), regarding your conduct related to wastewater certification exams. Under Nevada Administrative Code (NAC) 445A.288, the Board is designated by the Division, through contract with the Nevada Water Environment Association, to operate a program for certification of wastewater treatment plant operators, including conduct of examinations. The Board's investigation concluded that you improperly obtained and used answers to certain certification exams to take and pass Nevada exams, including the Nevada Grade III wastewater operation exam. Based on this information, the Division considers your certification invalid and is hereby proposing revocation of your Nevada Grade III Wastewater Operation Certificate NV-876. The Division also finds that your certification was obtained in a manner that demonstrates disregard for the health and safety of the public and the environment (Regulation R155-17, Section 11), which is separate cause for revocation.

**This proposed revocation will become final and effective on October 16, 2018** unless a request for an appeal hearing is received. A request for a hearing must be received by the State Environmental Commission (SEC) within ten (10) calendar days of receipt of this notice, using SEC Form #3 (attached) pursuant to NAC 445B.890. The effective date of the proposed revocation will be stayed upon receipt of an appeal until the SEC renders a decision regarding the appeal. Form #3 may be filed electronically at <http://www.sec.nv.gov/main/forms.htm>. Questions regarding the SEC hearing process should be directed to Ms. Valerie King, Executive Secretary, 775-687-9374, or by email at [vking@ndep.nv.gov](mailto:vking@ndep.nv.gov). Please provide Katrina Pascual ([kpascual@ndep.nv.gov](mailto:kpascual@ndep.nv.gov)) a copy of any correspondence which you submit the SEC concerning this matter.

Sincerely,

  
Jennifer L. Carr, PE, CPM, CEM  
Deputy Administrator

Attachment: SEC Form #3

Reference: Regulation R155-17 at <https://www.leg.state.nv.us/Register/2017Register/R155-17AP.pdf>

cc: **Certificate File NV-876**

ec: Katrina Pascual, P.E., Technical, Compliance and Enforcement Branch

Jennifer Lopez, President, Nevada Water Environment Association

Adrian Edwards, Chairman, Nevada Board of Certification for Wastewater Treatment Plant Operators

Ashley Jacobson, Program Administrator, NWEA

Valerie King, SEC Executive Secretary

Thomas Minwegen, General Manager CCWRD

901 S. Stewart Street, Suite 4001 • Carson City, Nevada 89701 • p: 775.687.4670 • f: 775.687.5856 • [ndep.nv.gov](http://ndep.nv.gov)



**FORM 3: FORM FOR REQUESTING AN APPEAL HEARING**  
 (Provide attachments as needed)

**1. Name, address, telephone number, and signature of appellant:**

Name: \_\_\_\_\_

Physical Address: \_\_\_\_\_

E-mail Address: \_\_\_\_\_

Telephone Number: \_\_\_\_\_

Signature: \_\_\_\_\_

Representative capacity (if applicable): \_\_\_\_\_

**2. Attach copy of Nevada Division of Environmental Protection final decision, such as permit or notice of alleged violation, being appealed.**

**3. Specify grounds of appeal: (check all that apply)**

- Final decision in violation of constitutional or statutory provision;
- Final decision made upon unlawful procedure;
- Final decision was affected by other error of law;
- Final decision was clearly erroneous in view of the reliable, probative and substantial evidence on the whole record;
- Final decision was arbitrary or capricious or characterized by abuse of discretion;

**4. For each ground of appeal checked above, please list the constitutional, Nevada Revised Statute (NRS), and/or Nevada Administrative Code (NAC) provision allegedly violated. Also list the statutes and/or or regulations that give the State Environmental Commission jurisdiction to hear the appeal.**

5. For each ground of appeal checked above, provide a brief and concise statement of the facts which provide the basis for the appeal.

Date of Request: \_\_\_\_\_

Send Form to: Executive Secretary, State Environmental Commission, 901 South Stewart Street, Suite 4001, Carson City, NV 89701



**Jennifer Carr**

---

**From:** Shanon Pascual  
**Sent:** Wednesday, September 26, 2018 10:38 AM  
**To:** Katrina Pascual; Jennifer Carr; 'JDiamond@carson.org';  
'Adrian.Edwards@cityofhenderson.com'; 'ashley@nvwea.org'; Valerie King;  
'Thomas.Minwegen@cleanwaterteam.com'  
**Subject:** FW: NDEP Review of Certification  
**Attachments:** NDEP Letter-N. Seltenreich.pdf

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**From:** Shanon Pascual  
**Sent:** Wednesday, September 26, 2018 10:31 AM  
**To:** 'selten\_nate@yahoo.com' <selten\_nate@yahoo.com>  
**Subject:** NDEP Review of Certification

Dear Mr. Seltenreich,

Please see attached copy of the NDEP review of your certification.

*Regards,*  
*Shanon Pascual*  
Administrative Assistant III  
Office of the Administrator

  
**NDEP** Nevada Division of Environmental Protection  
901 South Stewart St. Suite 4001  
Carson City, NV 89701  
p: 775.687.9304 f: 775.687.5856  
[www.ndep.nv.gov](http://www.ndep.nv.gov)



NWEA  
PO Box 98235  
Las Vegas, NV 89193  
www.nvwea.org



RECEIVED  
VIA E-MAIL  
dc 9/25/18

EXECUTIVE BOARD

Jennifer Lopez  
PRESIDENT

Jennifer Carr

Charlie Lee  
PRESIDENT-ELECT

From: Jennifer Lopez, NWEA President

Greg Turner  
WEF DIRECTOR

Date: September 25, 2018

Kristina Paglia  
SECRETARY

Re: Recommendation on Disciplinary Action Dated January 24, 2018

Kell Callahan  
TREASURER

Dear Ms. Carr,

Nikita Lingenfelter  
PAST PRESIDENT

The Certification Board authored and sent the above mentioned recommendation to NDEP regarding Nathan Seltenreich. The NWEA Executive Board at the time was made aware of the situation, investigation, and subsequent report and recommendation conducted by the Certification Board.

Clayton Coon  
PWO REPRESENTATIVE

The NWEA concurs with the Recommendation on Disciplinary Action for Nathan Seltenreich dated January 24, 2018. That document should be considered as sent directly from NWEA as per our response to the Request for Proposal 2080 submitted August 6, 2014.

Thank You,

  
Jennifer Lopez

NWEA President

cc. Ashley, Program Administrator

Adrian Edwards, Cert Board Chairman



# NEVADA BOARD OF CERTIFICATION FOR WASTEWATER TREATMENT PLANT OPERATORS

Adrian J. Edwards, Chairman • Joe Crim, Jr., Vice Chairman  
LeAnna Rizzo • John Solvie • Michael Drinkwater • Brian Oswalt • Joe Carter



January 24, 2018

To: Joe Maez, P.E.  
Nevada Division of Environmental Protection  
Bureau of Water Pollution Control, Branch Supervisor  
901 S. Stewart Street, Suite 4001  
Carson City, NV 89701

From: Adrian J. Edwards, P.O.  
Nevada Water Environment Association  
Board of Certification  
Chairman

RE: Recommendation on Disciplinary Action  
*Confidential Information*

Dear Mr. Maez,

The Nevada Water Environment Association Board of Certification (Board) received a correspondence from Clark County Water Reclamation District (CCWRD) General Manager Thomas Minwegen on October 30, 2017. The subject was "Discovery of Apparent Misuse of Operator Certification Exam Materials" (Attachment A). This letter provides the results of the subsequent investigation into the matter, and a recommendation that the Wastewater Treatment Plant Operator Grade III certification of Nathan Seltenreich be revoked.

## Summary

The correspondence received from CCWRD on October 30, 2017 outlined the discovery of documents in a control room at the plant. Included in the documents were two of significance, which were included as attachments. One attachment was six pictures of a Utah Wastewater Treatment Class III Exam booklet and graded Scantron answer sheet (pictures). The Board communicated with the Utah Division of Water Quality and confirmed the pictures were in fact what they appeared to be, and that the visible answers on the Scantron answer sheet correlated exactly with the answers of Nathan Seltenreich on a Class III test taken on March 4, 2011. The second document was 18 pages of 91 typed questions and answers that resembled a Grade IV standardized test (typed questions). The Board communicated with the Associated Boards of Certification (ABC), who verified that the typed questions corresponded in content (question body, correct answer, and distractors word-for-word) and by exam question number to a Class IV exam that Nathan Seltenreich took on December 2, 2011. Since Mr. Seltenreich had failed both exams in Utah, he was allowed the opportunity to review the examination booklets and Scantron answer sheets. Subsequent to the review of his Grade IV exam, Utah discovered that the test booklet was missing.

Mr. Seltenreich took both the Grade III and Grade IV tests in Utah for the first time. He failed each, reviewed the failed exams, then took and passed both exams in Nevada. Both Utah and Nevada utilized

**RECEIVED**

**JAN 29 2018**

**ENVIRONMENTAL PROTECTION**



## NEVADA BOARD OF CERTIFICATION FOR WASTEWATER TREATMENT PLANT OPERATORS

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ABC standardized exams at the time, so had very similar questions (98% of the questions were exactly the same). Mr. Seltenreich's improvements between the failed Utah and passed Nevada exams were beyond substantial. Analysis of score differentials by operators taking exams multiple times shows that his improvements were very far above typical.

Mr. Seltenreich interviewed with CCWRD on October 3, 2017, and with the Board on December 12, 2012. In his interview with CCWRD, he admitted that all the documents found belonged to him, with the exception of the Grade III photographs. In both interviews he admitted that the Grade IV typed questions belonged to him, but denied knowing anything about the Grade III photographs.

Based on information from the Utah Division of Water Quality, the Board determined that the only location the Grade III exam booklet and scored Scantron would be accessible for simultaneous photographing was during Mr. Seltenreich's Grade III exam review.

The information and facts gathered in the investigation, and the interview with Mr. Seltenreich, bring the Board to the conclusion that Nathan Seltenreich inappropriately obtained testing materials for both the Grade III and Grade IV exams, and utilized those materials to pass the corresponding exams in Nevada. These actions subvert the examination process, and gain him certification levels above what his knowledge and abilities may warrant. The actions are a violation of the operator Code of Conduct that each operator agrees to abide by every two years when they recertify. His actions have compromised the integrity of the certification process (both statewide and nationally as ABC standardized exams are administered in other states), and threatened public health and the environment. Also the actions, and the repeat of the offenses, bring in to question the ethical standards of Mr. Seltenreich as an operator. Additionally, test scores by other operators suggest that he may have distributed these test materials to other operators.

Nathan Seltenreich currently holds a Nevada Wastewater Treatment Plant Operator Grade III certification. Due to the egregiousness of the offenses, subversion of two grade levels of exams, potential impacts to water quality, and violation of the Code of Conduct, the Certification Board recommends to the Nevada Department of Environmental Protection that the certification for Nathan Seltenreich be permanently revoked. Should NDEP not wish to pursue permanent revocation, the Certification Board's alternate recommendation is revocation for a period of not less than five years and nullification of all previous operator experience. After five years, Nathan Seltenreich would need to begin at Grade I and meet education and experience requirements in place at that time. In addition, he would need to successfully complete ethics training deemed appropriate by NDEP.

### **Investigation**

The Nevada Water Environment Association Board of Certification (Board) received a correspondence from Clark County Water Reclamation District (CCWRD) General Manager Thomas Minwegen on October 30, 2017. The letter was addressed to the Board, but also copied the Associated Boards of Certification (ABC), the Bureau of Water Pollution Control, Nevada Division of Environmental Protection (NDEP) and the Utah Division of Water Quality, Wastewater Certification Programs (Utah).



# NEVADA BOARD OF CERTIFICATION FOR WASTEWATER TREATMENT PLANT OPERATORS

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Board Chairman Adrian Edwards organized a conference call with all the included entities, to understand the responsibilities and interests of each. Mr. Seltenreich only tested and failed exams in Utah, so they had no interest in pursuing any action, but pledged to provide any relevant information to the Board. NDEP contracts administration of the Nevada certification program to the Nevada Water Environment Association, who organizes the Board to administer the program in accordance with NDEP requirements. The agreement includes a provision for disciplinary action to be recommended by the Board to NDEP, with NDEP making the final decision and carrying out the action. NDEP cited that agreement, and likewise agreed to cooperate in the investigation. ABC had a concern about a possible copyright infringement case, and conducted a separate investigation along those lines, and promised cooperation with the Board.

The Board conducted a closed session to review the matter during a regularly scheduled publicly noticed meeting on November 16, 2017. Participating in the closed session and subsequent investigation were Board Chairman Adrian Edwards, Board Vice Chairman Joe Crim, and Board Members John Solvie, Joe Carter, and Michael Drinkwater. Two Board members recused themselves from the closed session and discussions to remove any appearance of impropriety or conflict of interest (Board Members LeAnna Rizzo and Brian Oswalt). Chairman Edwards had communicated with Utah and ABC to create a timeline of events (Attachment B) and gain other information to present to the Board. ABC sent a letter outlining their findings to the Board that same day (Attachment C).

The Board decided to interview Mr. Seltenreich, notified him by certified mail on November 30, 2017, and conducted the meeting on December 12, 2017. The meeting was audio recorded, and partially transcribed (See Attachment D). The Board discussed the interview and situation immediately afterwards. More information was gathered and discussed before coming to a decision. This report has been reviewed and approved by the Board for submission to NDEP as the recommendation for disciplinary action.

### **Grade III Exam Findings**

Mr. Seltenreich took the exam for Utah Class III on March 3, 2011 and failed with a score of 60%. He reviewed the Class III booklet and exam per Utah policy in April 2011. He then took the Grade III exam in Nevada on May 9, 2011 and passed with a score of 75%.

The letter from CCWRD had some evidence of information from a Utah Class III exam, in the form of pictures. The pictures (Attachment A: items A-001 to A-006) were found in a drawer with various paperwork (See Attachment E). Mr. Seltenreich admitted to CCWRD and the Board in separate interviews that all the paperwork in the drawer was his, with the exception of the pictures (See Attachments D and F).

Analysis of the pictures reveal:

- A Scantron answer sheet, filled in and corrected with diagonal lines on some answers
- Answers to 37 individual questions on the Scantron answer sheet
- Typed words "Utah Wastewater Treatment Class III Exam" on A-001 and A-006
- Several questions from the Exam
- Handwritten and circled "60%" on A-001



## NEVADA BOARD OF CERTIFICATION FOR WASTEWATER TREATMENT PLANT OPERATORS

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- Dark background and bad lighting (shadows on edges of pictures)

We had discussions with Utah certification authorities about the practices of examination review (Attachment G).

The steps of reviewing examinations at the time in question were:

- Operator fails an exam
- Operator requests review
- Utah copies Scantron answer sheet
- Utah reviews Scantron by writing final score on copy, and marking right/wrong answers
- Utah provides copy of Scantron and original test booklet to operator in controlled environment with a proctor
- Operator reviews copy of Scantron and booklet, has the opportunity to rework math questions and ask proctor in a "learning environment"
- Operator returns copy of Scantron and booklet, is not allowed to remove materials from review.
- Utah destroys copy of Scantron immediately, keeps booklet for eventual destruction in coordination with ABC

With this process, there is a very limited time that the test booklet and marked-up copy of the Scantron sheet would have been together for the pictures to have been taken. Only the proctor and operator would have had that opportunity around the time of the review.

The Board obtained a copy of the original full Scantron sheet from Utah (See Attachment H). The original Scantron does not have the 60% written on it, or the wrong answers marked out, as expected. Those markings were only on the copy provided by Utah to the operator during the review, then destroyed. A comparison of the answers to questions on the pictures compared to the original Scantron revealed that all 37 of the individual questions and answers were identical (e.g. 11=D, 12=A, 13=B).

Utah conducted further analysis, comparing all Class III exams with a 60% score, and none of those Scantron sheets matched with the given answers on the pictures, except for the Scantron sheet of Mr. Seltenreich. (Attachment I)

Mr. Seltenreich denied the pictures belonged to him in his Board interview, but stated that he could not remember if he had a phone at that time. However, in his interview with CCWRD (Page 2 of Attachment F), he stated that he asked the Utah proctor if he could use his phone, but was told he could not. This indicates that he did have a phone with him at the time that was capable of taking pictures.

Mr. Seltenreich stated in his Board interview that his Class III review was in Utah and the room was full of people (Attachment D). Considering Utah's review process, the Board can see that the opportunity to take pictures while the proctor is distracted would certainly be feasible.



## NEVADA BOARD OF CERTIFICATION FOR WASTEWATER TREATMENT PLANT OPERATORS

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ABC also reviewed the pictures, and confirmed (Attachment C) that the pictures were of a Utah exam. That exam shared 22 questions with the Nevada exam that Mr. Seltenreich subsequently passed.

The facts and analysis leads the Board to believe that Mr. Seltenreich did in fact inappropriately take and reproduce the pictures A-001 through A-006 in attachment A. His subsequent testing in Nevada on May 9, 2011 about a month later, with a score improvement of 15 points, lead the Board to believe that he did benefit from the inappropriate possession of the pictures.

### Grade IV Exam Findings

Typed questions and answers A-007 through A-024 (from Attachment A) were also found in the drawer with the other materials belonging to Mr. Seltenreich. He admitted in interviews with CCWRD and the Board that the test questions belonged to him. He stated that they were an accumulation of questions and answers that fellow operators remembered from taking certification tests, and some came from [www.royceui.com](http://www.royceui.com).

ABC conducted a very thorough analysis of the typed questions and answers (Attachment C). They concluded that the typed questions and answer options contained 91 questions and answer options from a Class IV exam given exclusively in Utah. The only differences in the typed information and the ABC exam was the omission of some periods, occasional abbreviation of "temperature" to "temp" and rare omission of a single distractor (incorrect response option). ABC also stated that the Utah exam shared 98% of its questions with the subsequent Nevada Grade IV exam that Mr. Seltenreich took and passed with a very high score.

Mr. Seltenreich took the Class Grade IV exam in Utah on December 2, 2011, and failed with a score of 63. He was afforded the same review opportunity as the Class III exam, which was conducted in January of 2012. He did not specifically recall the details of that review compared to the Class III review. ABC understands that the review took place in a restaurant, and was not closely supervised by Utah staff. After the review, the exam booklet went missing, and did not return to Utah headquarters.

Mr. Seltenreich took the Grade IV exam in Nevada on February 23, 2012. This was less than two months after the review of the Utah exam in January 2012. He scored a 91 on the Nevada test, which is one of the highest Nevada scores ever obtained on that level of exam. The 28 point Improvement over the score of 63 on the similar Utah test only twelve weeks previous is very much outside the normal deviation for those exam scores.

The Board was approached at the April 24, 2012 Certification Board meeting by Utah representative Paul Krauth. He advised the board he had information that Mr. Seltenreich left the test review in January 2012 with notes. Mr. Seltenreich had reviewed exams previously, and knew that no notes were allowed to leave the review facility, but did remove them regardless of that instruction. The Board acted on this information by invalidating Mr. Seltenreich's February 23, 2012 Nevada Grade IV test score, and prohibited him from taking the exam again for one year (Attachment J). At that time, the Board was not aware that a Utah Class IV exam was missing, but was only under the impression that written notes were taken.



# NEVADA BOARD OF CERTIFICATION FOR WASTEWATER TREATMENT PLANT OPERATORS

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Mr. Seltenreich attempted to take the Nevada Grade IV exam after the prohibited time, on February 22, 2016. His score at that time was a 64. ABC reports that the examination questions are changed on a regular basis, so the 2016 test was similar in difficulty, but significantly different in exact questions from the 2012 version.

Considering the facts, the Board concludes that it is not realistic to propose that multiple operators remembered, word-for-word, specific and exact questions and answers, including distractors, to the level of detail, and in the exact number sequence, required to assemble the typed questions and answers in his possession. Mr. Seltenreich had in his possession a Utah Class IV exam and answers that were 98% similar to the Nevada Grade IV exam. He utilized that inappropriately attained material to take and pass his Nevada Grade IV exam, subverting the examination process, and inaccurately portraying his skills and abilities.

## **Ethics**

The Certification Board has implemented a Code of Conduct for operators (Attachment K). In part, this Code reads that certified water professionals should not: "permit misrepresentation of my qualifications" nor "conduct myself in a manner that subverts or attempts to subvert the ... examination processes." Mr. Seltenreich signed a statement agreeing to adhere to these standards under penalty of certification suspension or revocation at two different times, May 28, 2015 and April 10, 2017 (Attachment L). While these signed statements were after the Grade III and Grade IV examinations had occurred, Mr. Seltenreich should have informed the Certification Board of his transgressions at that time. His failure to do so only confirms the fact that he intended to continue the deception of his knowledge, skills and abilities indefinitely.

## **Scoring Analysis**

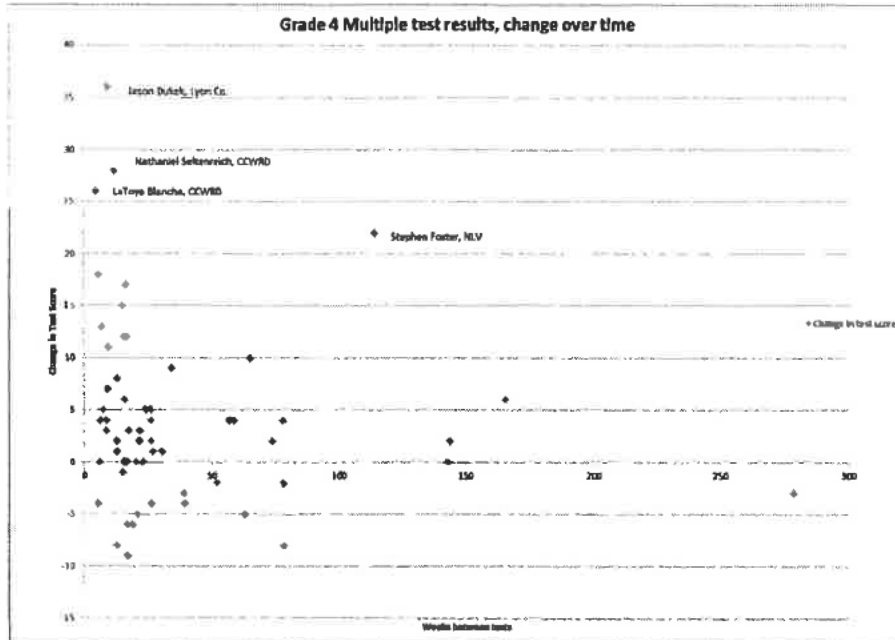
The Board conducted analysis on test scores for the Grade IV exam in Nevada to determine if Mr. Seltenreich's 28 point increase within a three month time frame was typical of repeat exam takers. The resulting graph below demonstrates that his increased score is not typical. It does indicate that other operators have had large increases in scores on repeat exams, which may indicate the need for separate investigation.



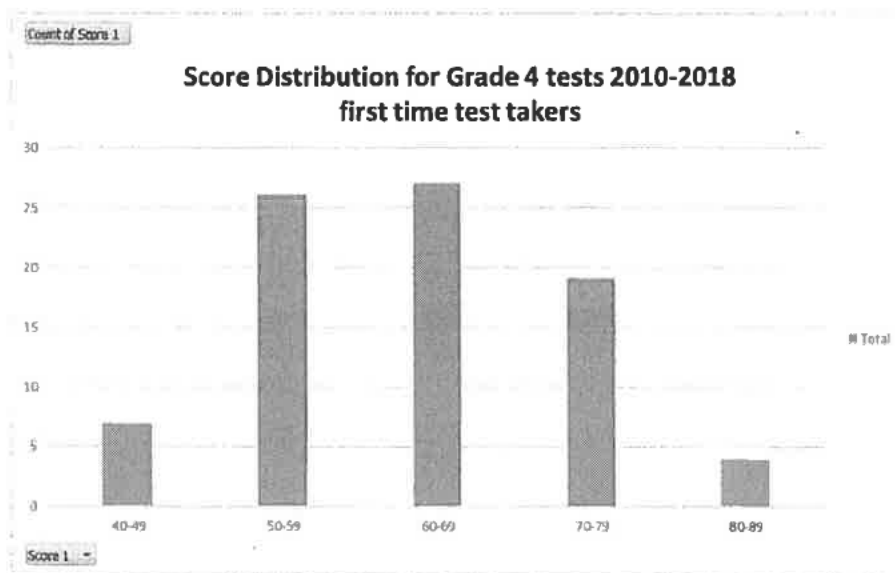


# NEVADA BOARD OF CERTIFICATION FOR WASTEWATER TREATMENT PLANT OPERATORS

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 LeAnna Risco • John Solvie • Michael Drinkwater • Brian Oswalt • Joe Carter



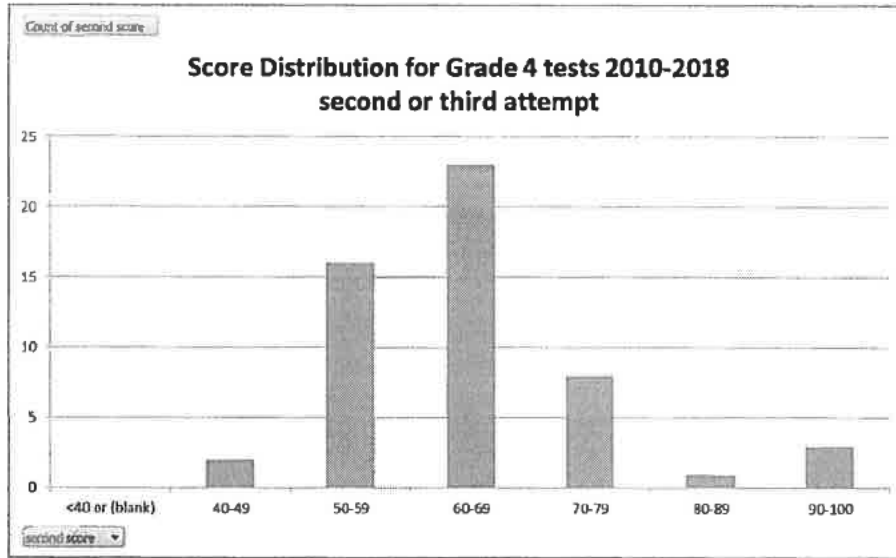
An analysis of the scores achieved by all Grade IV test takers on their first attempt, compared to the second or third attempts is another way to analyze the data. It also highlights that Mr. Seltenreich's score of a 91 is very unusual and suspect. This analysis also may indicate the need for separate investigation into other abnormal scores.





# NEVADA BOARD OF CERTIFICATION FOR WASTEWATER TREATMENT PLANT OPERATORS

Adrian J. Edwards, Chairman • Joe Crim, Jr., Vice Chairman  
LeAnna Rizzo • John Solvie • Michael Drinkwater • Brian Oswalt • Joe Carter



### Recommendation

Nathan Seltenreich currently holds a Nevada Wastewater Treatment Plant Operator Grade III certification. Due to the egregiousness of the offenses, subversion of two grade levels of exams, potential impacts to water quality, and violation of the Code of Conduct, the Certification Board recommends to the Nevada Department of Environmental Protection that the certification for Nathan Seltenreich be permanently revoked. Should NDEP not wish to pursue permanent revocation, the Certification Board's alternate recommendation is revocation for a period of not less than five years and nullification of all previous operator experience. After five years, Nathan Seltenreich would need to begin at Grade I and meet education and experience requirements in place at that time. In addition, he would need to successfully complete ethics training deemed appropriate by NDEP.

Thank you for your interest in this matter, the Board will gladly discuss this investigation or findings with you at your pleasure.

Adrian J. Edwards P.O., Chairman, Board of Certification

cc. Katrina Pascual, Technical, Compliance, and Enforcement  
Nikita Lingenfelter, NWEA President



# NEVADA BOARD OF CERTIFICATION FOR WASTEWATER TREATMENT PLANT OPERATORS

Adrian J. Edwards, Chairman • Joe Grim, Jr., Vice Chairman  
LeAnna Rizzo • John Solvie • Michael Drinkwater • Brian Oswald • Joe Carter



## *Attachments*

- Attachment A: CCWRD letter
- Attachment B: Board timeline for Seltenreich
- Attachment C: ABC letter
- Attachment D: Transcription of Board interview
- Attachment E: List of documents found in desk drawer
- Attachment F: Transcription of CCWRD interview
- Attachment G: Utah exam review practices email
- Attachment H: Original Scantron
- Attachment I: Utah evaluation of pictures
- Attachment J: Invalidation of Seltenreich's Grade IV
- Attachment K: Nevada Code of Conduct
- Attachment L: Seltenreich's agreement to Code of Conduct

# ATTACHMENT A:



October 30, 2017

**Via E-mail**

Adrian Edwards, Chairman  
NWEA Certification Board  
c/o Kurt R Segler Water Reclamation Facility – USSB  
Henderson, NV 89011  
[Adrian.edwards@cityofhenderson.com]

***Re: Discovery of Apparent Misuse of Operator Certification Exam Materials***

Mr. Edwards,

The Clark County Water Reclamation District (“District”) recognizes the importance of maintaining the integrity of the operator certification process, particularly as it helps ensure the competency of Wastewater Plant Operators. In that regard, I am compelled to report to the NWEA Certification Board the results of the District’s investigation into what appears to be the improper reproduction of Wastewater Operator examination materials.

On Wednesday, September 6, 2017, the attached items were discovered in a drawer at our Filters Building by one of our Process Laboratory operators. On their face, the documents appeared to be photographs and/or manual reproductions of operator certification exams and a corresponding scantron answer sheet. On that premise, the District conducted an investigation to confirm the documents as an improper duplication of exam materials and to discover how and by whom the materials were obtained. For your reference, true and accurate copies of the documents are enclosed and labeled A-1 through A-24, along with a timeline of events reported below.

As part of the investigation, the District made an inquiry with the Utah Division of Environmental Quality (“DEQ”), Wastewater Operator Certification, which confirmed that the materials include a photo of a Utah Wastewater Treatment Class III Exam and a completed scantron. See Photographs at A-1 through A-6. The DEQ further associated the scantron with an employee of the District, Nathaniel Seltenreich. During the investigation, Mr. Seltenreich denied taking the photographs, and further denied the scantron as being his.

Based on their content, the District suspects the remainder of the materials to be a type-written reproduction of questions from a Wastewater Treatment Class IV Exam. See document at A-7 through A-24. While the District cannot link these reproduced exam questions to a particular Wastewater Treatment Class VI Exam (proctored by the DEQ or elsewhere), the District notes the irregularities reported by the DEQ in relation to the Class IV exam proctored by the DEQ that Mr. Seltenreich sat for on December 2, 2011. In particular, DEQ reports that following the exam, in April of 2012, a DEQ employee (Paul Krauth) appropriately provided Mr. Seltenreich access to

BOARD OF TRUSTEES  
Lawrence L. Brown III, *Chair*. Steve Sisolak, *Vice Chair*.  
Susan Brager. Marilyn Kirkpatrick. Chris Giunchigliani. James B. Gibson. Lawrence Weekly.  
Thomas A. Minwegen, *General Manager*

5857 East Flamingo Road, Las Vegas, Nevada 89122 (702) 668-8888, (800) 782-4324  
cleanwaterteam.com

A-1

Page 2 of 2

the Class IV examination booklet and corresponding scantron for his in-person review of his performance. Upon returning to his office, Mr. Krauth observed that the examination booklet provided to Mr. Seltenreich was missing.

In fulfilling our obligation to report the findings of our investigation, we'd like to understand your perspective on this matter and to be informed of any consequences that may result and involve a District employee. Should you have any questions, please feel free to contact Jennifer Scharn in our Human Resources office, at (702) 668-8050.

Sincerely,



Thomas Minwegen  
General Manager

tm/djs  
Enclosures

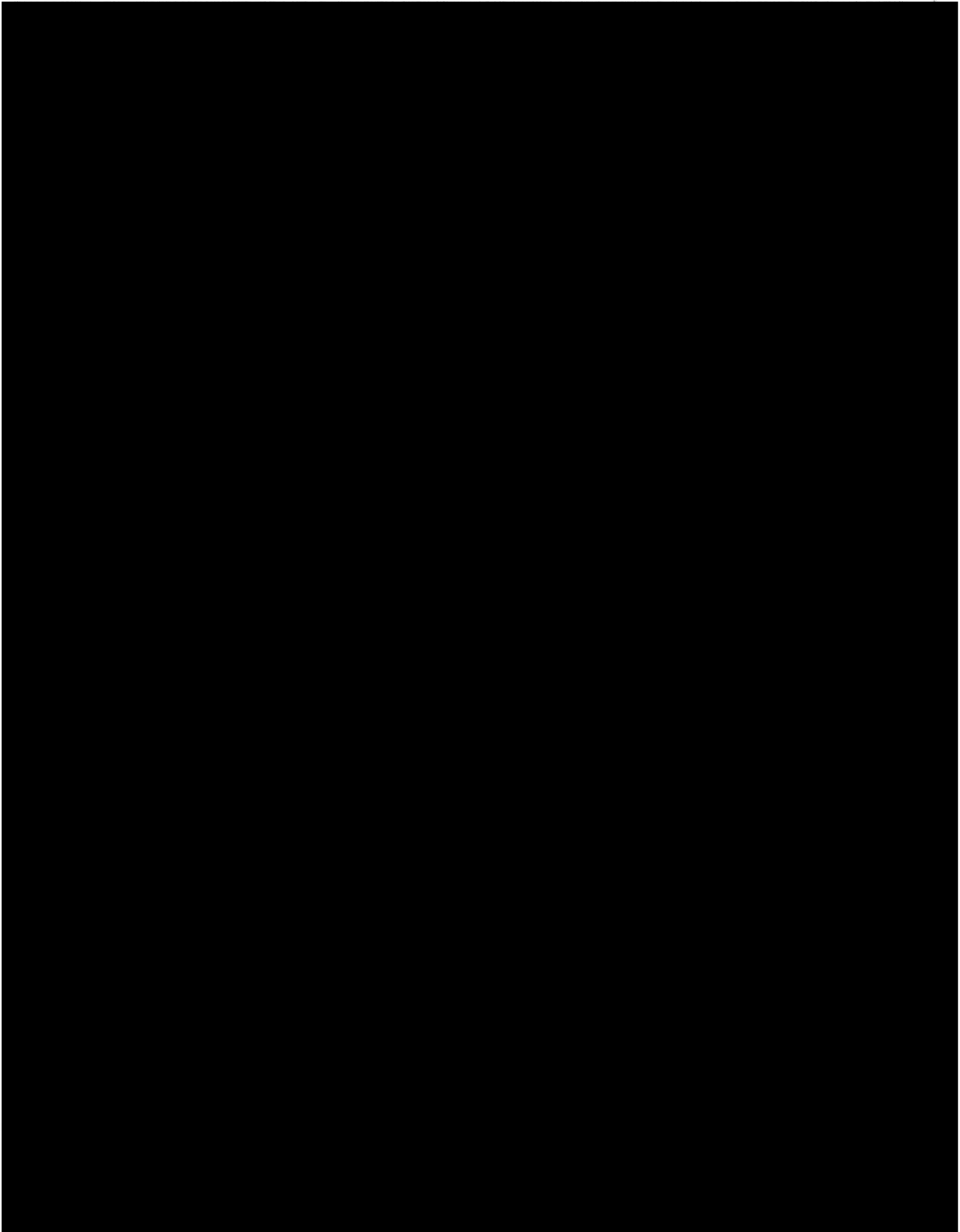
Cc: Association of Boards of Certification (Attn: pbishop@abccert.org, email address)  
Bureau of Water Pollution Control, Nevada Division of Environmental Protection  
(NDEP) (Attn: jmaez@ndep.nv.gov, email address)  
Utah Division of Water Quality, Wastewater Certification Programs (Attn:  
jetherington@utah.gov, email address)

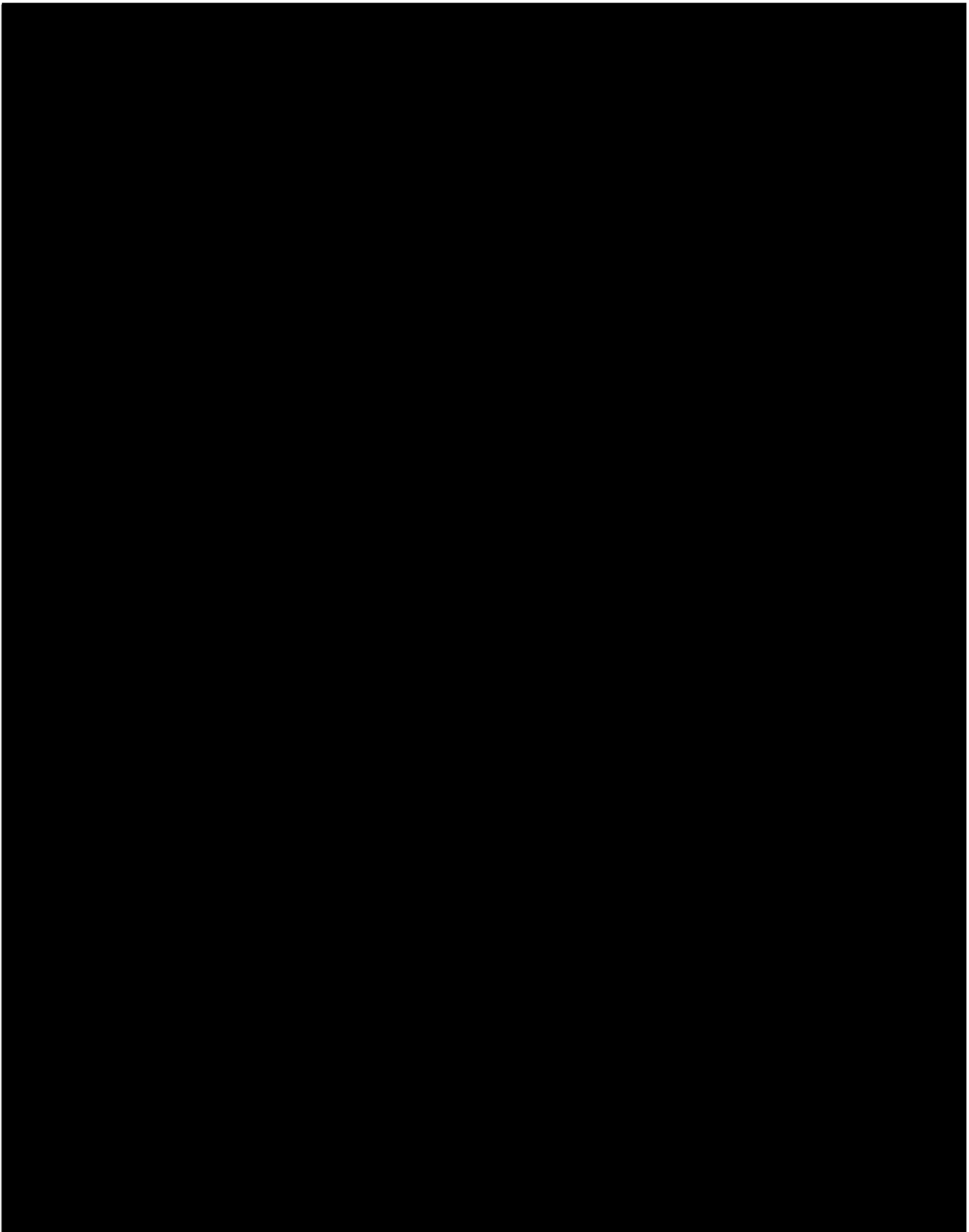
BOARD OF TRUSTEES

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Susan Brager. Tom Collins. Chris Glunchigiani. Mary Beth Scow. Lawrence Weekly.  
Thomas A. Minwegen, *General Manager*

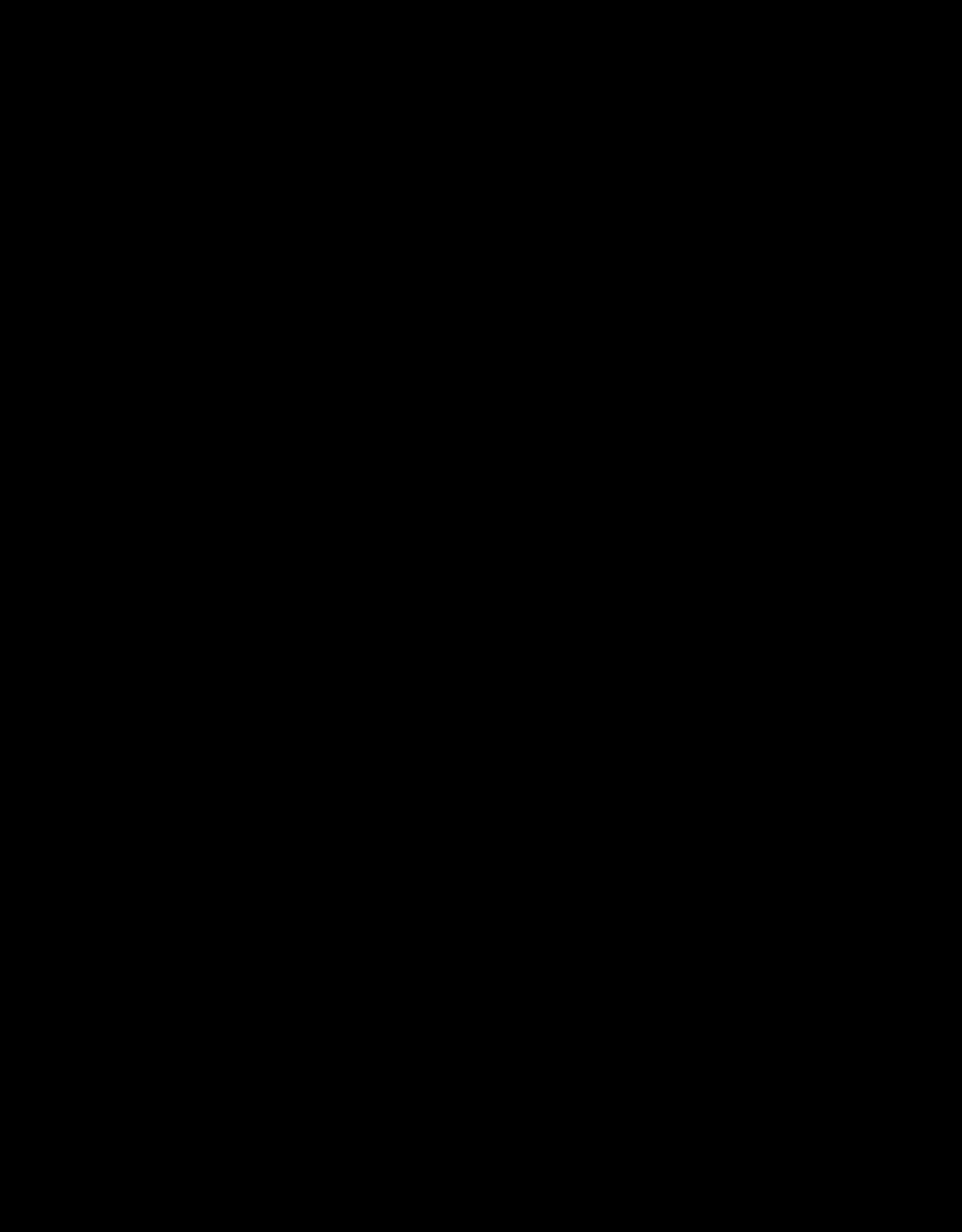
5857 East Flamingo Road, Las Vegas, Nevada 89122 (702) 668-8888, (800) 782-4324  
cleanwaterteam.com

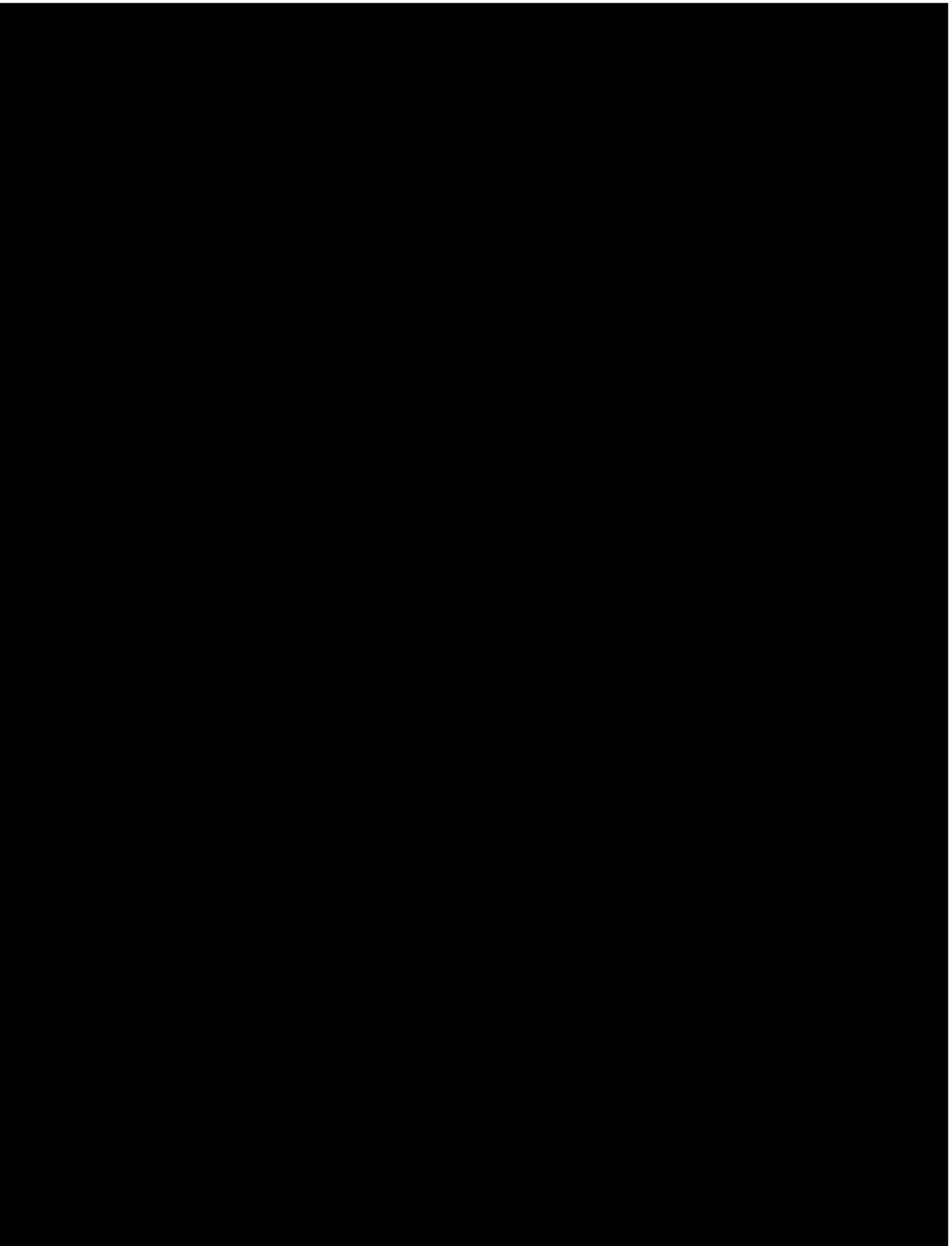
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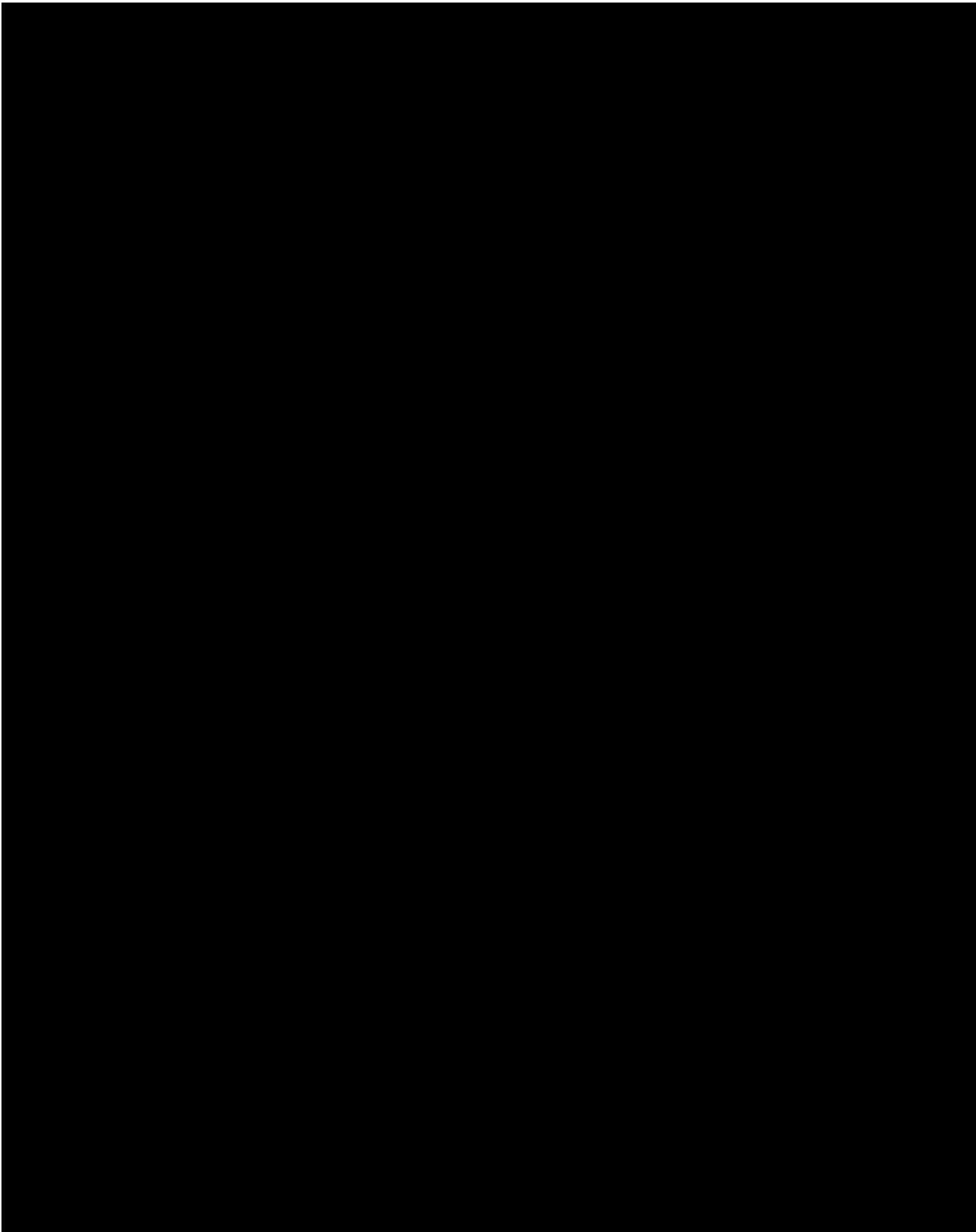




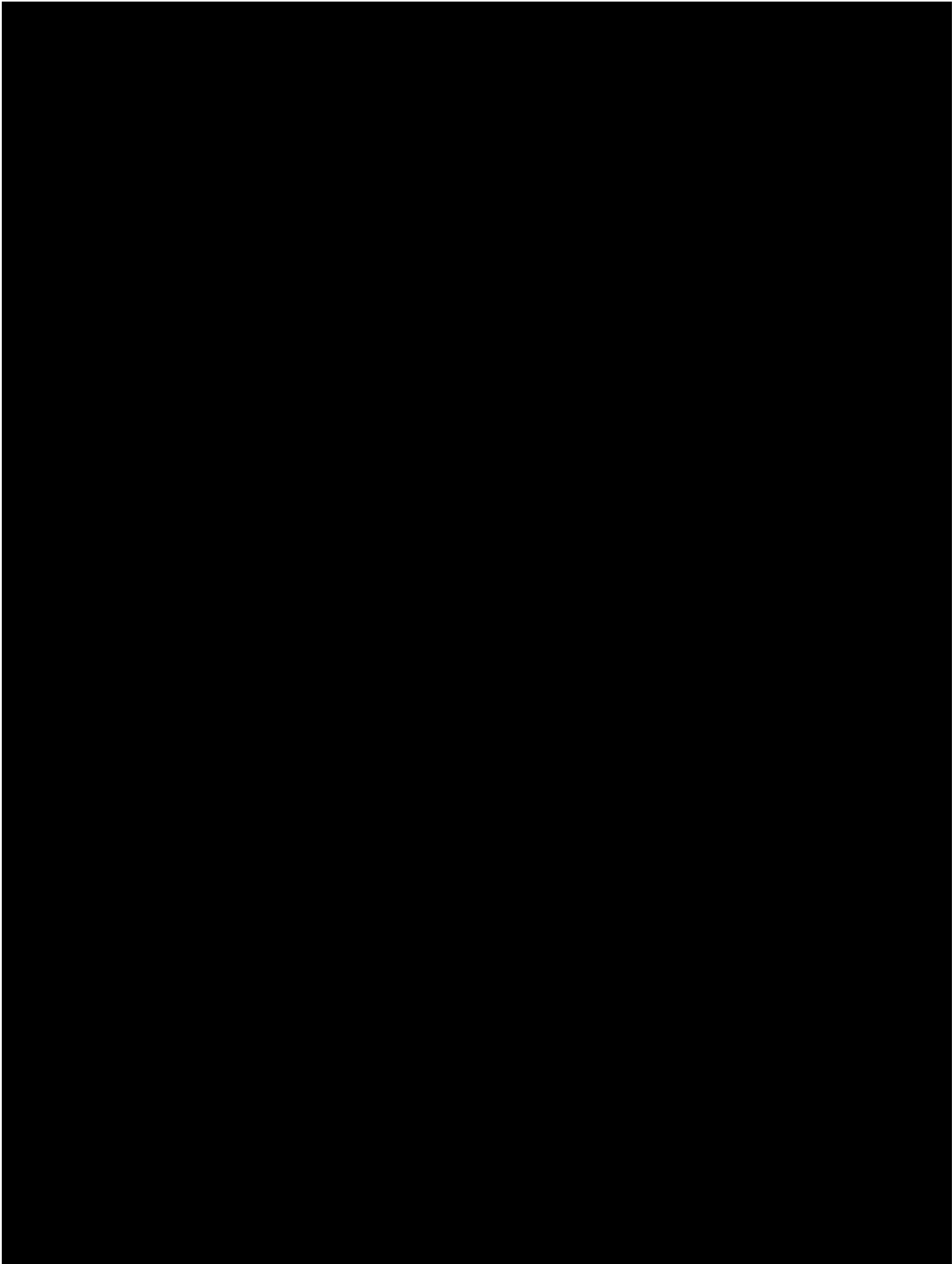




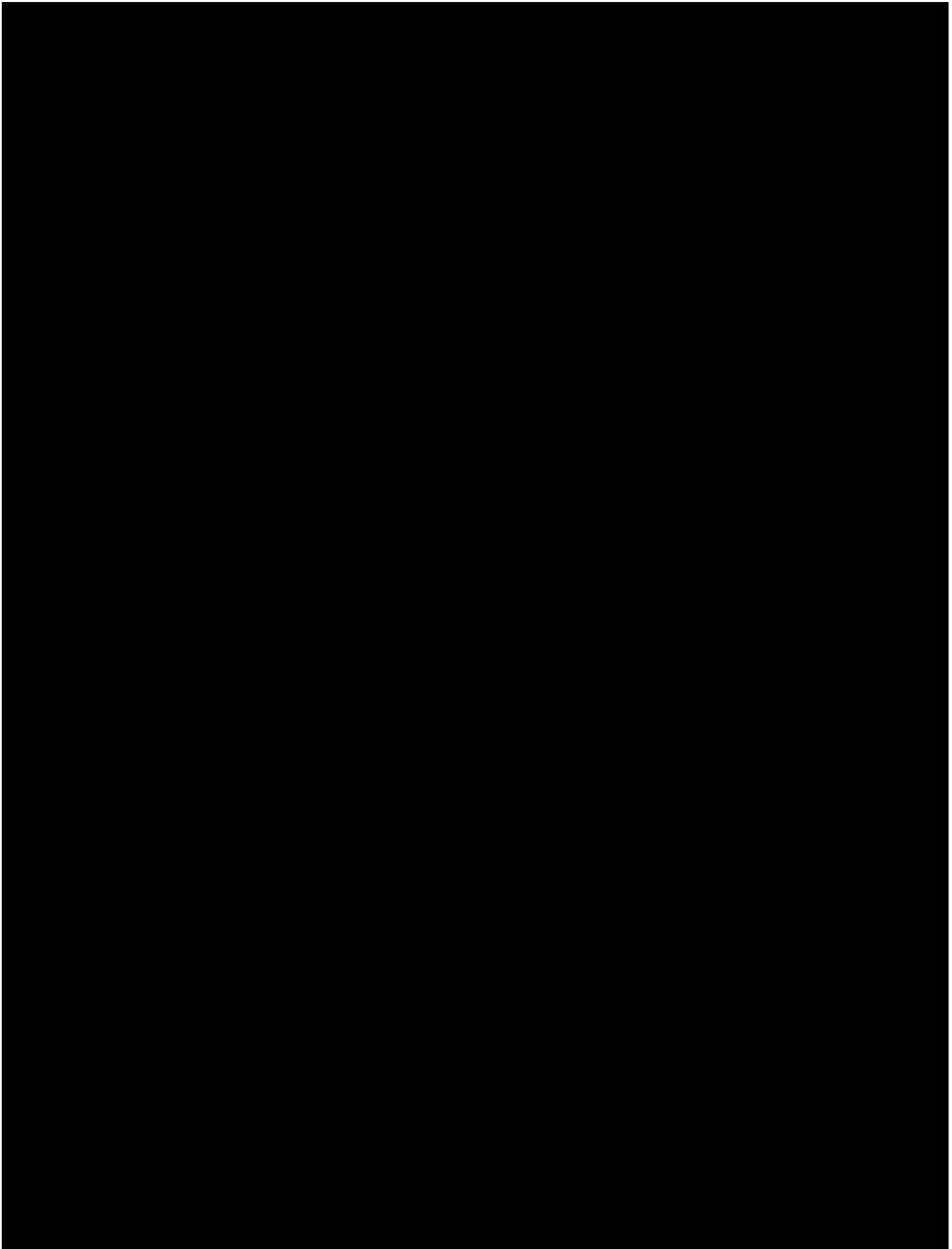


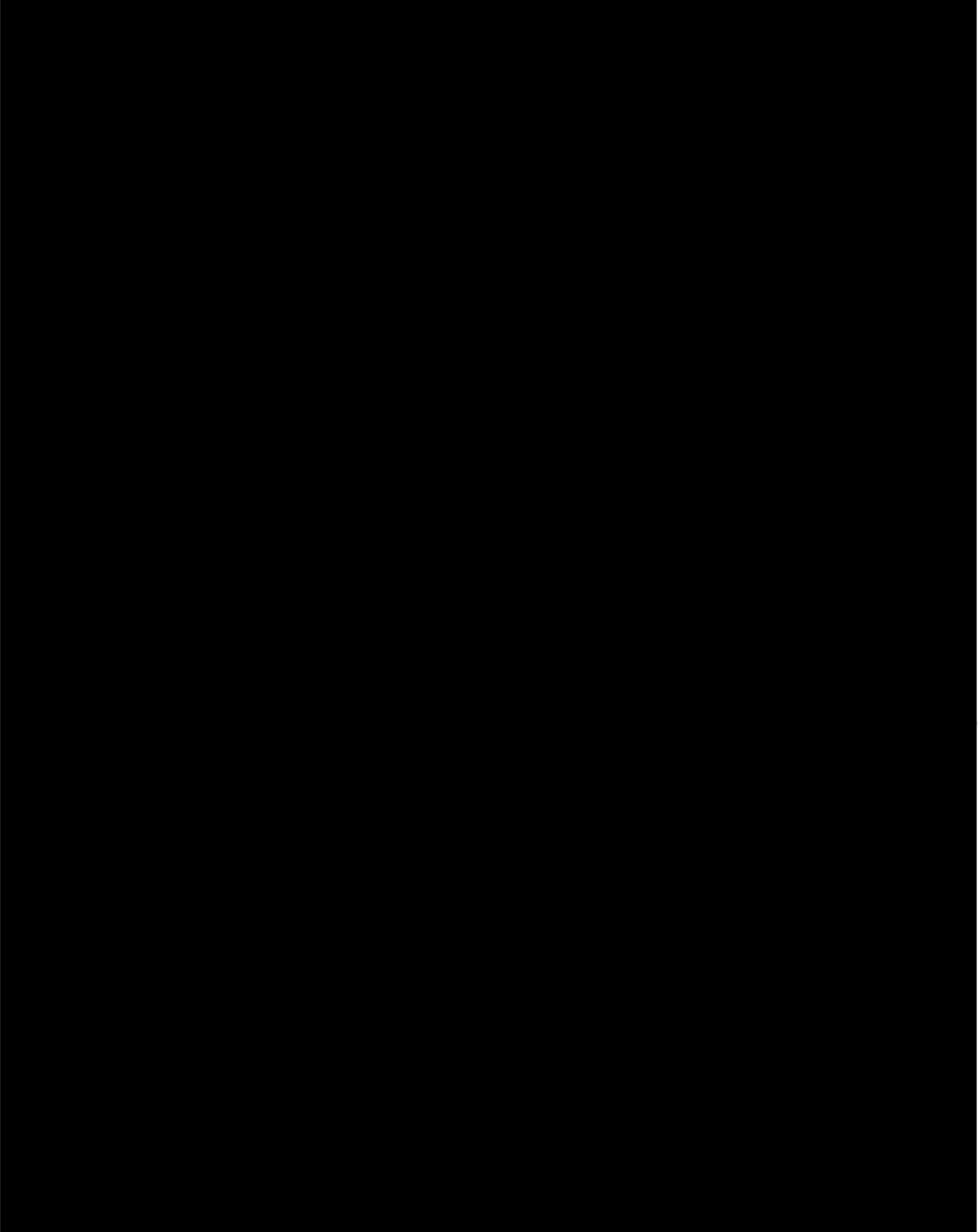




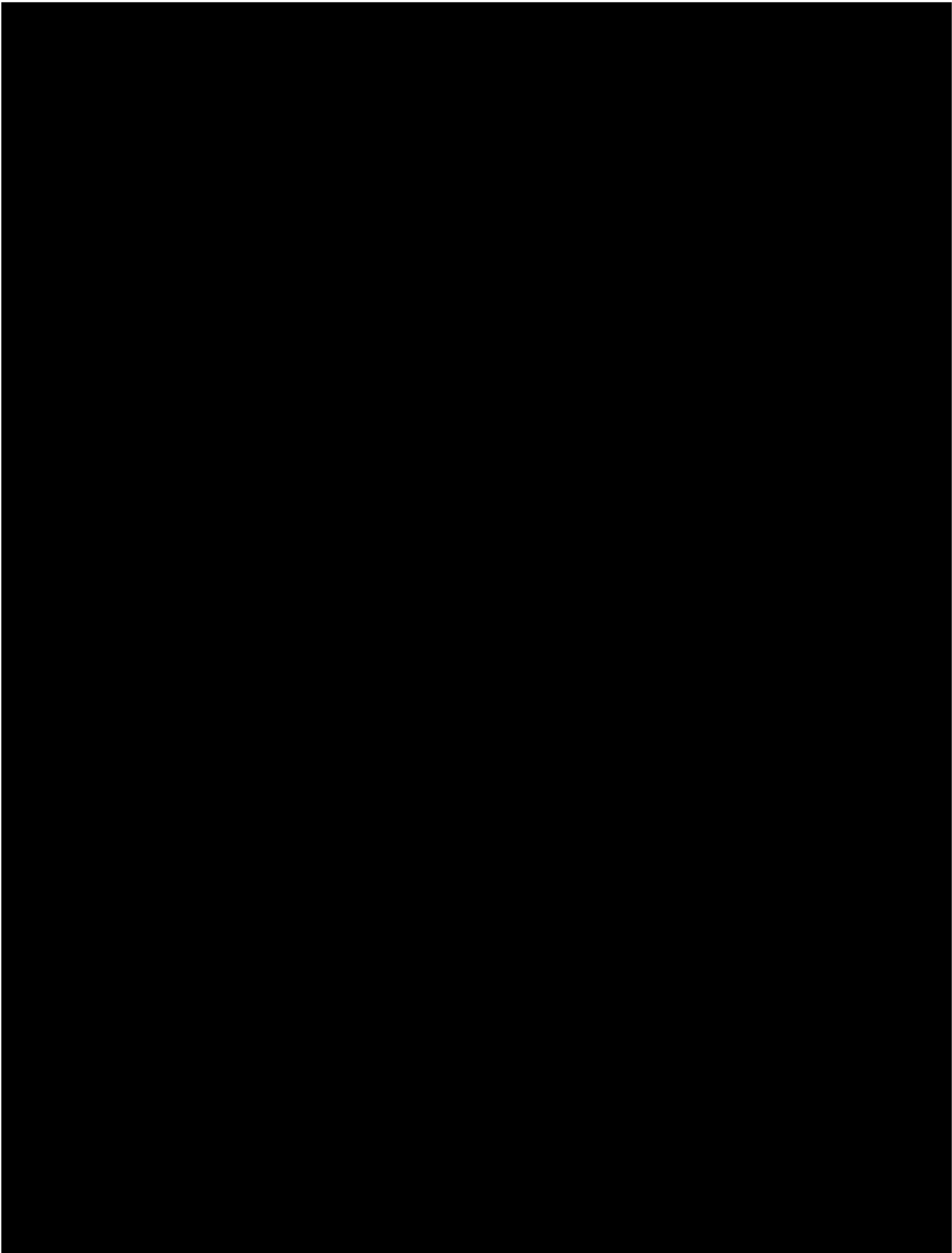


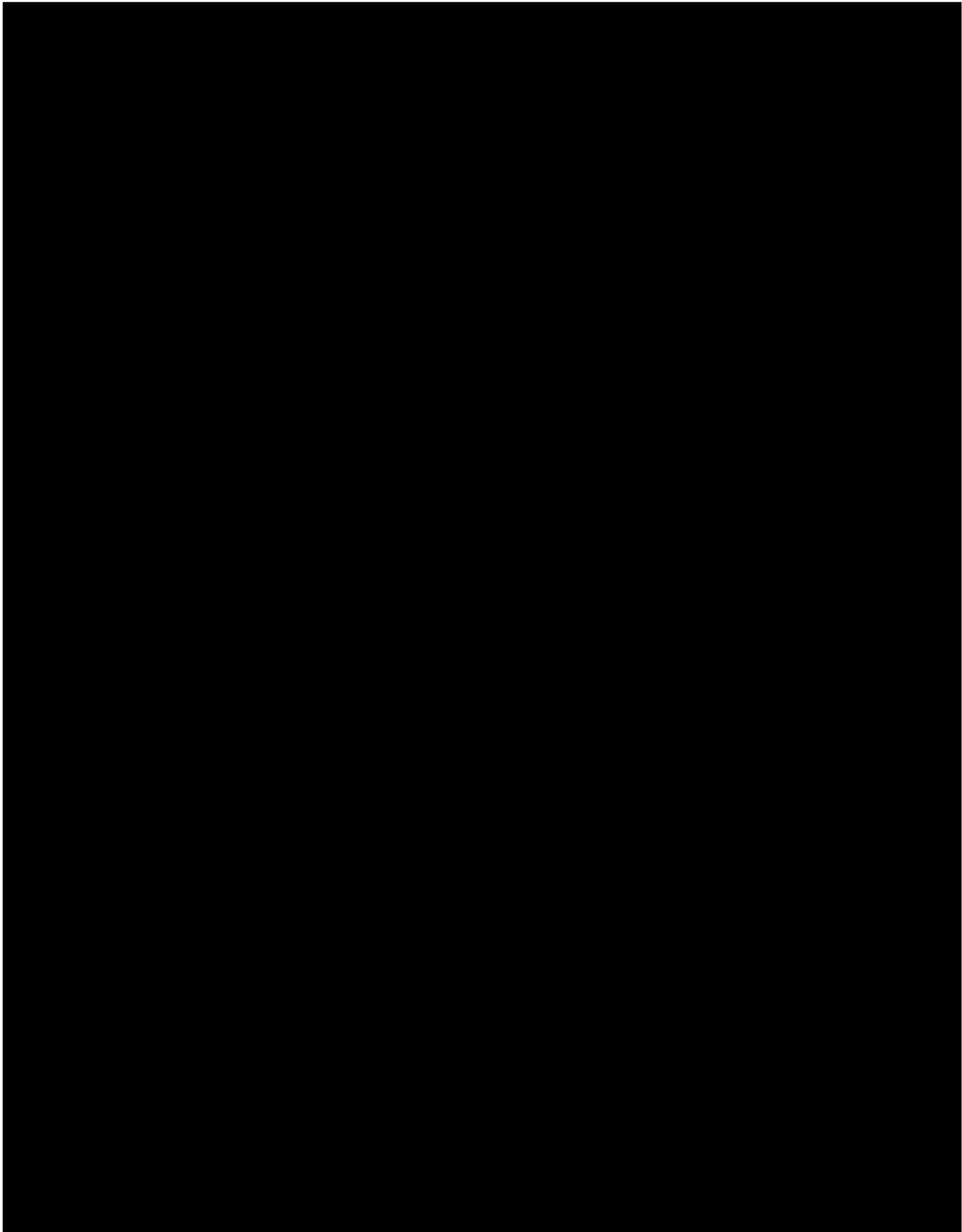


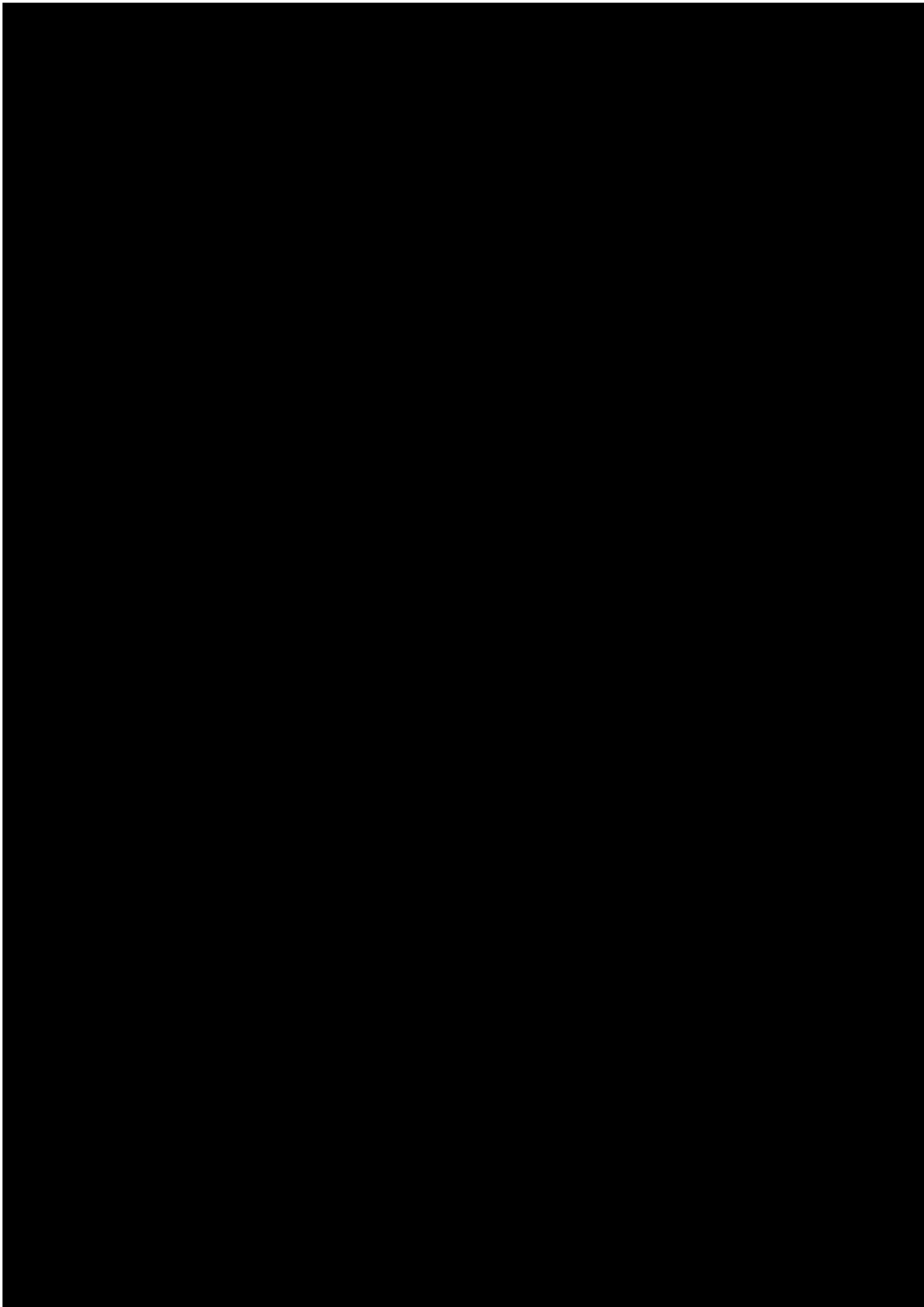


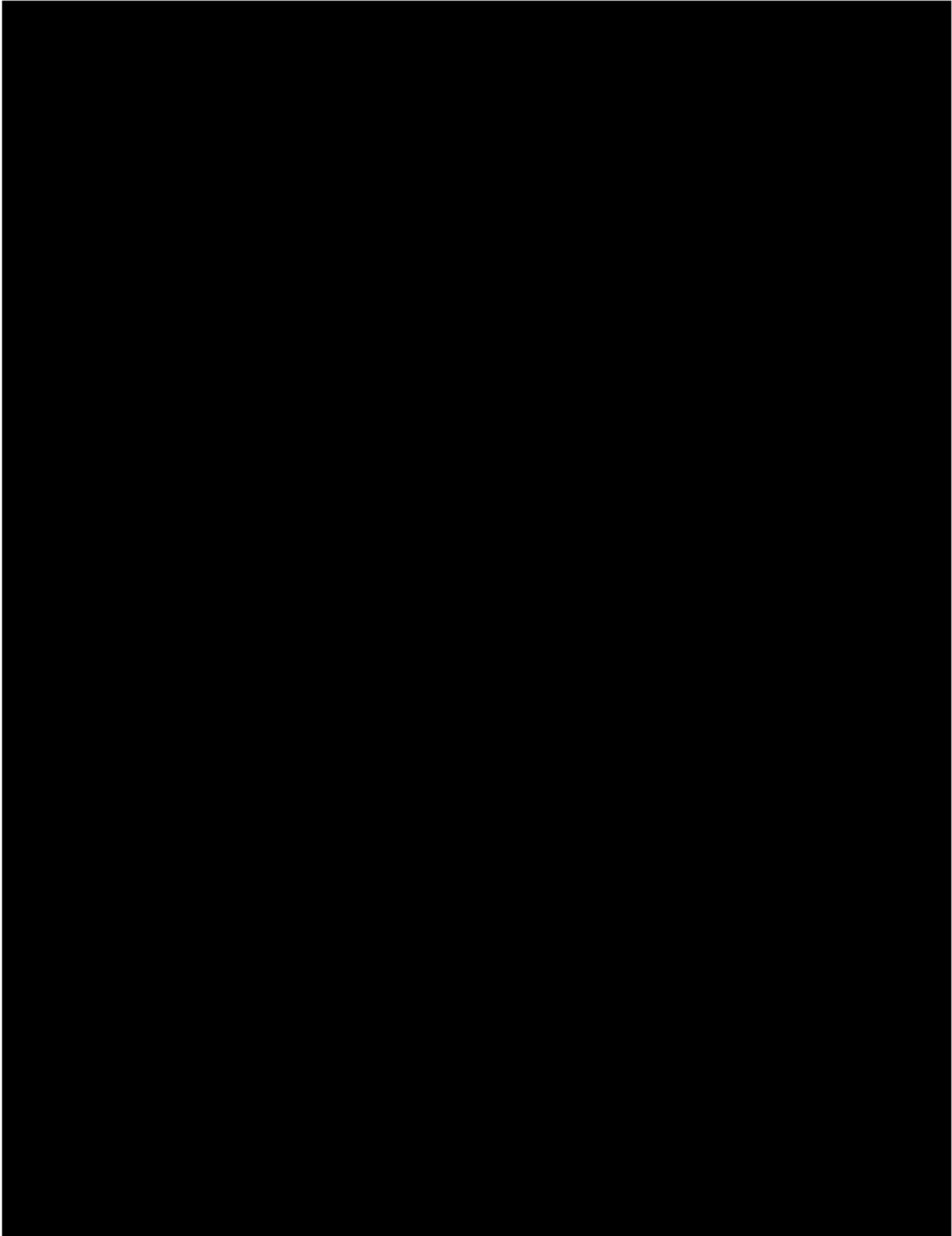


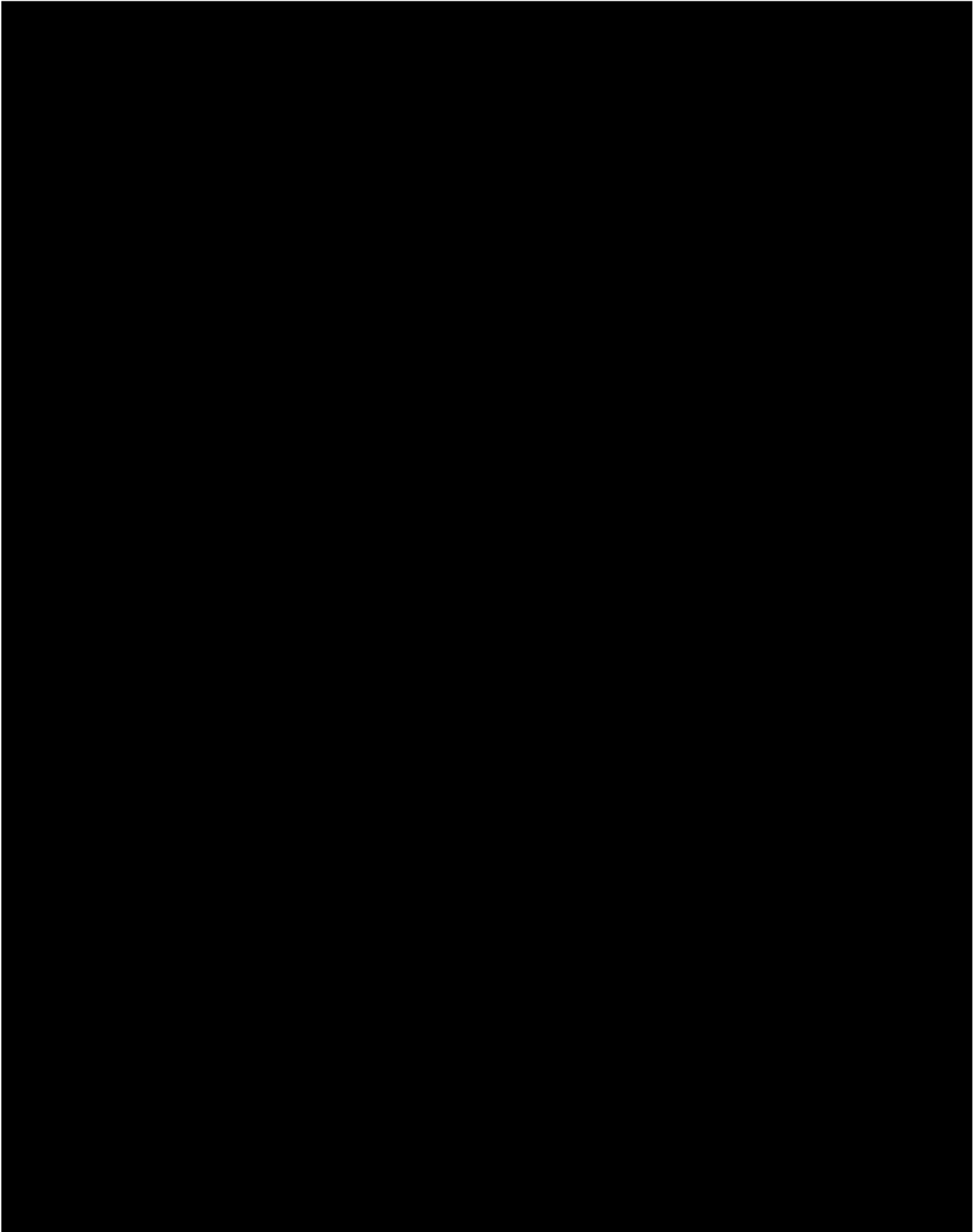


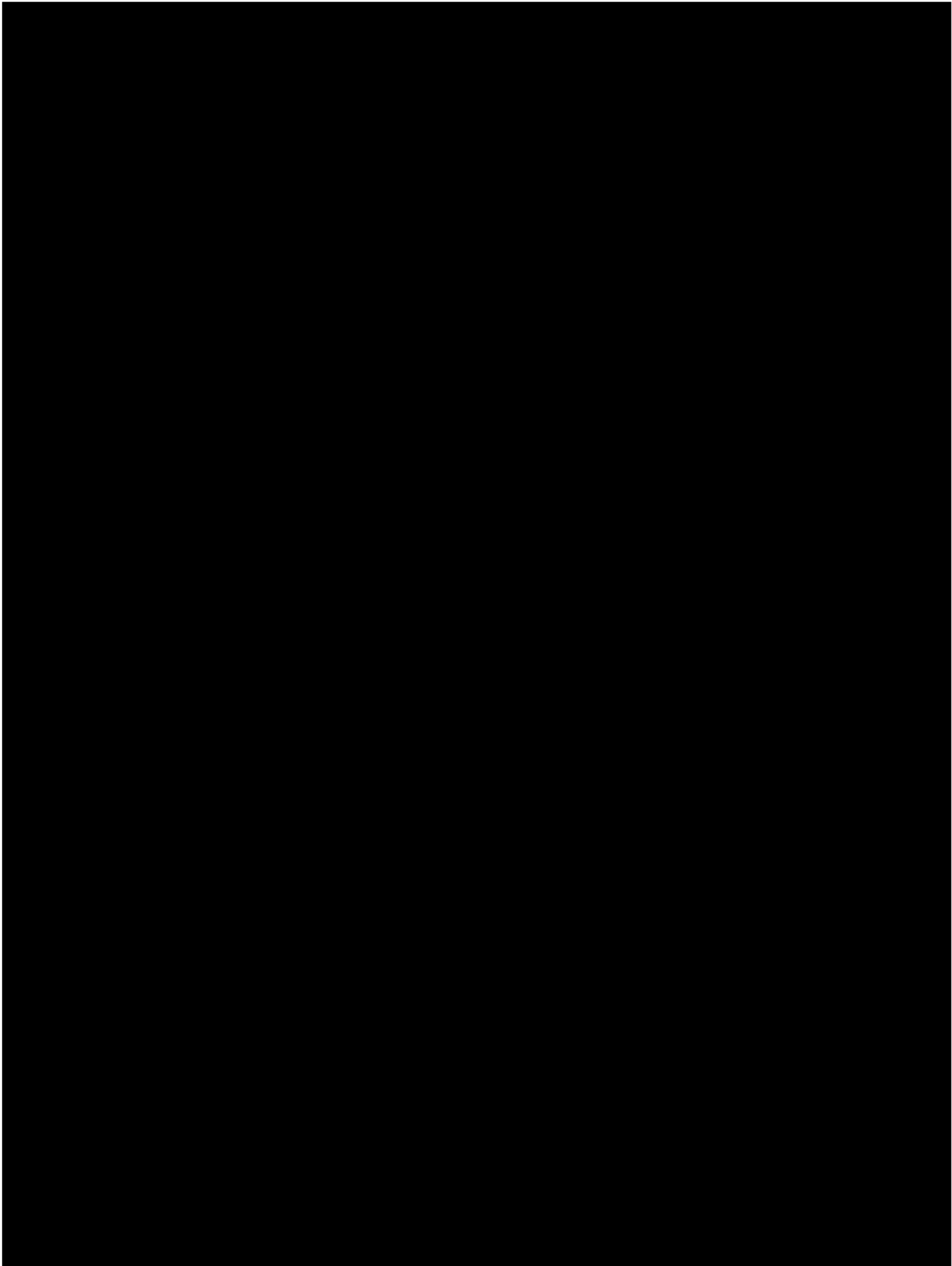


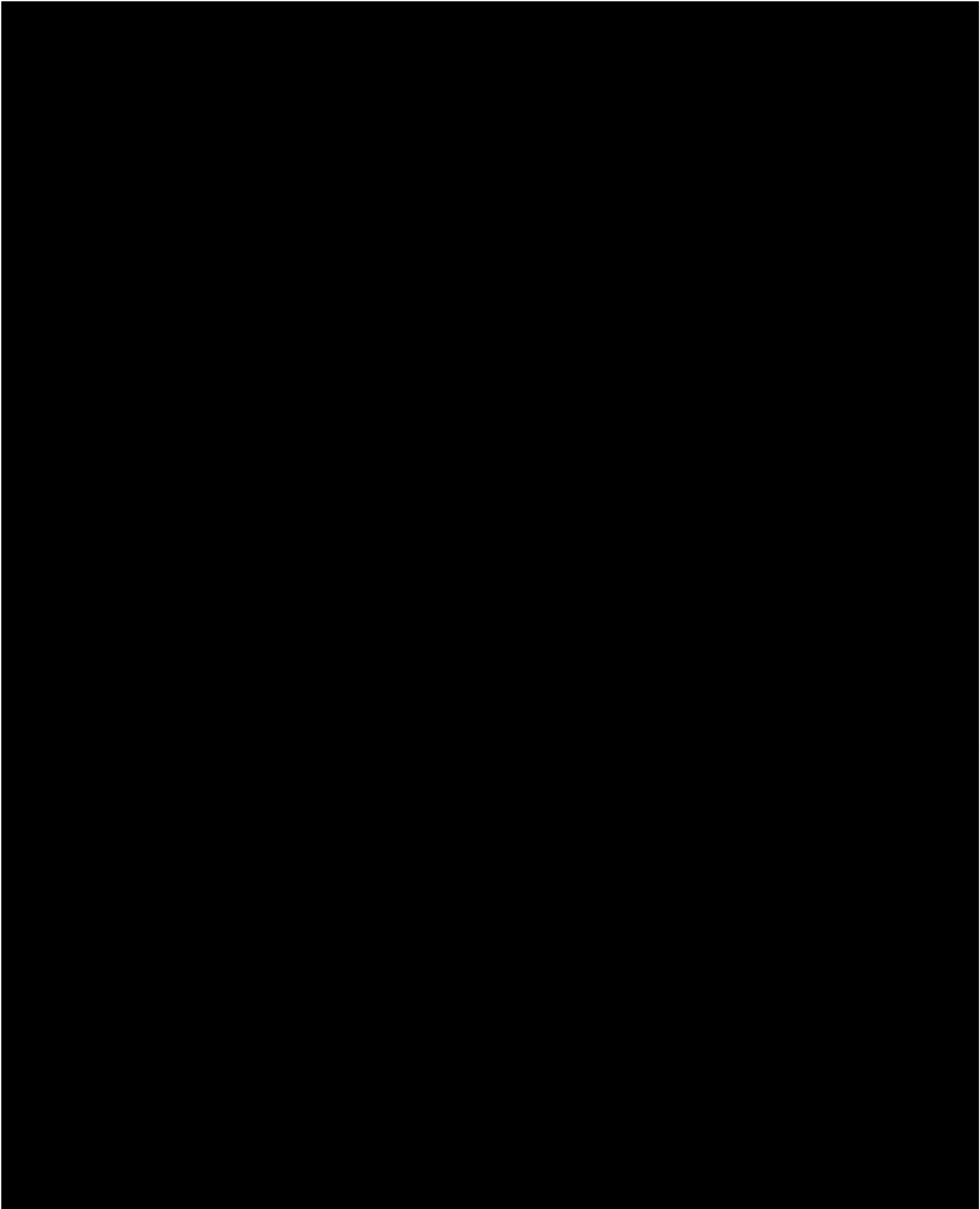


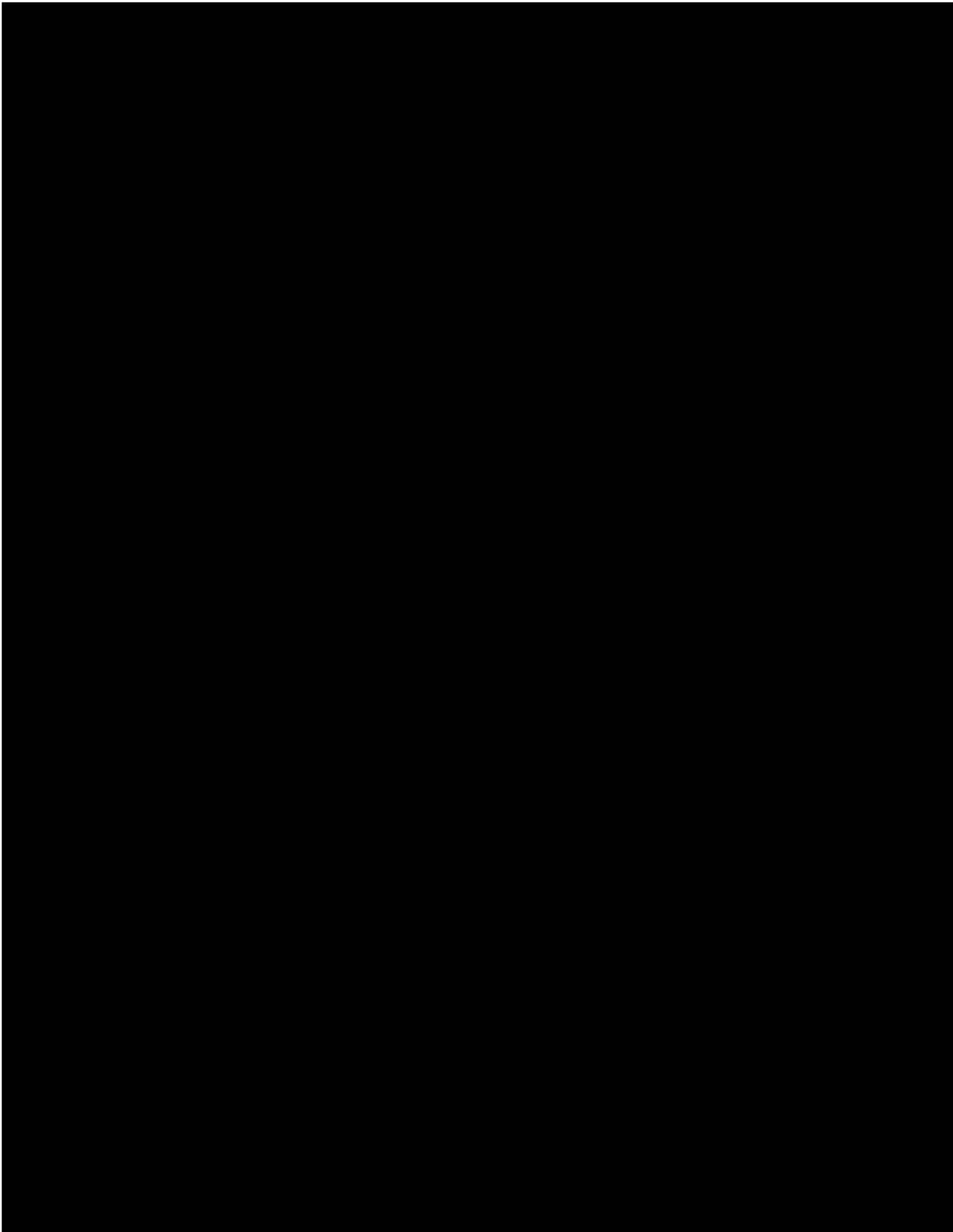




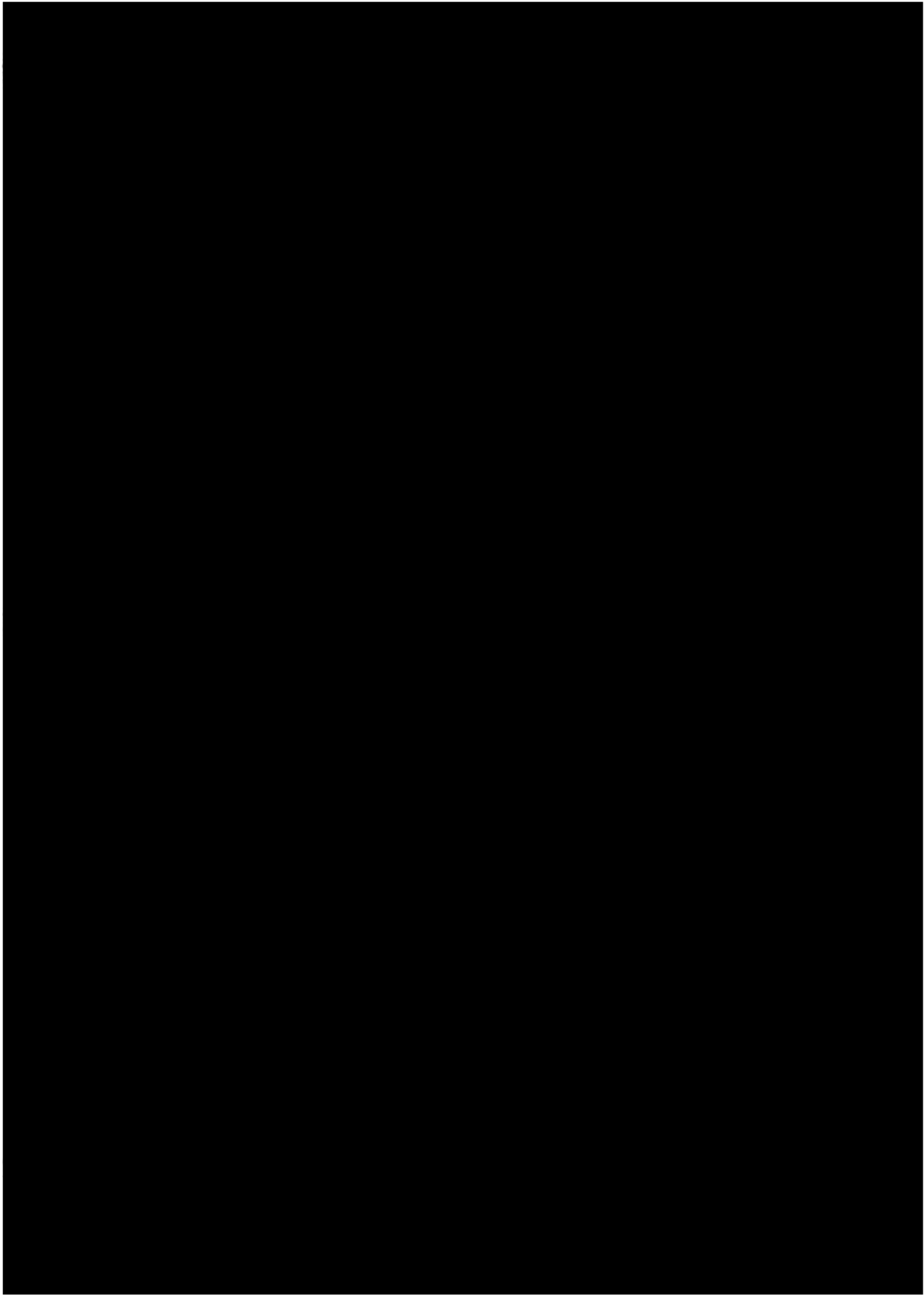


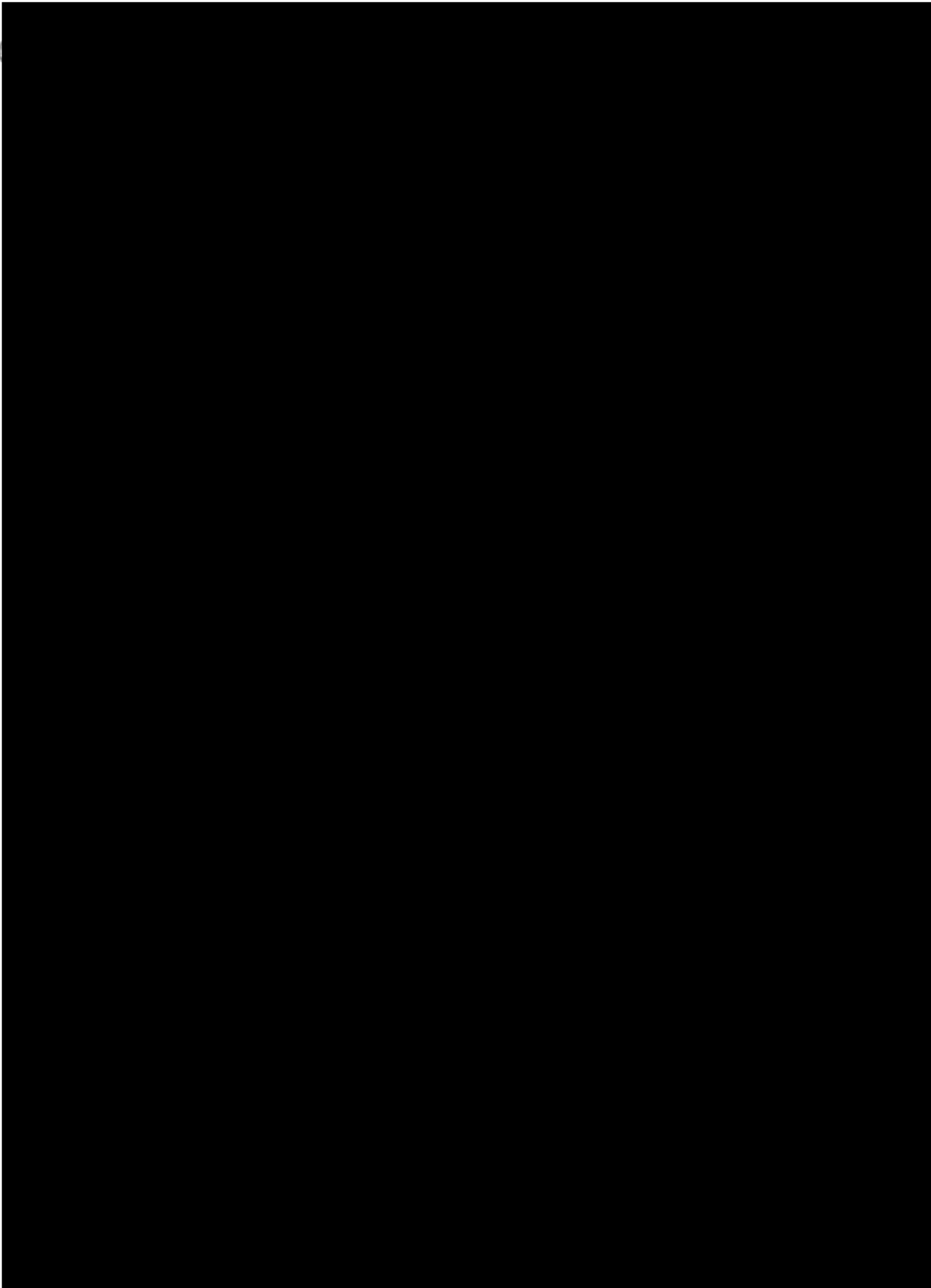


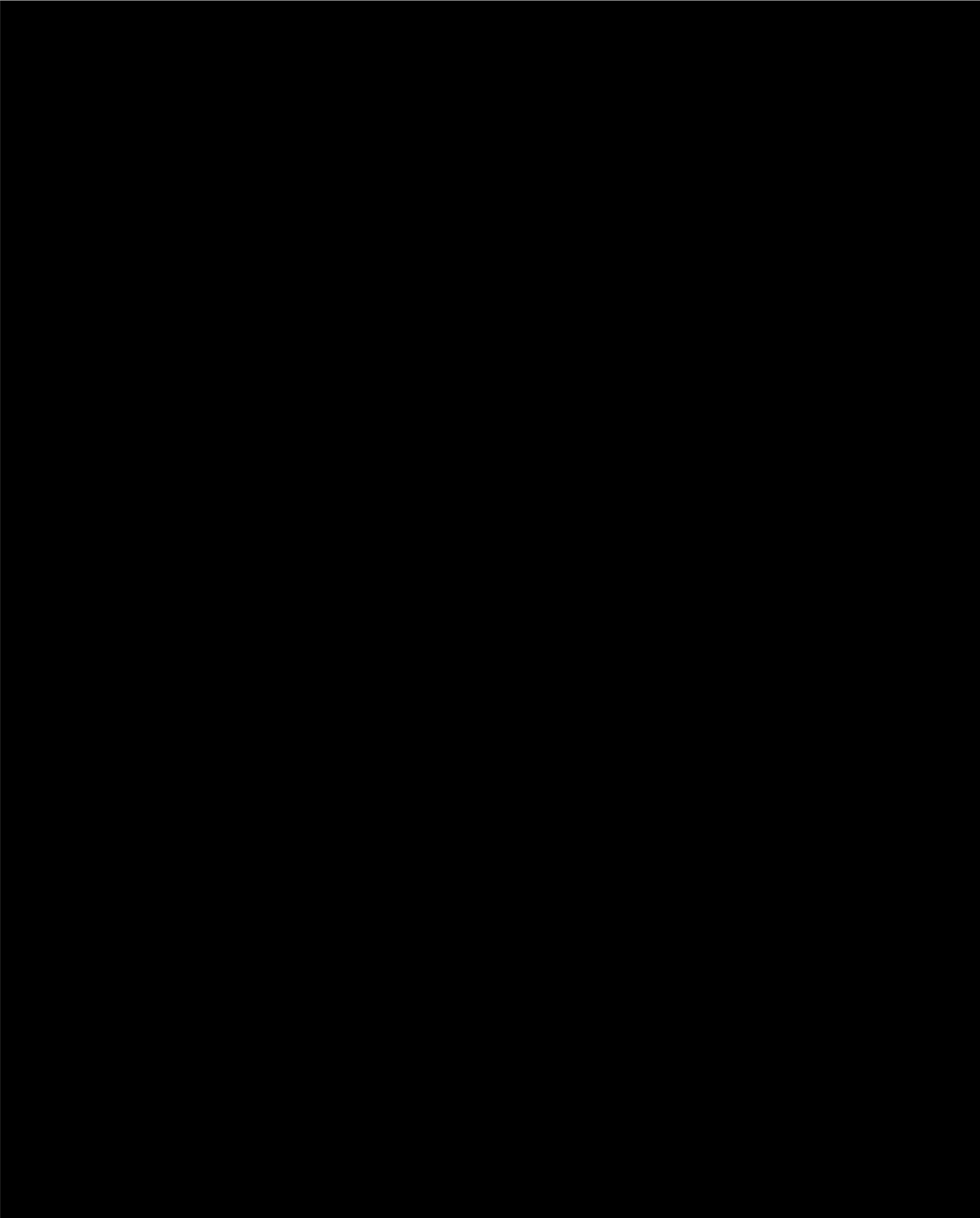


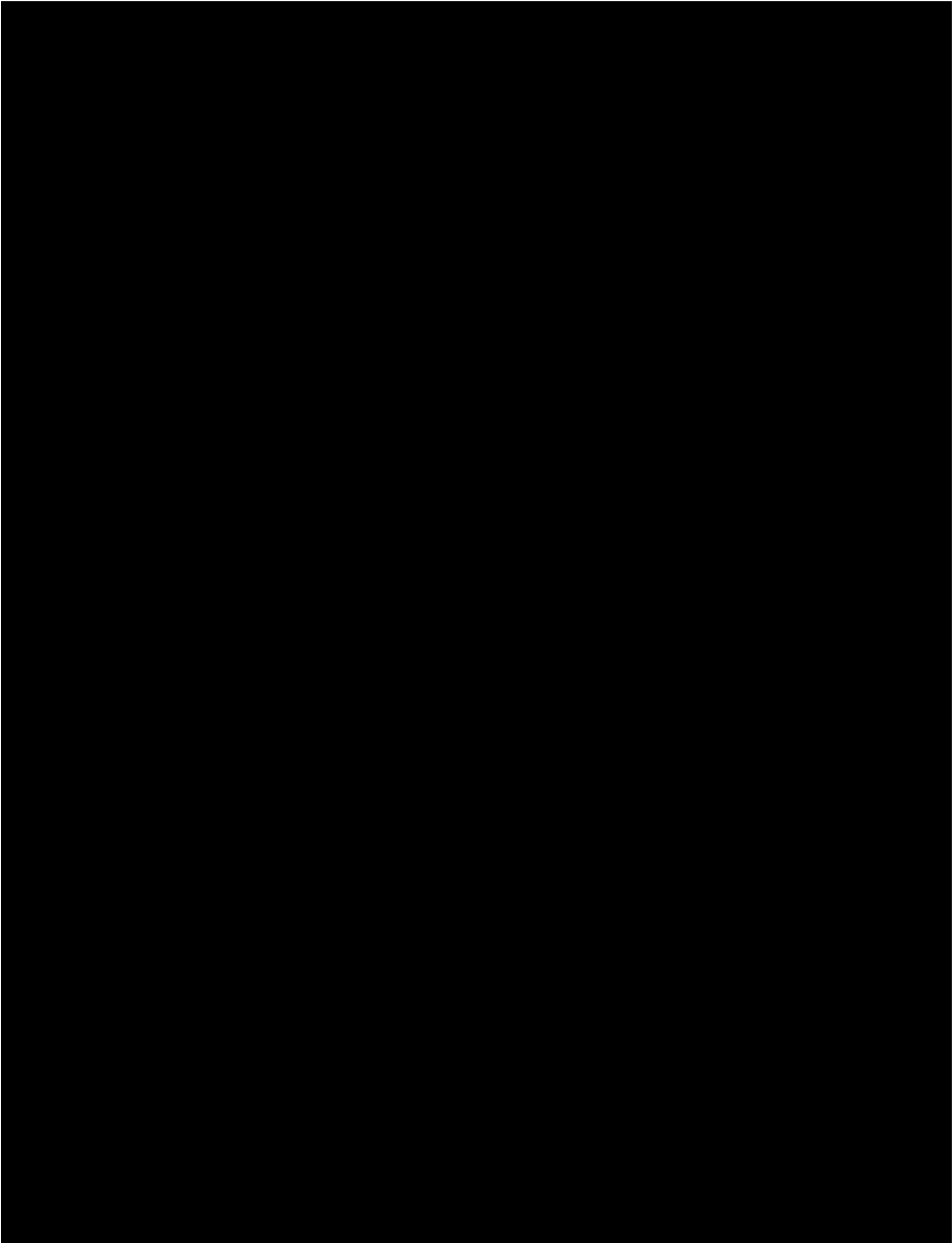


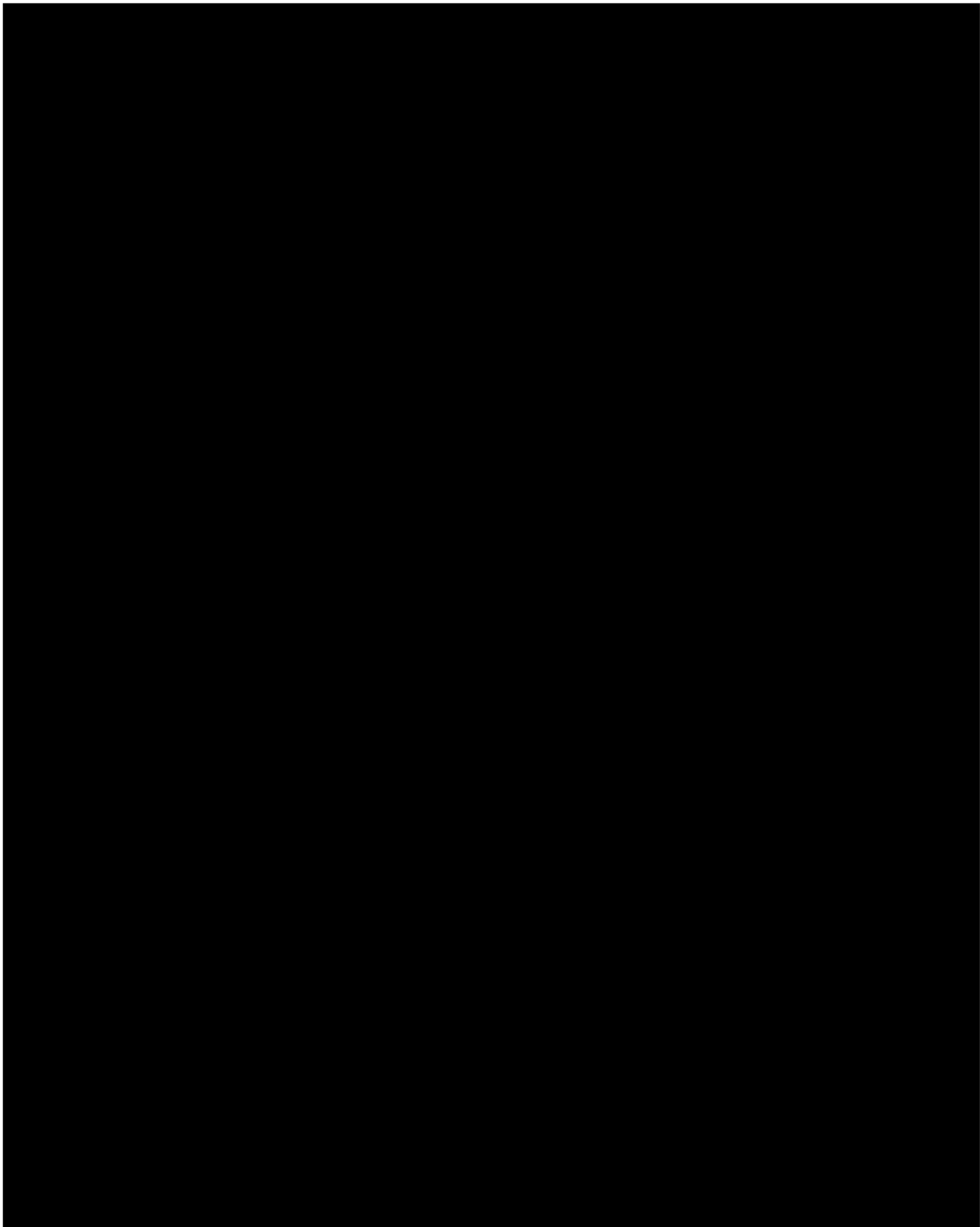


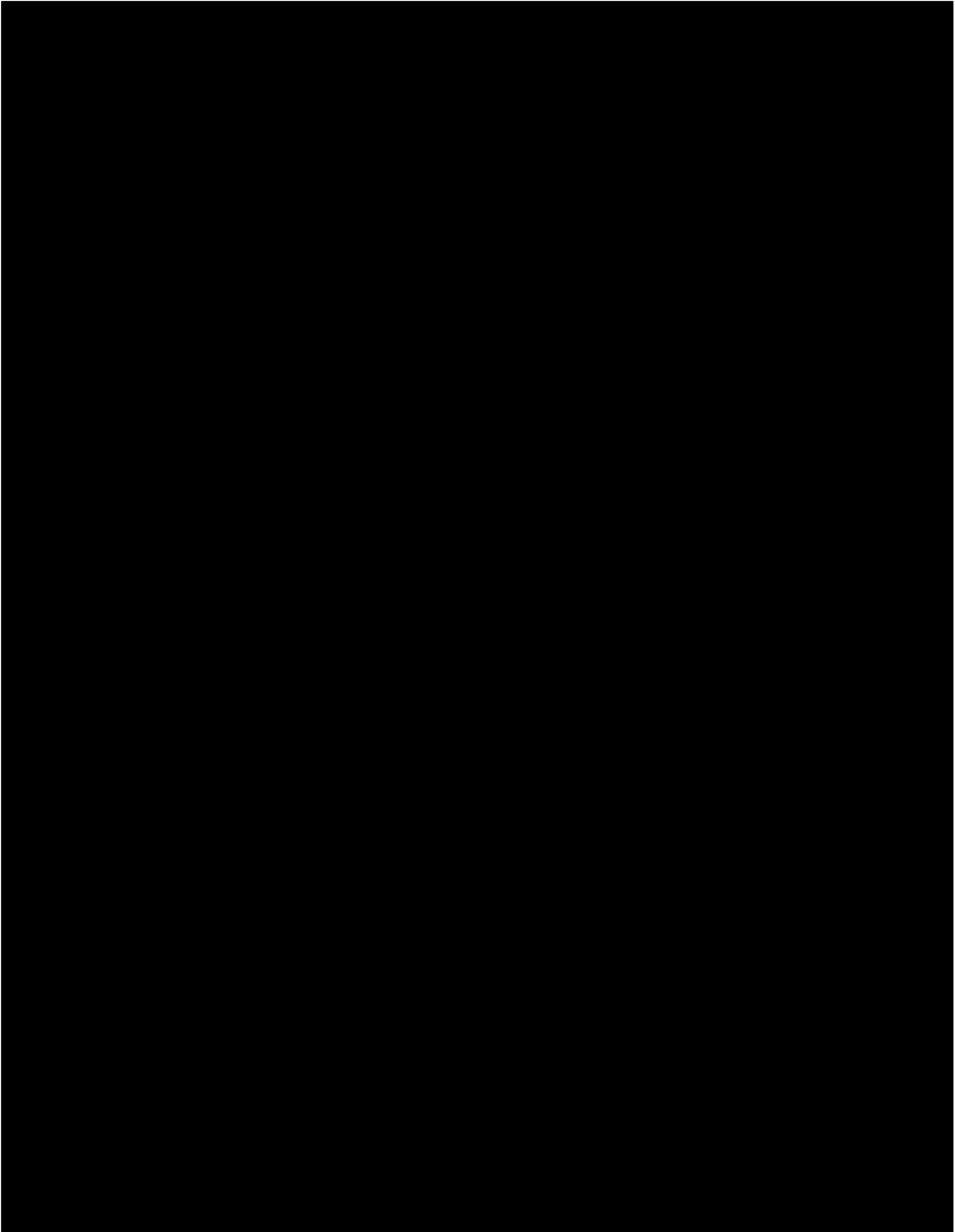












## Nathaniel Seltenreich Timeline

March 4, 2011	Nathaniel Seltenreich took Utah Wastewater Grade III examination. He did not pass.
April 2011	Seltenreich reviewed his Utah Wastewater Grade III examination in Utah office.
May 9, 2011	Seltenreich completed Certification Pay Employee Attestation form to request Certification Pay. Only Grade III and above eligible for certification pay. Not discovered until documents initiating this investigation were discovered.
May 17, 2011	Seltenreich took Nevada Wastewater Grade III examination. He passed with a 75.
December 2, 2011	Seltenreich took Utah Wastewater Grade IV examination. He did not pass.
January 31, 2011	Paul Krauth brought Utah Wastewater Grade IV examination booklet and scantrons to Las Vegas and allowed Seltenreich to review unsupervised. Upon his return to the office, notified staff two Grade IV examination booklets were missing, at which time ABC was also notified. Nevada was not notified.
February 23, 2012	Seltenreich took Nevada Wastewater Grade IV examination. He passed with a 91.
April 24, 2012	Nevada Board of Certification for Wastewater Treatment Plant Operators invalidated Seltenreich's Grade IV exam.
April 27, 2012	Letter mailed to Seltenreich to provide notification of invalidated Grade IV.
February 22, 2016	Seltenreich took Nevada Wastewater Grade IV examination. He did not pass. Score 64.
September 6, 2017	Documents discovered in Process Laboratory. Items discovered included photos of Utah Wastewater Treatment Class III Exam and graded scantron; typed document with Grade IV questions (questions 8 – 100); various study materials available on internet; personal documents belonging to Seltenreich.
September 11, 2017	Human Resources contacted to begin investigation.
September 12, 2017	Confirmed Grade III examination photos were of Seltenreich's Utah exam, including dates Seltenreich's tests and Mr. Krauth's visit to Las Vegas.
October 2, 2017	Investigation interviews began.
October 17, 2017	Investigation concluded.

# **ATTACHMENT B:**



Confidential Information - for NWEA Certification Board use only

Nate Seltenreich certification history

Scores sourced by NDEP permanent files unless otherwise indicated

Date	Grade	Results	Score	State	Comments
3/12/2009	1	passed	75	NV	
8/28/2009	1			NV	OIT upgraded to full Grade 1
11/24/2010	2	passed	75	NV	
3/4/2011	3	failed	60	UT	Utah DEP email provided score
4/7/2011	3			UT	Nate reviewed Grade 3
5/9/2011	3	passed	75	NV	
12/2/2011	4	failed	63	UT	Score from ABC records, in letter
1/31/2012					Nate reviewed Grade 4
2/23/2012	4	passed	91	NV	
4/27/2012				NV	Grade 4 Invalidated due to note taking
4/6/2013	3	renewal		NV	
5/28/2015	3	renewal		NV	Code of Conduct statement signed
2/22/2016	4	failed	64	NV	
5/17/2017	3	renewal		NV	Code of Conduct statement signed

# **ATTACHMENT C:**



2805 SW Snyder Blvd., Suite 535 Ankeny, Iowa 50023  
P: (515) 232-3623 F: (515) 965-6827  
www.abccert.org

November 16, 2017

Via E-mail

Adrian Edwards, Chairman  
Nevada Water Environment Association Certification Board  
[Adrian.edwards@cityofhenderson.com]

**RE: Association of Boards of Certification – Letter in support of certification revocation related to Nathaniel Seltenreich**

Dear Mr. Edwards:

We are writing in supplement to the Clark County Water Reclamation District's ("District") October 30, 2017 letter regarding the District's discovery of apparent misuse of operator certification exam materials and in support of the certification revocation related to Nathaniel Seltenreich.

As you are likely aware, the Association of Boards of Certification ("ABC") is an association of nearly 100 water and wastewater operator certifying authorities in North America, providing validated, standardized certification exams and *customized* exam services (hereinafter the "ABC Exams"). The ABC Exams are administered by more than 70 certification programs, including the Nevada Water Environment Association ("NWEA") and the Utah Division of Environmental Quality's Wastewater Operator Certification Program ("UT DEQ").

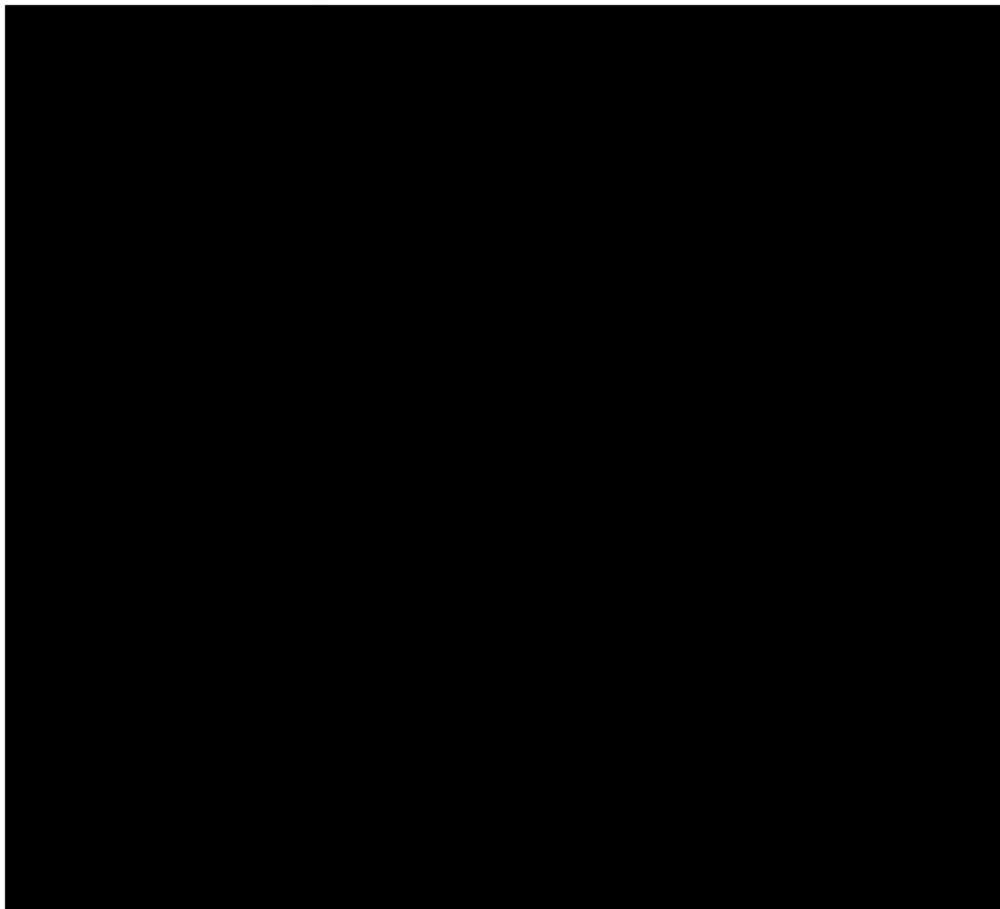
ABC invests substantial time and effort in ensuring the validity of its exam content, and takes the integrity, security, and intellectual property of the exams seriously. Concerted measures are taken to ensure the confidentiality and rigor of the ABC Exams, and ABC has registered copyrights on these exam materials (Certificates of Registration for the ABC Exams attached as Exhibit A). Further, the ABC Exams exist to protect not only a particular state's water supply, but the water supply of the entire nation. Given the importance of such exams, upon receipt of the District's letter, ABC commenced its own investigation to confirm whether the documents provided and labeled as A-1 through A-24 by the District are ABC Exams.

ABC's investigation confirmed UT DEQ's identification of the materials included in A-1 through A-6 to be photographs of ABC Exam SUT1931S, an ABC standardized wastewater treatment operator certification class III exam administered by UT DEQ, and a Scantron answer sheet with responses matching those recorded under Nathaniel Seltenreich's name when scored by ABC with a score of 60% in March of 2011. UT DEQ has stated that additional marks made by UT DEQ on the Scantron answer sheet included in the photographs confirm the answer sheet to be Mr. Seltenreich's. UT DEQ has further confirmed that Mr. Seltenreich had access to the test book and answer sheet included in the photographs of A-1 through A-6 during a review in April 2011.

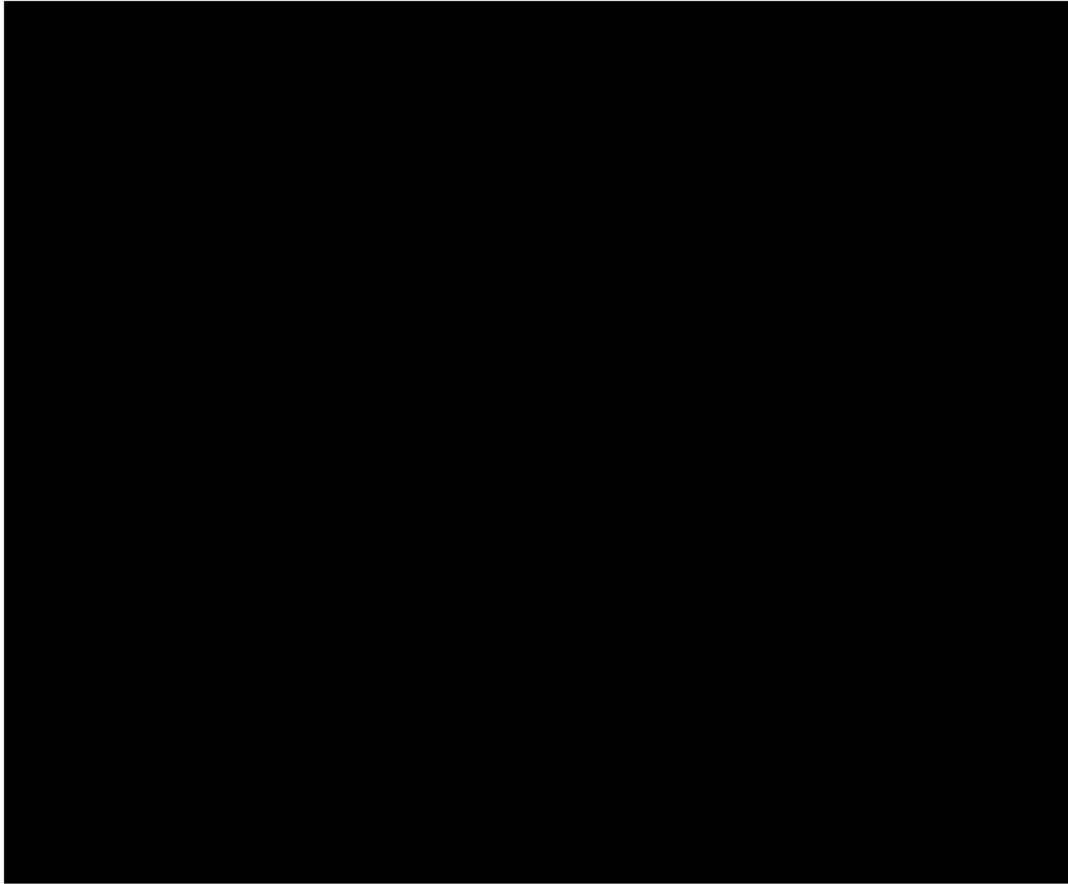
ABC Exam SUT1931S shares 22 of its test questions with ABC Exam SNV1731S, an older ABC standardized wastewater treatment operator certification class III exam, which Mr. Seltenreich completed through NWEA's certification program. Though the District noted a test date of May 17, 2011, the exam was administered by ABC's computer-based test administrator PSI Services LLC ("PSI"), known at the time as Applied Measurement Professionals, on May 9, 2011. A score of 75% was issued at that time.

Additionally, ABC's investigation confirmed the materials included in A-7 through A-24 to be nearly identical reproductions of the content of ABC Exam SUTN142M as re-printed from ABC's current database on November 7, 2017. A-7 through A-24 include test questions prefixed by numbers 8-14, 16-89, and 91-100 which exactly match ABC Exam SUTN142M's numbering for identical or nearly identical test questions. Differences between ABC Exam SUTN142M and the corresponding content in A-7 through A-24 are insignificant and include the omission of some periods, occasional abbreviation of "temperature" to "temp," and rare omission of a single distractor (incorrect response option). In all but two cases, the response options indicated in red in A-7 through A-24 correspond to correct answers keyed for ABC Exam SUTN142M.

As examples, two copyrighted ABC Exam questions included on ABC Exam SUTN142M are:



The following questions appear in A-7 and A-23, respectively:



ABC Exam SUTN142M is a modified-standardized exam wastewater treatment operator certification class IV exam that was administered exclusively by UT DEQ. A score of 63% on this exam was recorded for Nathaniel Seltenreich by ABC in December of 2011. UT DEQ has confirmed that Mr. Seltenreich had access to an ABC Exam SUTN142M test book and his completed answer sheet with correct answers marked by UT DEQ during a subsequent review, and that the test book accessed by Mr. Seltenreich during this event did not return from the review. It is ABC's understanding that this review occurred at a TGI Friday's restaurant and was not closely supervised by UT DEQ staff.

ABC Exam SUTN142M shares 98% of its test questions with ABC Exam SNV1942S, an ABC standardized wastewater treatment operator certification class IV exam which Mr. Seltenreich completed through NWEA's certification program via PSI on February 23, 2012 with a score of 91%. Despite its substantial similarity to ABC Exam SNV1942S, the differing items included on ABC Exam SUTN142M and ABC Exam SUTN142M's unique item sequence match ABC Exam SUTN142M to the content of A-7 through A-24.

Therefore, based on our findings, ABC is confident that there is sufficient evidence to support the NWEA's invalidation of Mr. Seltenreich's wastewater treatment grade III exam score, and for the NWEA to pursue any further action related to Mr. Seltenreich's wastewater certification, including but not limited to revocation of certification. Through his actions, Mr. Seltenreich, has attacked the integrity of ABC's proprietary information, and the ABC Exams, themselves. Accordingly, ABC strongly supports any such action by NWEA, and in fact, such action by NWEA is essential to ABC's efforts to protect ABC's proprietary information.

Additionally, based on Mr. Seltenreich's actions, ABC will pursue all available legal remedies available to it against Mr. Seltenreich.

Please contact the undersigned if you require any additional information.

Sincerely,



Paul D. Bishop, CAE  
President & Chief Executive Officer

Enclosures

Cc: Clark County Water Reclamation District (Attn: TMinwegen@cleanwaterteam.com, email address)  
Bureau of Water Pollution Control, Nevada Division of Environmental Protection (Attn: jmaez@ndep.nv.gov, email address)  
Utah Division of Environmental Quality Wastewater Operator Certification Program (Attn: jetherington@utah.gov, email address)

# ATTACHMENT D:

Adrian Edwards: Did you have a way of making a copy?

Ashley J. PA: Mm-hmm (affirmative). Yeah.

Adrian Edwards: Okay. We start?

Ashley J. PA: Yep. It's on.

Adrian Edwards: Okay. All right. I just have a brief introductory statement to read and we'll get started here. Today is December 12th, 2017. The time is 1:32 PM. We're here at the NDEP offices in Las Vegas on East Flamingo, and we have a video conference with the NDEP office in Carson City. I'll let everybody introduce themselves here in a second.

Adrian Edwards: I just want to thank everyone for coming. Before we start, I wanted to let everybody know that we're gonna be audio recording this meeting, if you can make sure you don't just nod or shake your head or make gestures. We can't get that down. Also, if we can not talk over each other, I'll try to moderate that to make sure that we don't do that. It'll make the transcription a lot easier to go down. Okay?

Adrian Edwards: We'll start off by introducing everyone who's here, and maybe their roles as we go around. I'm Adrian Edwards. I'm the certification board chairman for NWEA.

John Solvie: John Solvie, certification board member.

Joe Crimm: I'm Joe [Kram 00:01:29]. I'm on the certification board also.

Nikita L.: [inaudible 00:01:31].

Terri Svetich: I'm Terri Svetich. I'm the past president for NWEA. I'm representing NWEA here today.

Rick Warner: Likewise. Agent Rick Warner, past president of NWEA. Past president of [inaudible 00:01:50] today.

Joe Carter: Joe Carter. I'm the certification board.

Katrina Pasqual: I'm Katrina Pasqual from NDEP. I'm an observer.

Adrian Edwards: Okay. Nate?

Nate Seltenreich: Nate Seltenreich. Operator with Clark County.

Dan Grillett: Dan Grillett, representing Nate with Local 1107.



Adrian Edwards: Okay. We should probably address that right away. You're here, Dan, as a representation from the union?

Dan Grillett: Yes.

Adrian Edwards: Okay. You understand that this isn't really a union issue?

Dan Grillett: I totally understand, but Hawaiian Garden rights are clear. If the individual feels that any discipline could ensue from any meeting, they're entitled to needing representation.

Adrian Edwards: Okay. This doesn't ... We're not here ... Obviously, nobody here is from Clark County Water Reclamation District, and we don't have the authority to do anything with his employment. But yeah, you're welcome to have him sit in if you'd like.

Dan Grillett: Thank you.

Adrian Edwards: Okay. Okay. Any other questions before we get started? Okay. I'm going to lead the meeting. All right, so I'm glad you said your last name. Seltenreich?

Nate Seltenreich: Seltenreich, yes.

Adrian Edwards: Seltenreich. Okay. "Mr. Seltenreich"? Or can I call you "Nate"?

Nate Seltenreich: What you prefer. It doesn't matter to me.

Adrian Edwards: It's a little easier to say "Nate". I'm Adrian. You can call me on a first name basis. I think you've got an idea of why we're here today. We're here today to talk about some documents that were found in your work area at the Clark County Water Reclamation District. We wanted to talk about that, and just your certification experience and history in general. Tell us about how you started with your grade one and grade two certifications. Did you take those on a computer, in writing? How did those go?

Nate Seltenreich: To be honest, it was a long time ago. I believe I took most of them by computer. I don't recall if my one or two ... I believe my two was on the computer. The one, I don't remember. I don't remember if it was computer or written.

Adrian Edwards: Then, those were all here in Nevada?

Nate Seltenreich: That's correct. First-time pass.

Adrian Edwards: Then the grade three, you did a little bit different?

Nate Seltenreich: Correct.

Adrian Edwards: How was that? Tell us about that.

Nate Seltenreich: I took my test in Utah initially. I didn't pass in Utah. I didn't too bad, but not enough to pass. Came back to Nevada, took my test, and passed.

Adrian Edwards: What made you go to Utah?

Nate Seltenreich: I can test earlier than I could in Nevada.

Adrian Edwards: Okay. Do you remember how much experience you had when you tested for the three?

Nate Seltenreich: Well, the problem with Nevada, they don't count my military time. I only get a maximum of six months, so I don't remember what the total time was that I had to [inaudible 00:05:15]. I'm sure it exceeded the amount required, I know that. I signed off on that certified [inaudible 00:05:21].

Adrian Edwards: Okay, so they were gonna let you take certification for the full grade three?

Nate Seltenreich: Correct.

Adrian Edwards: Okay. But you weren't planning on working up in Utah?

Nate Seltenreich: No, because at the time, they had reciprocity. I was hoping to pass this the first time like I did with my one and two, but I was trying to get ahead of the game so that I wouldn't have to worry about it once it came time. I was just trying to get ahead.

Adrian Edwards: Utah offers the chance to review the test as well, after you take it?

Nate Seltenreich: That's correct.

Adrian Edwards: Did that have anything to do with you going up there, or was it just completely [crosstalk 00:06:13]?

Nate Seltenreich: I didn't even know about that prior to signing up for it.

Adrian Edwards: Okay. It was only after?

Nate Seltenreich: It was only after.

Adrian Edwards: Okay. Did you take advantage of that and review your test?

Nate Seltenreich: I did in Utah, yes.

Adrian Edwards: Okay. You said, I'm sorry, the grade three you took in Utah the first time, you didn't pass.

Nate Seltenreich: I didn't pass. I came down to pass it here.

Adrian Edwards: As far as the review, you did a review-

Nate Seltenreich: I did do a review. Yes.

Adrian Edwards: Tell us about that. Did you have to go up there? What was-

Nate Seltenreich: I had to drive up there. I don't remember the location of where it was. It was in a little room. You fit everybody that took the test that didn't pass, that wanted to take advantage of the review session, and all of us were crammed into that one little room. I don't recall how many people were there, but it was a significant amount.

Adrian Edwards: Like 10, 15?

Nate Seltenreich: To be honest, I could have been anywhere between 10 to 30. I don't remember.

Adrian Edwards: Okay. A bunch of people in the room. How did that work, because I've never done that before, that review, taken that test. Walk in, "Hey, I'm here to review my test." "Okay, go into that room there."

Nate Seltenreich: It's a long time ago. I don't remember the process of getting in there and doing anything. You're talking, what, eight years ago?

Adrian Edwards: Yeah.

Nate Seltenreich: Yeah, I don't remember how it all worked out. I just remember that I did go up there to review.

Adrian Edwards: Okay. They have somebody helping you? I talked to somebody from Utah, and they said, "Oh, the idea is, if you get a math question wrong, you can come down and see what the question was and see what you answered, and get a scratch paper and write down and do the math over again."

Nate Seltenreich: That wasn't the way it was explained, and that's not the way that went down. Individuals asked if they could take notes. Everybody there was taking notes. I took notes as well. That's it.

Adrian Edwards: Okay. Nobody there helping you?

Nate Seltenreich: We had Paul Krauth there, but he wasn't answering any questions. He was just sitting there, pass them out. I guess watching people. That's it.

Adrian Edwards: Okay. How long did they give you to do that?

Nate Seltenreich: I don't recall. I have no idea.

John Solvie: Could you take your notes with you, or ... ?

Nate Seltenreich: He didn't express one way or another, so I don't know.

Adrian Edwards: Didn't know if you were allowed to, or ... ?

Nate Seltenreich: Well, no, because I showed him my notes on the essay and said, "Thank you for the day," when it was time, we completed. Because I had a pad of paper. I said, "Thank you very much for letting me have the opportunity, and I left."

Adrian Edwards: Showed him the notes, and then you left?

Nate Seltenreich: Absolutely.

Adrian Edwards: With the notes?

Nate Seltenreich: I did.

Adrian Edwards: Okay. Was Paul the only one there for Utah?

Nate Seltenreich: As a representative, yes. One of the reviews, his mom was actually there as well. I don't recall which one.

Dan Grillett: His mom?

Nate Seltenreich: His mom. She's an elderly lady. She happened to be there as well. That's all I could remember. That's why I remember her so vividly. She liked to ramble.

Adrian Edwards: That would be unusual for sure to have somebody's mom. She must have just been in town or something.

Nate Seltenreich: Very easily [inaudible 00:10:19].

Adrian Edwards: What did they give you when you go in? You mentioned you had a booklet to write down some notes.

Nate Seltenreich: I had a notepad, and the only thing they gave me was, I believe, my test book and answer sheet. That was it.

Adrian Edwards: Okay. Then at the end of that, you mentioned that you showed him the notes, and you left those but you gave him back the-

Nate Seltenreich: Initially, I left the book, the test book itself, on the table. Didn't know what to do with it, and to leave, you had to turn in the test, so I gave it back to the table, which was just walking basically 14 feet, and turning to grab it.

Adrian Edwards: Okay. Paul have like a checklist or anything? He like check you off, or he just kind of ... "Nobody leaves until they give this stuff back?"

Nate Seltenreich: I don't remember. I just know that I was told that I needed to turn in my booklet so I had to go back to the table where I left it, and it directly to him the exact sequence of events [inaudible 00:12:09].

Adrian Edwards: Okay. The booklet and the score sheet?

Nate Seltenreich: Correct.

Adrian Edwards: Okay. You've taken some of the former AMP, now PSI is the computerized testing?

John Solvie: Yeah. It's all the same company. PSI, AMP.

Adrian Edwards: Right. You've taken the computerized test here in Nevada?

Nate Seltenreich: Yes. My three [crosstalk 00:12:41].

Adrian Edwards: [inaudible 00:12:43] officer.

John Solvie: H&R Block.

Nate Seltenreich: H&R Block. Correct.

Adrian Edwards: Okay, and when you go in there, they make you put your phone and everything in a bag.

Nate Seltenreich: They strip you down, basically, and even pat you down to make sure you don't have any material. No watches, no phones, no ... Unless they're reading glasses. Not even sunglasses. [inaudible 00:13:03].

Adrian Edwards: Going back to that grade three review, did Paul have any similar type of thing, or it's just, "Come on in."

Nate Seltenreich: It's just, "Come on in. Everybody's welcome."

Adrian Edwards: All right. Did you have a phone back then that you'd take around with you?

Nate Seltenreich: Probably but-

Nate Seltenreich: Eight years ago, probably had a cell phone.

Nate Seltenreich: Probably a flip-up phone or something. I've upgraded since, but I don't remember which one I had, or what material I even had on me when I went in there.

Adrian Edwards: Okay.

Nate Seltenreich: Other than my book and a pen to take notes.

Adrian Edwards: Okay. Did you go up with other people from the County, or did you guys carpool, or ... ?

Nate Seltenreich: I think I went up by myself for that one. I believe so. I'm not positive, so I don't remember. Again, it's eight years ago.

Adrian Edwards: Sure. Do you remember if you took that test at the same time as other people?

Nate Seltenreich: I did, I believe. I took the test with two others, I believe, from the County.

Adrian Edwards: Okay. Let's move on and talk about the grade four certification test. You did that the same way, right? Went up to Utah to take it the first time?

Nate Seltenreich: Correct.

Adrian Edwards: How was that? Did you go up to St. George?

Nate Seltenreich: I don't remember if it was the same place, but it was in St. George, I believe. Yeah. I took the test up there again. I don't remember if I was with anybody else on that one, either.

Adrian Edwards: Okay.

Nate Seltenreich: But I did go up there.

Adrian Edwards: Same reason? Just because they-

Nate Seltenreich: Early. I could take it almost ... I think it was nine months earlier or six months earlier than I could take it here in Nevada.

Adrian Edwards: Okay. That was the same way? You didn't pass that one, so you ...

Nate Seltenreich: I had a study session with him, and it was the same old scenario.

Adrian Edwards: Okay. I've heard different things about that review session. It might have happened in Vegas, and not up in St. George.

Nate Seltenreich: That, I don't remember. I couldn't even tell you where it was at, but I do remember having a study session.

Adrian Edwards: Okay. What do you remember about that? Like a room full of people?

Nate Seltenreich: I do remember a lot of people being around. I don't remember much about who was around me because I don't think I had a study ... I don't think I went up there to study with anybody as well from Clark County, so ...

Adrian Edwards: I'll just throw it out there. Does TGI Friday's sound familiar? What I've heard was that-

Nate Seltenreich: I don't remember.

Adrian Edwards: ... that Paul happened to be in town and said, "Hey, I'm coming down to Vegas anyway. I'll let you guys review your tests."

Nate Seltenreich: I won't rule it out. But again, I can't give a definitive answer one way or another because I truly do not recall that study session at all.

John Solvie: Do you have no recollection whatsoever of reviewing the grade four?

Nate Seltenreich: Sorry, man. It was, again, like seven years ago?

John Solvie: But you do remember doing the grade three?

Nate Seltenreich: I do. Maybe it's because of the drive. I don't know. I left from there to go on a vacation to my cabin up in Utah. I think that's why I remember it most. It was the first trip there.

Joe Carter: What review did he have his mom at Because you said you've done two reviews, and you review the one with the mother. Which one was that?

Nate Seltenreich: That was the grade three.

Adrian Edwards: Okay, so you don't remember being in that same room for two different reviews?

Nate Seltenreich: No, I know it was a different location. One of them was by.... I don't know which one it was, but one of them was by like a farm or something like that, or a firehouse. I don't remember which one it was.

Adrian Edwards: All right. We'll go back to the grade three here for a second. These are the documents that Clark County Water Rec gave to us. They said they were found in a desk that was your primary work station?

Nate Seltenreich: I work in the area. It's a common area, but yes. That's what they told me as well. I told them I don't know. There was other material with this when they talked to me. I told them that the other material I had accumulated through multiple tests, getting people to explain an answer, to have an answer after the test, and then just compiling everything. It was just to help everybody study, and it was a group. These pictures, I don't know how these came out of that drawer.

Adrian Edwards: Okay. But you use that area as well as other people?

Nate Seltenreich: Yes, it's a common area.

Adrian Edwards: Okay. Not secure or anything like that?

Nate Seltenreich: No. Just an AG key, which pretty much everybody has access to, anybody that works in the plant.

Adrian Edwards: A what? I'm sorry?

Adrian Edwards: An AG key. It's a general key. It's a-

Dan Grillett: It's an all-purpose key that every operator and mechanic has into that space.

Adrian Edwards: Oh for like the building?

Dan Grillett: The building, correct.

Adrian Edwards: Okay. Yeah, there were other documents found with this. I've got some of the other ones, but just to concentrate on these for a second. These, and the other documents, were found in that drawer, from what I understand, face-down with a bunch of other stuff that was ... Some of it was printed out emails. Some of it was like from something like a CSN math quiz. I've got the list of them, but ...

Nate Seltenreich: I don't know if it was face-down or up or ... It was in a drawer.

Adrian Edwards: Okay.

Nate Seltenreich: With the exception of that, I admitted that the questions that I had there, I accumulated through time in my study sessions to compile everything.

Adrian Edwards: That's these guys, probably, I gather.

Nate Seltenreich: [inaudible 00:22:00 Nate reviewing the paperwork form CCWRD]. I didn't memorize them all so I don't know, but it could be, yes.

John Solvie: Just so I understand, what you're saying is, what Utah has identified as your Scantron and your test book, you're saying you don't know how that got into your drawer at work?

Nate Seltenreich: I told my HR as well that I have no idea how that got in there. I have my study sheets, yes. But that, I don't know how that got in there, and I don't know where it was [inaudible 00:22:42] to there. If it was on top or bottom or in the middle somewhere, I have no idea. I have no recollection or idea how that got into my stack that I had in that drawer.



Adrian Edwards: By your study sheets, you're talking about these typed sheets, or other stuff?

Nate Seltenreich: Yeah, sure. I had a lot of questions that were just for studying [inaudible 00:23:07] developed over the years. From others and myself, and just compiled a bunch of data together.

Adrian Edwards: That included, these are a part of their study materials?

Nate Seltenreich: Like I said, I don't remember everything that was in that book. I didn't memorize the whole thing. I didn't memorize anything. It was just like a reference, so I don't know for sure if that was a part of it. It could be, yes, but to recollect everything that was in there this long ago, I have no idea.

Adrian Edwards: Okay. Well, this was just brought to our attention a month and a half ago, or two months ago, something like that. The end of October.

Nate Seltenreich: Okay.

Adrian Edwards: The County's represented. These were two of the things that were found in that drawer.

Nate Seltenreich: Okay.

Adrian Edwards: They talked to you about. What John was talking about was these pictures of a couple of distinguishing marks on them. There's a hand-written "60%", and then obviously there's the markings of the correct ones, and then some slashes where things were wrong.

Nate Seltenreich: Right.

Adrian Edwards: We asked Utah about that and where that could have come from because obviously, they were concerned because it's a Utah Waste Water Treatment class three exam on the top.

Nate Seltenreich: Okay.

Adrian Edwards: They looked at, they pulled their files. They keep these Scantrons for a long time. They pulled their files from all grade threes that had 60%, and they said that the markings, the answers ... Like number 21 was marked "D", 22, "A", et cetera.

Nate Seltenreich: Mm-hmm (affirmative).

Adrian Edwards: That all those marks, lined up with the test that you took, the grade three that you took and didn't pass, and you got a 60% on it.

Nate Seltenreich: Okay.

Adrian Edwards: That obviously is a big question for us because the picture appears to be Scantron sitting on top of a booklet, so that you can see a question and then the answer sheets that would go along with it.

Nate Seltenreich: Okay.

Adrian Edwards: The obvious question is, you don't recognize that as being yours?

Nate Seltenreich: No. I don't believe I even had a phone capable of taking pictures of it. Don't know for sure. I don't know any other resource I would have to be able to take these pictures. We had the proctor in there, watching the whole time. Why would I do that when I'm taking notes?

Adrian Edwards: In that review of the three, did you sit with your people from Clark County Water Rec that were sitting with you?

Nate Seltenreich: I don't remember if I went [inaudible 00:26:34] with anybody from Clark County.

Adrian Edwards: Do you think they-

Nate Seltenreich: I believe I said I didn't go up there. I believe I said I went up by myself.

Adrian Edwards: Oh, sorry. I have two other who took the test, too. I mis-read my notes. You don't think that reasonably there's a way that anybody else from Clark County could have taken a picture of your Scantron and test booklet?

Nate Seltenreich: I have no idea. I'm not gonna try to speculate somebody else's actions. I have no idea. I just know it wasn't my actions.

Adrian Edwards: There were some things in that drawer from a CNS math class, too. Did you take a math class, too?

Nate Seltenreich: I've never taken the CSN math class.

Adrian Edwards: Okay.

Nate Seltenreich: I've never taken any form of class in any atmosphere for [inaudible 00:27:48].

Adrian Edwards: Are you good at math in general?

Nate Seltenreich: Typically.

Terri Svetich: Excuse me, Adrian?

Adrian Edwards: Yes?

Terri Svetich: I think it kind of cut out for a moment. Was the question to Nate whether he had taken a math class, and he had not taken a math class for certification?

Adrian Edwards: Correct. You heard correctly.

Terri Svetich: Okay. Thank you. All right. Thank you.

Adrian Edwards: What about like chlorine and chlorinators? Have you ever worked with those before?

Nate Seltenreich: I've never taken a class. I work with chlorine for my client.

Adrian Edwards: You have?

Nate Seltenreich: Yes, but I think we have [inaudible 00:28:46] water, which is water that we chlorinate.

Adrian Edwards: I'm not talking hypochlorite. I'm talking about the chlorine gas, the chlorinators and evaporators and all that

Nate Seltenreich: Just from whatever [inaudible 00:28:59].

Adrian Edwards: Okay.

Nate Seltenreich: That's the only knowledge I have of this.

Adrian Edwards: Okay.

Adrian Edwards: But talk about your other experience, too.

Nate Seltenreich: Well, my military experience, I didn't work with chlorinators because membranes are hard. One of the drinking waters, I typically ... It would turn non-potable water to potable water, no matter what the standard was prior.

Adrian Edwards: You don't work with digestors there either?

Nate Seltenreich: No. I know the city had digestors, but ...

Adrian Edwards: Okay, so let's talk about the typed questions that Clark County gave to us, and said that they were in that same drawer with all the rest of the stuff. Those, you're saying, were ... Explain that again how you accumulated those?

Nate Seltenreich: Most of those questions that were on there, were stuff that I accumulated from either my study sessions, or from individuals coming back with questions that they remembered on their tests that they took.

Nate Seltenreich: Some questions were written down also from [inaudible 00:30:56] Roy CEU.

John Solvie: From where?

Nate Seltenreich: Roy CEU.

Adrian Edwards: Okay.

Nate Seltenreich: It's not even a course. They just have practice questions that you can take, and the ones that were pertinent.

John Solvie: You're saying some of these questions are from Roy's CEU?

Nate Seltenreich: I don't know if those ones specifically are, but some of the questions that I have in there are from Roy's CEU.

John Solvie: Okay.

Adrian Edwards: There were other people from Clark County who contributed to that?

Nate Seltenreich: I don't know who, but anybody that took a test, I would try to get questions from them that they remembered throughout the time, as other people did prior to me. We just did everything together and put it together.

Adrian Edwards: Strictly Clark County people?

Nate Seltenreich: I don't recall. I know other people from other plants, too, so it's a possibility, but I'm not gonna say, "Yes, [inaudible 00:32:01]."

Adrian Edwards: Okay. Probably mostly Clark County because those are the guys you work with?

Nate Seltenreich: I'd assume.

Adrian Edwards: Over what period of time would you say? How long has it taken you to accumulate this, like give or take 90 questions?

Nate Seltenreich: I don't know what all was there, and what all I did myself. I don't know, and I don't know the duration that it took. We're talking a long time ago, and I haven't looked at anything in years, so I really don't know.

Adrian Edwards: Some of these may have been there before you started?

Nate Seltenreich: It could have. It's a common area, so it might have just got shuffled in with the paperwork. It looked like it was get everything, all the papers together, and put them all in one pot. I don't know what all ... I don't have a photographic memory. I can't remember everything I've seen. I can remember some, but I don't know what all was there. What I contributed to, what other people did.

Joe Carter: Did you use this material to study for the last test you took?

Nate Seltenreich: The last test I took being what?

Joe Carter: Last year? Didn't you take a test last year?

Nate Seltenreich: I did take a grade four last year. No. Like I said, I haven't seen this material in years.

John Solvie: How many of those questions would you say were yours, you wrote down?

Nate Seltenreich: I would be speculating, and I prefer not to do that in this environment.

Dan Grillett: I know we're focusing on Utah here. Why is Nevada so concerned about Utah's stuff? You guys provide your own test, and you recently changed your format as well, haven't you?

Adrian Edwards: We share ABC as a common test provider.

Nate Seltenreich: Now, taking my test, I'm not allowed any material going in to take my test. Why are we worried about anything else that might have been in this whatever packet? Again, I said I don't have a photographic memory. There's no more I can memorize.

John Solvie: I think we'll be getting more into that as we traverse into the code of conduct. We haven't gotten to that portion yet.

John Solvie: Yeah. That may be more applicable. I'm just asking the questions.

Nate Seltenreich: [crosstalk 00:35:19] half-hour.

Adrian Edwards: It doesn't say on this [crosstalk 00:35:26].

Adrian Edwards: I don't think it's a half-hour.

John Solvie: I just want to make sure we are understanding well, because it's in everyone's best interest, including yours. But you said you don't have a photographic memory. Yet we're looking at 90 questions that are on the same test booklet that you took off of grade four, each question numbered according to the number in the test booklet, and each question transcribed word for word, including every single distractor word for word for 90 questions. You're saying you and others have walked out of the test and transcribed 90% of the test, by question, word for word including the distractors?

Nate Seltenreich: One test? Is it possible?

John Solvie: That's what we're looking at right here, and that's why we're talking.

Nate Seltenreich: Okay.

John Solvie: That's what we're asking, and you're saying you don't have a photographic memory. You can't write all that down-

Nate Seltenreich: I think your memory's short-term, not long-term. [inaudible 00:36:40].

Nate Seltenreich: I also did say that I had the opportunity to take notes as well.

Adrian Edwards: Did you write down specific questions?

Nate Seltenreich: Well, I don't know what I did, what I wrote down. I just know that I wrote down enough material that I can study with.

Adrian Edwards: You obviously didn't, probably didn't write down ... I didn't count them but that's 15, 20 sheets worth of ... That's typewritten, so handwriting could be smaller or bigger, but that's a lot of writing to do.

Nate Seltenreich: How long? I don't remember how long we had per study session. I know I was there for a while.

Adrian Edwards: You're talking the review that you remember was for the grade three?

Nate Seltenreich: I know I was there for a while for both of them. I just don't remember the location before that time.

Adrian Edwards: Okay. In the course of reviewing the four, you might have written down specific questions?

Nate Seltenreich: There's a possibility. Again, I don't remember what I wrote down but there's a possibility it was.

Adrian Edwards: On question 53 here, there's some math being worked out. Is that your writing on that?

Nate Seltenreich: If you had handwriting words and stuff I could tell you, but numbers, I don't know.

Adrian Edwards: Yeah. I know sometimes you can tell if you make a funny seven or a funny four or something like that. Can't tell?

Nate Seltenreich: I don't know.

Adrian Edwards: Okay. In your contributions to this work product, did you type up some of this stuff, or was it like a Word file that you guys had on a common computer, and everybody kind of typed in?

Nate Seltenreich: I don't remember. I just know that there was things loose here and there, and I just compiled everything [inaudible 00:39:25].

John Solvie: You're not aware of any Word document or anything that this was picked up on and saved somewhere?

Nate Seltenreich: Not that I'm aware of, no.

Adrian Edwards: How many people would you say, rough estimate, would have access to that desk?

Dan Grillett: I could answer that. I just counted heads. There's approximately 33 in operations staff. Maintenance staff is at least 15 to 20.

Nate Seltenreich: Electricians.

Dan Grillett: Electricians is another probably five. Instrumentation is four.

Nate Seltenreich: [crosstalk 00:40:16].

Dan Grillett: Facilities would be at least four more. It's a good number of people, not to mention anybody from management or security or anything. The AG key gets you into that room, and it's the most common key, and if you can recall from your stint there, it is AWT lab. Does that ring a bell? We used to do phosphorous testing, ammonia testing in a little lab, it's in the filter building. It's one of the rooms in the filter building. That's the room in question, the AWT filter building.

Adrian Edwards: Okay. On the north side of the building.

Dan Grillett: Yeah. Okay. I don't think it's north. I think it's west, but it's always confusion, but I know what you're thinking.

Adrian Edwards: Same building as the ... There's the number one and number two pumps in that same building?

Dan Grillett: Yeah, but they're not there now. But in your day, yes.

Adrian Edwards: I got the building. Okay. My memory's not completely [crosstalk 00:41:13].

Dan Grillett: Fine.

Adrian Edwards: Okay. Is that part of the plant still active, or is that shut down?

Dan Grillett: Water just passes through to get to the filters. It comes straight from the head works, straight past all the [inaudible 00:41:27] basins and goes straight to filtration, and some of it gets cut off to go to membrane ozone, and then put back in for disinfection and discharge. That helps.

Adrian Edwards: Okay.

Dan Grillett: ARM is all down. Flock is all down. Even the clarifiers, they're used occasionally, but not on a regular basis.

Adrian Edwards: How are you guys scheduled? Are there people just scheduled to that area, and people that stay down in the central plant?

Nate Seltenreich: I know swing shift rotates around, and we rotate all of our staff through. Operate [inaudible 00:42:01]. I don't recall, like every three months or so we rotate through.

Dan Grillett: Right. Every quarter, the techs get rotated to different areas. Swing shift rotates every week or two weeks.

Adrian Edwards: Sorry, I think John may have already asked this question, but you passed the grade four here in Nevada.

Nate Seltenreich: That's correct.

Adrian Edwards: You got a 91, which was a super high score.

Nate Seltenreich: I'm sure there's other people who have scores [inaudible 00:42:52] that are higher than that.

Adrian Edwards: Well, the difference in this one is Paul Krauth came to the certification board shortly after you got that 91 in early 2012. He came to the board, and told us at the time that he had learned that somebody had left the grade four review with some notes, and therefore might have used those notes in taking our test.

Dan Grillett: I understand that the ABC questions, State of Nevada chooses their questions from a bank of ABC questions, State of Utah chooses their questions, and out-of-state chooses their questions. Could there be overlapping?

John Solvie: Two corrections. Standardized exams.

Adrian Edwards: At the time, there were state-specific exams, but those state-specific exams, they only allowed up to, I think 10%?

John Solvie: Correct. Yes.

Adrian Edwards: Up to 10% of the questions to be different. 90% of them were the same.

Dan Grillett: Really? Okay. Because I understood from somebody from Nevada who went and represented Nevada, to help choose questions for the testing, he explained to me that-



John Solvie: It may have worked towards the standardized exam. There are states that do have prescriptive exams, and they develop their own. But Nevada has used standardized since late '90s, something like that. Mid-90s.

Dan Grillett: I thought this was just like after 2000, that each state went to the bank and chose their own. That's what I was made to understand.

John Solvie: No. No. There's a whole psychometric process behind that.

Dan Grillett: Right. Okay.

Adrian Edwards: There are a couple people in the valley, at least one at Clark County that's on the panel that helps create those questions.

Dan Grillett: Right.

Adrian Edwards: But those questions go in the bank, and they get used for every [crosstalk 00:45:03].

Dan Grillett: I guess I either misunderstood or was misled that Nevada chose from a bajillion questions, chose what Nevada tests would have, where Utah would choose their own, and et cetera, et cetera. That's what I understood.

John Solvie: That's the way things were done back in the old days, but choosing questions, there has to be a whole process behind that, and that's done nationally now. That's what we do here in Nevada.

Dan Grillett: I understand there was a committee, and that's just what I was told. I wasn't part of it.

John Solvie: A lot of misinformation.

Dan Grillett: Yeah, that's fine.

Adrian Edwards: Okay, so going back to that grade four test in Nevada here that you got a 91 on, after Paul came to the board and said that somebody had left a review with notes, the board at that time ... What was the term [inaudible 00:46:04] used? "Invalidated" your 91. That was the term that he used.

Nate Seltenreich: Yeah. I'm the 91. [inaudible 00:46:16].

Adrian Edwards: Well, that was gonna be my next question. What did you feel about that was your experience on that?

Nate Seltenreich: Everything I knew had a bunch of little pictures, and I don't [inaudible 00:46:33] for sure. But that booklet that I had is all I had, so I don't know if those were in there or not, but that's all I used.

Adrian Edwards: The booklet meaning the handwritten notes that you left to review with?

Nate Seltenreich: Yes.

Adrian Edwards: Okay, and that's what you used between the-

Nate Seltenreich: All the other stuff accumulated [inaudible 00:46:59].

Adrian Edwards: Okay. Between the Utah test and the Nevada test?

Nate Seltenreich: That's correct.

John Solvie: Just to help me understand, and you mentioned this before and I probably should have asked then and I apologize. You had mentioned that you've never taken any math courses?

Nate Seltenreich: My wife's a math teacher, so usually if I need any math, I can go to her for most anything. Everything's an equation, so just plug and play for the most part. I mean, it's not that difficult.

John Solvie: What math courses have you taken? Have you taken math courses beyond high school math?

Nate Seltenreich: In High School I took College Calculus II.

Joe Carter: With the past test, the 91 that you said you should have fought harder, was there any admission of guilt with that board, or you just took the [inaudible 00:48:49] of that and that was it? Or was there a hearing or anything?

Nate Seltenreich: There was nothing. I just took the punishment and just went with it. At the time, my priorities had changed, and I didn't care to even have the four anymore.

Adrian Edwards: Okay. I forgot what year it was, but certification board implemented a code of conduct for operators a number of years back that every time we signed ... We sign up to either take a test, or sign to renew our certifications. Right above your signature box, it says you agree to abide by the code of conduct. It's in the NWA bylaws on the website and stuff like that. Does that look familiar at all?

Nate Seltenreich: No, but I don't think I've ever read this before. I can't [inaudible 00:50:18] that I haven't, interestingly.

Dan Grillet: I'm not familiar with it either.

Adrian Edwards: There's a little part at the second bullet from the bottom. It says, " ... not conduct myself in a manner that subverts or attempts to subvert the minimum certification requirements, application process, or examination processes."

Nate Seltenreich: Second from the bottom?

Adrian Edwards: Yeah, second bullet from the bottom.

Nate Seltenreich: Define "subvert".

Adrian Edwards: Go around.

Dan Grillett: It's clear it's in the State of Nevada, in the top paragraph.

Adrian Edwards: Correct. Do you think that anything you've done has tried to go around, over, above the examination process and pass it when you didn't deserve to pass it?

Nate Seltenreich: No. If Paul Kroft were to say, "No, you can't take notes," I would have said, "Okay, fine. Thank you, and I'll just leave my stuff." I was allowed to leave the material that I had, so I don't think I was trying to circumvent anything or go around anything, or whatever the word is you use here.

Adrian Edwards: Subvert.

Nate Seltenreich: Subvert. No, I wasn't trying to do anything like that.

John Solvie: Do you recall how many questions you transcribed in the exam book?

Nate Seltenreich: No, I don't. There was just no way I could remember that seven years ago, [inaudible 00:52:30].

Adrian Edwards: Circumvent's another good word.

Nate Seltenreich: That's what I'm trying to figure out, the definition of the word.

Adrian Edwards: Yeah, there you go.

John Solvie: I just looked it up. "Undermine the power and authority of an established system or institution."

Adrian Edwards: I knew somebody would [inaudible 00:52:46].

Dan Grillett: Thanks to Google.

Terri Svetich: Adrian?

Adrian Edwards: Yes?

Terri Svetich: I was just wondering, can I just ask Nate to, in his words, tell us about the situation with the grade four. The timeline, and what happened with his grade four, just to hear it from him? Would you mind if we go through that?

Nate Seltenreich: I thought we just did. Adrian just explained the whole process of what happened.

Terri Svetich: I just wanted to hear it from your perspective.

Nate Seltenreich: My opinion is simply I should have fought that instead of just rolling over, and I didn't. That's on me. That's the only difference to what he said.

Terri Svetich: Actually, I was asking more about before that, leading up to that, and the timeline.

Adrian Edwards: You just froze.

Terri Svetich: [inaudible 00:53:59] that you did when you decided you wanted to take a grade four exam.

Adrian Edwards: I didn't get the question. You froze up.

Terri Svetich: Oh, okay. I was just asking you to describe when you decided you wanted to take a grade four. What did you do? What steps did you do, and the timeline, and what happened? What actions occurred? Just a summary.

Adrian Edwards: All right, so you want a timeline from ... I don't know how many years ago, but several years ago. I don't know how accurate of a timeline you're asking. I took the test in Utah. Didn't make it. But I had the opportunity to study in Utah. Took that opportunity. Took my grade four here in Nevada, and passed my grade four here in Nevada. I don't know how long, how many time went in between any of that, and I don't know how much time went in between me taking the four, and my certification being invalidated.

Terri Svetich: Okay. I just wanted to hear it in your own words, what had taken place.

John Solvie: Yet, you went from a 91, which we'd have to check our records, which is up there as to one of the highest scores we've seen on a grade four exam, to a 64 when you took it again.

Adrian Edwards: How many years later? And without studying?

John Solvie: I'd have to look at the time here. Three years.

Nate Seltenreich: It's several. I believe it's more than three years later.

Nate Seltenreich: I didn't study at all prior to that test.

Adrian Edwards: Okay. I think I've gone over all the topics that we agreed on. If anybody has any other questions about anything ... ?

Nate Seltenreich: I have questions. What are the possible outcomes that we're trying to pursue here? That you guys are trying to pursue, besides doing a fact-finding?

Adrian Edwards: Well, you hit the nail on the head. We're doing a fact-finding, trying to gather all of the information on what exactly happened, if there were any transgressions that happened, and if there were, what the certification board does is make a recommendation to the NDEPs. "We believe these things were violated, and we believe the punishment for that should be this." Then the NDEP will look at all the facts that we assemble, and decide one way or another which way to go. They can take the certification for a recommendation as it sits or they can, they can decide to do higher, lower, nothing.

Nate Seltenreich: Is there an appeal process if it comes down to that?

John Solvie: That would be through the State of Nevada, and that would follow along whatever the AG does on most things. We don't have any knowledge of that.

Nikita L.: [crosstalk 00:57:48].

Nate Seltenreich: You guys can issue a punishment without-

John Solvie: A remedy.

Nate Seltenreich: Without a remedy, or having anybody oversee it as far as an appeal process.

Nikita L.: Oh, there's an appeal process for the State of Nevada. Craig [Katz 00:58:04] [inaudible 00:58:05].

Katrina Pasqual: We would get that information to you what the appeal process would be. At the moment, I'm not exactly positive what the timelines are.

Terri Svetich: But we do have it built on this.

Katrina Pasqual: That I am aware of, yes, but I don't know if this falls under that, the specific rules that I know.

Adrian Edwards: Yeah, that kind of went along with what I was going tie as closing remarks, too. The next time you hear from us, it probably won't be from the certification board. It would be from NDEP, and then you can communicate with them as far as whether an appeal is available, or how that works, who that goes to, all that kind of stuff.

Nate Seltenreich: If it's needed?

Adrian Edwards: If it's needed. Yeah.

Nate Seltenreich: The timeline?

Adrian Edwards: I don't know exactly. The person from NDEP that-

Nate Seltenreich: Are we looking after Christmas?

Adrian Edwards: I know we don't want to sit on this and make you hang around and suffer for, wondering what's going to happen, and keep you in suspense, but-

Nate Seltenreich: I have kids and family trips set, so I don't want to be gone when something comes certified. I happen to be this time, but luckily I have somebody at the house. I would have missed this meeting to prefer having somebody at the house.

Adrian Edwards: Okay. If you have another address or multiple addresses or whatever contact information you want to leave with us, we can make sure that you know as soon as we can. I hesitate to make any promises because the certification board is scattered throughout Nevada-

Nate Seltenreich: I understand.

Adrian Edwards: We definitely don't want to make any quick decisions.

Katrina Pasqual: With the certified letter, we would track that so if you didn't receive it, you wouldn't be dinged for that. We would know that obviously that ... We have some sort of stipulation that you contact us to ensure that you've received it.

Nate Seltenreich: All right. Fair enough.

Nate Seltenreich: That's all I had.

Adrian Edwards: Okay. Nothing else?

Nate Seltenreich: As far as I know [inaudible 01:00:34].

Adrian Edwards: Okay. Anybody have anything from up north? Okay. Anybody in the room here? Are there any other questions?

Dan Grillett: I have a quick question.

Adrian Edwards: Sure.

Dan Grillett: During some interviews with human resources at the district, it was mentioned that Paul lost a booklet because a couple of different individuals were asked, "Do they know where this book is? Do they have this book? Did they take this book?" I haven't heard any mention of it, and I'm just gonna say it. If somebody lost a book from another State, shame on them. It's just my opinion, but if they're dragging stuff from Utah down here or whatever for a meeting, and they lose something and they want to pin it on somebody, that's just wrong. It's their

fault. Just saying. I didn't know anything about it until our HR brought it up. "Where is this book? Do you have this book? Did you see somebody take this book?" Because I sat in a lot of interviews over this witch hunt, if you will, with a lot of different employees, and now it seems that HR didn't get the resolve that they were looking for. Now, it gets dumped on the certification board. It's just my opinion. It's just what I've observed over the last quite a few months.

- Adrian Edwards: I want to make sure that you know that if you look at the members of the certification board, [Leanna Risso 01:02:12] is on that, is on our certification board. She's not here today because we asked her to not be here. She's not involved in this process at all, just so there wasn't any pretense of anything going on.
- Nate Seltenreich: She didn't bring it up here from the County or help the County to bring it to this?
- Adrian Edwards: All I know is I got from the County, a letter with these attachments on it, saying that [crosstalk 01:02:46]-
- Dan Grillett: I'm just giving you a little background from the district that they went through their witch hunt. It's abundantly clear that they didn't get the resolve they were looking for, so it got dumped on the board. I'm just saying how I feel.
- Adrian Edwards: We don't look at it as getting dumped on.
- Dan Grillett: Well, and I understand. I'm not trying to say this isn't important. That's not my issue. My issue is the last quite a few months, going with employees ... I pay close attention. I've been doing this representation thing for a long time, and I've been working at the district for a long time and I know how they operate, and I know what's going on.
- Dan Grillett: But I'm just saying, when they talk about missing booklets from Utah, "Where are they? Who has them? Did you take them?" But you guys here at the board didn't mention it at all. That tells me they're not telling you everything. That's just my opinion. That's what I meant by "dumping" on you guys. They're dumping on you something that is highly sensitive. I get that, and it's important. They just want to give you enough to get you excited. That's how I see it.
- Adrian Edwards: Well, like I mentioned, we're looking into it and trying to get facts and just facts-
- Dan Grillett: I do appreciate that.
- Adrian Edwards: That's why we're here today.
- Dan Grillett: Just make sure we're getting all the facts.
- Adrian Edwards: To see if there's anything else that you wanted to contribute.

Adrian Edwards: Thank you guys for your time, all of you. Thank you.

Adrian Edwards: Okay. Thank you very much. It's 2:36 is what the clock says down here. We'll stop this meeting. If the northern people want to hang on the line for just a minute, we can have a little discussion after.

John Solvie: Okay, thank you.

John Solvie: Now, how would you like-



# **ATTACHMENT E:**

## Adrian Edwards

---

**From:** Jennifer Scharn <jscharn@cleanwaterteam.com>  
**Sent:** Wednesday, November 29, 2017 1:56 PM  
**To:** Adrian Edwards  
**Subject:** RE: follow-up information request

Good Afternoon Adrian,

The desk is located in an older laboratory building. This is not a high traffic area and the door remains locked for limited access for those who work in this area. Nate Seltenreich works the majority of his shift within the building and controls ozone and membrane. The desk found to contain the materials is Nate's primary work station. It is metal, "L" shaped, and built-in underneath a solid surface. The desk's drawers and cabinets are a variety of sizes. The documents were found in a small drawer (similar to a "pencil drawer") located directly underneath a computer monitor on the top of the desk. Based on my review of the area, the drawers and cabinets do not appear to be commonly used as most of the work-related documents are on the countertops.

The following is a list of all of the documents found:

1. Photographs of Utah Wastewater Treatment Class III Exam and graded scantron.
2. Typed document of apparent Wastewater Treatment Grade IV exam questions (questions 8 – 100).
3. Certification Pay Employee Attestation Form handwritten by Mr. Seltenreich dated May 9, 2011 with his printed name and what appears to be his signature.
4. A typed document addressed to Nate/Doug, from an unknown author, detailing work performed on the filtrate tank. It is not dated.
5. Email printed by Mr. Seltenreich dated February 23, 2017 relating to job 720 & 727 Updates.
6. Email printed by Mr. Seltenreich dated February 24, 2017 relating to a Membrane CIP Shutdown.
7. Typed document with seven (7) possible test questions; however, not formatted like the document already provided to you.
8. Mathematics for Wastewater & Water Operators II Quizzes #3 – 8. Some pages have handwritten notes.
9. Mathematics for Water & Wastewater Treatment Plant Operators Quizzes #2 – 3. There is a sticky note on the Quiz #2 with a handwritten "Nate" on it.
10. Four (4) pages of handwritten notes, including various formulas and equations.
11. ABC Formula/Conversion Table for Water Treatment, Distribution and Laboratory Exams printout of four (4) pages, dated January 13, 2009.

*Please note, Mr. Seltenreich confirmed these documents were his, with the exception of the photographs, during the investigatory interview held on October 4, 2017.*

I hope this provides some clarity to the questions raised. If you would like to tour the area where the documents were located, please let me know and I can arrange that.

Please let me know if you have any additional questions.

Thank you,  
Jennifer

*Jennifer Scharn*, MPA, SHRM-SCP, SPHR

Principal Human Resources Analyst  
Clark County Water Reclamation District  
Office: 702.668.8058 | Fax: 702.668.9050

Work Hours: Monday – Friday 8:00 am to 4:30 pm



This e-mail message including any attachments may contain confidential and/or privileged information, and is intended solely for the persons or entities to which it is addressed. Any unauthorized review, use, disclosure or distribution is prohibited. If you are not the intended recipient, please contact the sender by reply to this email message and delete/destroy all copies of the original message.

**From:** Adrian Edwards [<mailto:Adrian.Edwards@cityofhenderson.com>]  
**Sent:** Monday, November 27, 2017 5:03 PM  
**To:** Jennifer Scharn <[jscharn@cleanwaterteam.com](mailto:jscharn@cleanwaterteam.com)>  
**Subject:** follow-up information request

Jennifer,

The Certification Board is investigating the Seltenreich issue, and had a follow-up request for information.

The Investigative Summary mentions the documents were found "in the top desk drawer" and included "personal documents belonging to Nate Seltenreich".

Would it be possible to get a further description of the desk and a list or description of the personal documents, and the state in which they were found?

The questions were raised:

Was this a small capacity desk drawer that can only hold a few documents, or a filing cabinet that can hold reams of paper?

Were the test documents intermingled with the personal documents, were they located in the vicinity only?

How many other documents were in the same desk/area?

What kinds of "personal documents" were they (handwritten notes, emails, typed documents)?

Any information you can provide along these lines would be helpful.

Thanks, Adrian

Adrian J. Edwards, P.O.  
NWEA Certification Board Chairman  
240 Water Street, MSC 819  
Henderson, NV 89009

702.267.2728

# **ATTACHMENT F:**

Clark County Water Reclamation District – Transcript prepared by Investigator 12.21.2017

Investigatory Meeting: October 3, 2017

Time of Meeting: 1:03pm

Investigator: Jennifer Scharn

Subject Employee: Nate Seltenreich

Union Representative: Dan Grillet

Time in Audio File	Speaking	Transcription of Audio
Audio not transcribed		
2:14	Investigator	These documents were discovered at a desk at the AWT Lab, a couple of weeks ago. Actually, right before you left for your procedure. [Investigator showed all the items to Mr. Seltenreich.]
Audio not transcribed		
2:58	Investigator	These documents were discovered, with this particular document is emails that are yours. This was all in one packet like this. [Investigator showed all the items to Mr. Seltenreich.]  This appears to be a mix of some Grade IV and Grade III questions for a Wastewater Treatment test. And my question is going to be, I have multiple questions, to show you what all of these documents are.  The first one is, for this, are these yours?
3:44	Subject Employee	Uh, yes.
3:45	Investigator	And, how did you obtain these and the responses, the answers. It looks like the answers are highlighted in red.
3:51	Subject Employee	I got them through several people coming together giving answers from tests that they could remember from their tests.
4:04	Investigator	And how long have you had it?
4:05	Subject Employee	I don't recall.
4:11	Investigator	So, you're saying that have several people that you worked with that remember these questions in this detail, to put together a document like this. And it looks like one or two pages is missing because this numbered 8 to 100, and a test...
4:27	Subject Employee	It's a conglomerate of stuff to, in addition a lot of the questions are off of Roy CEU. It was just a study guide used.
Audio not transcribed		
4:45	Investigator	Did you, were you the one that typed this up?
4:49	Subject Employee	Maybe some of it. Majority, no.
4:53	Investigator	So where did you get it?
4:55	Subject Employee	I don't remember where or who I got it from. I just know over time I just accumulated questions, study material [interjection from Union Rep, repeated by Seltenreich], for all the grades.
5:08	Investigator	Did you work with the same people or just you randomly get it from?
5:11	Subject Employee	Just randomly throughout the time I've been here, that's all.
Audio not transcribed		
5:55	Investigator	Did you obtain this material after taking it in Utah?
5:59	Subject Employee	No. All of this was accumulated through time. Just from sources, people coming to me that they remembered questions from their tests.

Clark County Water Reclamation District – Transcript prepared by Investigator 12.21.2017

Time in Audio File	Speaking	Transcription of Audio
6:09	Investigator	So, you expect me to believe that people remembered test questions in that detail over time.
6:17	Subject Employee	The answers aren't exact. So, what we did was we throw in answers and we had the actual answer.
Audio not transcribed		
7:52	Investigator	{papers rumbling} What is, I need your help here, okay? Where, what is this? Where did it come from? Is it yours?
8:03	Subject Employee	Some of it's mine, some of it was given to me.
8:06	Investigator	Okay, given to you, meaning what? Meaning somebody else?
8:09	Subject Employee	In preparation for a Grade IV test.
8:12	Investigator	Given to you by whom?
8:14	Subject Employee	I don't remember. It's just from everybody coming together. I asked if anybody had answers and several people came and they recalled answers from their tests. We put it all together and made a guide.
Audio not transcribed (Union Requested to go off the record)		
8:33	Investigator	We are back on the record. So, you're attesting these are accumulated over time, you do not recall where you got them from. They are yours. You may or may not have gotten from co-workers.
8:44	Subject Employee	Correct.
8:50	Investigator	I am assuming these are from the test booklets, or this is like study material as well?
8:55	Subject Employee	You can get those from the website.
Audio not transcribed		
9:07	Investigator	This is yours?
9:09	Subject Employee	My name is on it, so it's certain.
9:14	Investigator	These are your emails?
9:17	Subject Employee	Yeah.
9:18	Investigator	So, I am trying to make sure that this pile of paperwork with your personal emails and documents, this is your pile of documents? Correct?
9:27	Subject Employee	Yes.
9:29	Investigator	Do you know what this is?
9:30	Subject Employee	I don't.
9:32	Investigator	So.
9:35	Subject Employee	Looks like Utah Wastewater Treatment Class III exam.
9:48	Investigator	Did you take those pictures?
9:50	Subject Employee	No. Wasn't allowed to.
9:52	Investigator	I get that you're not allowed to, did you take the pictures?
9:54	Subject Employee	No. I was not allowed to. I asked if I could use my phone and they said no.
10:00	Investigator	So, when I tell you that I've verified based off the pictures of this scantron that that is your exam from Utah.
10:08	Subject Employee	Okay.
10:08	Investigator	You're going to tell me you didn't take the pictures?
10:10	Subject Employee	I don't recall taking a picture of any of this.
Audio not transcribed		
10:33	Investigator	You went, you were told not to take pictures
10:36	Subject Employee	That's correct
10:36	Investigator	Of your exam

Clark County Water Reclamation District – Transcript prepared by Investigator 12.21.2017

Time In Audio File	Speaking	Transcription of Audio
10:37	Subject Employee	Correct
10:38	Investigator	Is anybody else allowed to take, look at your exam when you're there?
10:41	Subject Employee	I don't know.
10:43	Investigator	Really Nate?
10:44	Subject Employee	I don't know. How am I supposed to know if they let anybody, because when they had it, they had it out on the table. You didn't have to verify your ID or anything. They have a group of packets and it was the responsibility of people who, to pick out their own.
Audio not transcribed		
11:04	Investigator	Do you think somebody else would pick up your tests?
11:06	Subject Employee	I don't know how to answer that.
11:08	Investigator	Probably not. So, this is pictures of your exam. It's been validated, because these are your answers. This is your exact scantron and is still on record with Utah.
11:18	Subject Employee	Okay.
11:19	Investigator	I need to ask you several questions about this, since it is on District property and you did go take a Test III here in Nevada and pass shortly after doing this test.
11:31	Subject Employee	Okay.
Audio not transcribed		
12:16	Investigator	Did you share these pictures with anyone?
12:18	Subject Employee	Not that I know of. No.
Audio not transcribed		
12:23	Investigator	You were aware you have them?
12:25	Subject Employee	I don't know what their, what was the purpose of that. I have all the other study material that I have. I don't know how they got it mixed up in there.
Audio not transcribed		
13:43	Investigator	So, you're telling me that this is a packet of your stuff, but those pictures? This is all together.
13:48	Subject Employee	I don't know that those were in there. But I know all that was mine, yeah. I use this study guide.
13:56	Investigator	Okay. So, this was all together
13:57	Subject Employee	Okay
13:58	Investigator	Found in the desk
13:59	Subject Employee	Which everybody has access to?
14:01	Investigator	Which everybody has access to, with your personal items in there.
14:04	Subject Employee	Okay.
14:06	Investigator	They were discovered and you're telling me that you use this stuff [packet], but not this stuff [pictures]?
14:13	Subject Employee	I don't know this stuff right here [pictures].

# **ATTACHMENT G:**



**Adrian Edwards**

---

**From:** Judy Etherington <jetherington@utah.gov>  
**Sent:** Wednesday, November 15, 2017 9:58 AM  
**To:** Adrian Edwards  
**Subject:** Re: Testing discussion

**Follow Up Flag:** Follow up  
**Flag Status:** Flagged

*Response to "First question, what analysis or methods did you use to determine that the pictures labeled A1 through A6 correspond to a Grade 3 Wastewater Treatment Plant Operator exam taken by Nate Seltenreich, and how certain are you of the results of that analysis?"*

The pictures labeled A1 through A6 show a hand-marked score sheet with my written "T3" in the upper right corner of the score sheet. As I prepare the score sheets to send to ABC for scoring, I write an abbreviation in the corner so that I can organize, count, and alphabetize the sheets prior to shipping them. "T3" is what I use for the Wastewater Treatment Grade III exams.

Also, after visually comparing the answer key to the photocopy of the original score sheets, and marking the correct answers, I would count the markings and calculate the score, writing it near the top of the score sheet copy, verifying that I had found all of the incorrect questions and marked them for the review. It was easy to miss a marking, so I would verify that I had found all of them.

I researched my certification database as a double-check to make sure that the score sheets for any other Treatment III exams that had a 60% score (that had not already been destroyed) did not match the answers marked in the pictures provided. I don't see how the photos could be of any other score sheet since every answer shown matched the corresponding ones on the original score sheet still in his file.

*Response to "Second question, regarding the review of failed certification tests in the 2011-2012 time frame, what were the typical instructions given prior to review, and what procedures were taken as far as booklets, score sheet copies, and notes at the conclusion of the review?"*

We did not have any written procedures for reviews. There were only a couple of us who ever conducted the reviews, so we never had instructions written down. We would just verbally tell them that they couldn't take any notes away with them. We would allow them to write down, and rework problems, since that is a way to learn why something was right or wrong, but we would collect all notes along with the booklets and marked copies of score sheets as they left.

During the examination process, proctors were instructed to use the written instructions provided by ABC which have the statement concerning any copying of questions or cheating being subject to immediate termination of the exam and disciplinary action by the certification board. Those are printed in the booklets and they are instructed to read along as they are read by the proctor prior to the exam questions being opened. We would provide extra scratch paper (usually a colored paper that could be readily identified), and they are also told that they can write in the exam booklets because they will not be used by anyone else, that all scratch paper and pages from the booklet are to be returned at the end of the exam and the review.

Exam booklets, any written notes, and score sheet copies were then returned to me and I would account for them. After the review period was over, I would make a list of the booklets that were being destroyed and send that to ABC for their records. I would then personally deposit the copies and booklets into a secure, locked container for shredding and disposal of confidential documents here at DEQ. Samples of each booklet were kept for about three years, in case there were questions about the exam content that needed to be addressed by our certification council. After that, those were also cataloged and placed in the secure shredder container, and a list sent to ABC. When our contract with ABC changed in 2013, we then began returning all booklets to ABC for destruction. All materials would go through me.

I hope this is sufficient explanation.

Sincerely,

Judy Etherington  
Wastewater Certification Programs  
Utah Division of Water Quality

PO Box 144870  
Salt Lake City, Utah 84114

Office Location: 195 N. 1950 W., SLC, UT 84116  
Phone: (801) 536-4344  
Fax: (801) 536-4301



UTAH DEPARTMENT of  
ENVIRONMENTAL QUALITY  
**WATER  
QUALITY**

On Mon, Nov 13, 2017 at 6:20 PM, Adrian Edwards <[Adrian.Edwards@cityofhenderson.com](mailto:Adrian.Edwards@cityofhenderson.com)> wrote:

Judy,

Thank you for discussing the matter of Nate Seltenreich with me over the last two weeks. I was hoping to clarify a couple of things in writing with you so it is together in one document. Both our organizations received the email from CCWRD dated October 30, 2017 with the subject line "Discovery of Apparent Misuse of Operator Certification Exam Materials." I understand you had separate discussions with them, and appreciate your time in repeating that subject matter here.

First question, what analysis or methods did you use to determine that the pictures labeled A1 through A6 correspond to a Grade 3 Wastewater Treatment Plant Operator exam taken by Nate Seltenreich, and how certain are you of the results of that analysis?

Second question, regarding the review of failed certification tests in the 2011-2012 time frame, what were the typical instructions given prior to review, and what procedures were taken as far as booklets, score sheet copies, and notes at the conclusion of the review?

Thank you again for your time!

Adrian

Adrian J. Edwards. P.O.

NWEA Certification Board Chairman

240 Water Street, MSC 819

# **ATTACHMENT H:**



# **ATTACHMENT I:**

## Adrian Edwards

---

**From:** Judy Etherington <jetherington@utah.gov>  
**Sent:** Wednesday, November 15, 2017 9:58 AM  
**To:** Adrian Edwards  
**Subject:** Re: Testing discussion

**Follow Up Flag:** Follow up  
**Flag Status:** Flagged

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I hope this is sufficient explanation.

Sincerely,

*Judy Etherington*  
Wastewater Certification Programs  
Utah Division of Water Quality

PO Box 144870  
Salt Lake City, Utah 84114

Office Location: 195 N. 1950 W., SLC, UT 84116  
Phone: (801) 536-4344  
Fax: (801) 536-4301



UTAH DEPARTMENT of  
ENVIRONMENTAL QUALITY  
**WATER  
QUALITY**

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Thank you again for your time!

Adrian

Adrian J. Edwards, P.O.

NWEA Certification Board Chairman

240 Water Street, MSC 819

# **ATTACHMENT J:**





NEVADA BOARD OF CERTIFICATION FOR  
WASTEWATER TREATMENT PLANT OPERATORS

Harvey Johnson, Chairman • Joe Crim, Jr., Vice Chairman  
• Dave Commons • Adrian J. Edwards • Kelvin Ikehara • William Shepherd • John Soivte



April 27, 2012

Nathaniel S. Seltenreich  
646 Emerald City Ave.  
Las Vegas, NV 89183

**SUBJECT: Grade IV Exam Invalidated**

Dear Mr. Seltenreich:

Based on the information that you provided which was confirmed by the State of Utah, the Certification Board has invalidated the grade IV exam that you took and passed on February 23, 2012. Additionally, it was determined that you cannot apply to retake the grade IV certification examination for one year from the date of this decision, April 24, 2012.

After April 24, 2013 you will be eligible to apply to take the grade IV Wastewater Treatment Plant Operator exam again.

If you have questions regarding this decision, please contact me at (775) 832-1289.

Sincerely,

Harvey Johnson, Chairman  
NWEA Certification Board

cc: My-Linh Nguyen, NDEP  
Paul Krauth, Utah DEQ



# NEVADA BOARD OF CERTIFICATION FOR WASTEWATER TREATMENT PLANT OPERATORS

Harvey Johnson, Chairman • Joe Crim, Jr., Vice Chairman  
• Dave Commons • Adrian J. Edwards • Kelvin Ikehara • William Shepherd • John Solvie



February 13, 2012

Nathaniel S. Seltenreich  
646 Emerald City Ave.  
Las Vegas, NV 89183

**SUBJECT: Certification Examination Approval**

Dear Mr. Seltenreich:

You have been approved to take a Grade IV Wastewater Treatment Plant Operator certification examination; however, your certification will not be effective until 5/17/12, the date that you have 4 years of full time experience. Your exam application and \$60.00 exam fee have been processed.

You may schedule your exam after 02/17/12 by going online to [www.goamp.com](http://www.goamp.com). Your identification number is: NV0000136. The instructions for scheduling an exam are enclosed.

Please bring this letter and two forms of identification, one with a current photograph (ex: driver's license). Both forms of identification must be current and include the candidate's current name and signature. The only additional item allowed into the exam is a non-programmable calculator. No cell phones or palm pilots will be allowed into the exam.

The Formula/Conversion Table that will be included in the exam can be studied beforehand. You can access the Table online at the following link: [http://www.abccert.org/testing\\_services/formulas\\_conversion\\_tables.asp](http://www.abccert.org/testing_services/formulas_conversion_tables.asp).

You will be eligible to take the exam until 05/17/12. If you do not take the examination by this date, you will forfeit your application fee. To be considered for subsequent examination dates, you will need to reapply and pay an additional application fee.

Good Luck!

Sincerely,

Jennifer McMartin  
Program Administrator

✓ removed from pass/fail 90 spreadsheet 4/30/12

letter  
 ab @ 5/17/12  
 cert  
 id card  
 renewed sticker

tlc 4/11/12  
Note took the Utah exam previously. He failed the exam, but did a exam review. He took notes @ the review. Dave from Utah told him that was not ok. He then took our exam on 2/23/12 and passed with a 91%.

ⓐ

J-2


NV-8716  
2/23/12  
91%  
IV \*  
\* effective 5/17/12

## Multiple-Choice Results Roster

ALL Candidates Tested 2/23/2012 through 2/23/2012

Client: ABC-NV  
 Test Program: Wastewater Treatment Plant Operator Grade 4 Exam - WW4  
 Exam Type: Wastewater Treatment Plant Operator Grade 4 Exam - WW4

ID	Name	Address	Raw Score	P/F/A Status	Exam Date	Delivery Method
NV0-00-0136	<u>SELTENREICH, NATHANIEL S.</u>	648 EMERALD CITY AVE LAS VEGAS NV 89183	<u>91</u>	P	2/23/2012	CBT
<b>Exam Type Totals:</b>		Total Number of Candidates:	1	Total Number Failing:	0	
		Total Number Passing:	1	Total Number Absent:	0	
<b>Test Program Totals:</b>		Total Number of Candidates:	1	Total Number Failing:	0	
		Total Number Passing:	1	Total Number Absent:	0	
<b>Client Totals:</b>		Total Number of Candidates:	1	Total Number Failing:	0	
		Total Number Passing:	1	Total Number Absent:	0	
<b>Report Totals:</b>		Total Number of Candidates:	1	Total Number Failing:	0	
		Total Number Passing:	1	Total Number Absent:	0	

This exam was invalidated  
 at the 4/24/12 Certification  
 Board mtg  




**NEVADA WATER ENVIRONMENT ASSOCIATION  
COMPUTERIZED EXAM APPLICATION**  
(Revised September 2010)

LVIIV\*  
not effective  
until  
5/17/12

This application must be completed and submitted with an exam application and the appropriate exam fee. Wastewater Treatment Plant Operator exam fees are \$60.00. All other certification exam fees are \$150.00.

Full Name: Seltenreich, Nathaniel S.  
Last Name
First Name
Middle Initial

Address: 646 Emerald City Ave, Las Vegas, NV 89183  
(Street Number)
(City)
(State)
(Zip Code)

Work Phone: 702-668-8450

Home Phone: 702-416-5352

211712-51712

Email Address: selten\_nate@yahoo.com

NV00001316

<b>Exam:</b>	<input checked="" type="checkbox"/> Treatment Plant Operator <input type="checkbox"/> Wastewater Quality Analyst <input type="checkbox"/> Industrial Waste Operator (P/C) <input type="checkbox"/> Industrial Waste Operator (B) <input type="checkbox"/> Collection System Operator <input type="checkbox"/> Plant Maintenance Technologist	<b>Grade:</b> <input type="checkbox"/> I <input type="checkbox"/> II <input type="checkbox"/> III <input checked="" type="checkbox"/> IV <b>Grade:</b> <input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <b>Grade:</b> <input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <b>Grade:</b> <input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <b>Grade:</b> <input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3
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- Standard testing fees are required to be submitted with your exam application. Upon receiving approval of the application by the Certification Board, an additional fee of \$88 is assessed by AMP when you register to take the computerized exam.
- You must receive an approval letter from the Certification board before scheduling your exam with AMP.
- The exam approval letter will give you instructions for scheduling your exam with AMP.
- Computerized exams are offered in Reno and Las Vegas and over 170 AMP Assessment Centers geographically located throughout the United States. The examinations are administered by appointment only, Monday through Saturday at 9:00 a.m. and 1:30 p.m. A current listing of AMP Assessment Centers, including addresses and driving directions, may be viewed at [www.goAMP.com](http://www.goAMP.com) by selecting "Candidates."

**Exam Rescheduling:**

A candidate may reschedule the examination once at no charge by calling AMP at 800-345-8559 at least two business days prior to a scheduled computer administration.

**Missed Appointments/Cancellations:**

- A candidate will forfeit the examination registration and all fees paid under the following circumstances.
- The candidate wishes to reschedule an examination but fails to contact AMP at least two business days prior to the scheduled testing session.
  - The candidate wishes to reschedule a second time.
  - The candidate appears more than 15 minutes late for an examination, or
  - The candidate fails to report for an examination appointment.
  - The candidate does not register to take the exam during the approved 90-day window.

**Exam Frequency:**

The candidate may take the examination as many times as they wish, but must wait 30 days between examination dates. An application, exam fee and computerized testing application must be submitted for each exam.

DATE: 1/30/2012

SIGNATURE: [Handwritten Signature]



**STATE OF NEVADA  
WASTEWATER TREATMENT PLANT OPERATOR  
APPLICATION FOR CERTIFICATION**

(Revised February 2009)

FEB 13 2012

LVIIE \* 51112  
**RECEIVED**

FEB 02 2012

ENVIRONMENTAL PROTECTION

**Full Name:** Nathaniel Streeter Seltenreich **Grade Applying For:** IV  
(Please print/type your name as you want it to appear on certificate)  
**Address:** 646 Emerald City Ave, Las Vegas, NV 89183 **Home Phone:** 702-416-5352  
(Street Number) (City) (State) (Zip Code) **Cell Phone:** 702-416-5352

**Email Address:** selten\_nate@yahoo.com

WPC 61530

**NOTE: The operator is responsible to notify Administrator of future address changes.**

**Applying for:** EXAMINATION  Preferred Testing Location: Las Vegas  Reno  Ely  Elko  Other   
 RECIPROCITY  From What State? \_\_\_\_\_

**Total Amount of Experience as a Wastewater Treatment Plant Operator:** 3 Years 3 Months • CCWRD 3yr 3mo  
(List only full-time or equivalent (FTE) operator employment) Granted 6 mo Recited 6mo  
revised exp. • 51112 he will  
have 4yrs fte

**PRESENT EMPLOYMENT**

**Employer:** CCWRD **Employer's Phone #:** 702-668-8450  
**Date of Hire:** 17 November, 2008  
**Address:** 5857 E flamingo, Las Vegas, NV 89122

**Job Title:** Operations Tech II **Length of Service as an operator:** 3 years 2  
mont

**Give a description of your job duties:** Complete daily function of the CCWRD treatment plant in all areas to include Primary treatment, secondary treatment with aeration basons, turtiary treatment with UV, OZone, and Membrane disinfection, and solids treatment with centrifuge or plate press system

**Name of Supervisor:** Keneth Buck

*I am aware that there are significant penalties for attesting to false information.*

*Keneth Buck*

Signature of Supervisor/Date

**PRESENT EMPLOYER'S WASTEWATER TREATMENT FACILITES**

**Type of Treatment:** Aeration Basin with UV disinfection **Treatment Capacity:** Average 100MGD  
**Maximum** 160MGD

**Type of Agency:** Public  Private  Other: \_\_\_\_\_

**Brief Description of Treatment Plant:** Primary treatment, secondary treatment with aeration basons, turtiary treatment with UV, OZone, and Membrane disinfection, and solids treatment with centrifuge or plate press system

**Types of Methodology Used:** Modified Johanusburg secondary treatment with UV disinfection.

**EDUCATION**

List below the name of school, location, city and state in which you attended school	Years Attended	List Science, Engineering or Wastewater Courses and Degree(s) Obtained
(a) High School	Twentynine Palms H.S.	4 diploma
(b) College		
(c) Graduate		

School			
(d) Trade Business or Correspondence	U.S. Army	15	Military Water/Waste water treatment grade IV

(e) Wastewater Courses Satisfactorily Completed: \_\_\_\_\_  
 Other education or training you have had (science or wastewater related): \_\_\_\_\_

Are you presently enrolled in a wastewater course? Yes  No

Instructor's Name: \_\_\_\_\_ Where: \_\_\_\_\_

PREVIOUS WASTEWATER TREATMENT PLANT OPERATOR WORK EXPERIENCE			
Dates of Service	Total Years	Employer's Name/Address/Phone	Your Position/Supervisor's Name
2002-current	9	Nevada Army National Guard	Water treatment Supervisor
2008-current	2.5	CCWRD	Wastewater treatment technician

Summarize any additional experience you have had which qualifies you for certification as a wastewater treatment plant operator: \_\_\_\_\_  
 \_\_\_\_\_

### REFERENCES

Give at least three references as to your operating ability (Supervisors, Foremen, etc.)

Name	Address	Phone	Job Title
1. Kenneth Buck	5857 E flamingo, Las Vegas, NV 89122	702-668-8450	Supervisor
2. Phil Sanders	5857 E flamingo, Las Vegas, NV 89122	702-668-8450	Supervisor
3. Ross Hohn	5857 E flamingo, Las Vegas, NV 89122	702-668-8450	Supervisor
4. Will Smith	5857 E flamingo, Las Vegas, NV 89122	702-668-8450	Supervisor

Do you hold a valid Wastewater Treatment Plant Operator's Certificate? Yes  No  State: NV  
 Grade: III Certificate #: NV-8116 Issue Date: \_\_\_\_\_ Date Renewed: 2013-5-17

Was this certificate received by reciprocity? Yes  No  If yes, from what state? \_\_\_\_\_

I certify that the information provided, including attachments, is true and accurate. If this information is found to be untrue or inaccurate I am aware that my certification may be suspended or revoked.

DATE: 1/30/2012 SIGNATURE: 

The application fee of \$60 payable to N.D.E.P. (Nevada Division of Environmental Protection) is due and payable at the time of filing this application. The fee is \$75 for reciprocity. Certificates are valid for two years, and renewable upon payment of \$30 fee.	MAIL TO: Wastewater Operator Certification Program Bureau of Water Pollution Control Nevada Division of Environmental Protection 901 S. Stewart, Suite 4001 Carson City, NV 89701 (775) 465-2045
---	---

**Items Below for Committee Use Only**

Payment Received: pm 2/1/12  
Check No.: 169 60.00

[Signature]  
Administrator Signature

Approved for Grade: IV\* Not Approved

Examination Date: 2/2/12 Examination Proctor: Amie  
Examination Location: Amie-LV

Examination Score: 9/10 Pass  Fail  Certified for Grade: IV  
Certificate Issued: 5/1/12 Certificate No.: NV-876 Expires: 5/1/14

\* effective 5/1/12 @  
4 yrs fte

Department of Conservation and Natural Resources  
Division of Environmental Protection  
**Receipt for Payment**

Check #: 169  
Check Date: 01/30/2012  
Date Received: 02/02/2012  
Receipt #: 61530

Nathaniel S Seltenreich  
646 Emerald City Ave  
Las Vegas NV 89183

Operator Certification  
Nathan Streeter Seltenreich  
02/01/2012;

Bureau	FY	Amount	Permit #	Invoice #	Fee type/Fee desc
Water Pollution Control	2012	60.00			Wastewater Operator Certification Program Wastewater Operator App
		60.00 ✓			

FEB 13 2012



# **ATTACHMENT K:**

## Code of Conduct

### Wastewater Professional Code of Conduct

The Wastewater Professional Code of Conduct requires certificants holding Wastewater Treatment Plant Operator, Collection System Operator, Industrial Waste Operator, Industrial Waste Inspector, Plant Maintenance Technologist and Wastewater Quality Analyst certifications to act honestly, competently, and with integrity and to use their knowledge and skill for protection of the environment. As a condition of holding and maintaining a Nevada certification, I agree to:

- Be truthful and accurate in what I say, do, and write.
- Adhere to all laws and regulations applicable to the profession.
- Promote and encourage the highest quality of wastewater facility/system operation within the industry.
- Not misrepresent nor permit misrepresentation of my qualifications or the qualifications of my associates.
- Not conduct myself in a manner that subverts or attempts to subvert the minimum certification requirements, application processes, or examination processes.
- Uphold and follow all certification policies and procedures.

By signing the application and/or renewal form the applicant agrees to adhere to this Code.

# **ATTACHMENT L:**

WPC 150504

RECEIVED

APR 17 2017

ENVIRONMENTAL PROTECTION

### State of Nevada Application for Renewal of Nevada Wastewater Certification

PROGRAM:  Treatment Plant Operator

Name Nathaniel Seltenreich Certificate Number NV-876

Grade III Expiration Date May 17, 2017

Address 646 Emerald City Ave. Las Vegas NV 89183

Are you a veteran of the United States Armed Forces: Yes  No  Branch & MOS: \_\_\_\_\_

Renew my certificate     Cancel my certificate     Send application for upgrading

**INSTRUCTIONS:**

Please complete this form and return with a \$30 non-refundable check or money order made payable to NDEP (Nevada Division of Environmental Protection). The \$30 renewal fee will extend your certificate for an additional two-year period. A \$20 late fee will be charged for payments received after the certification expiration date.

Please provide the following information to help us stay in contact with you:

Email: \_\_\_\_\_ Phone: \_\_\_\_\_ Cell: \_\_\_\_\_

Mailing Address (if changed from above): 3091 E-Saddle Ave  
Las Vegas, NV 89121

Present Employer CCWRD

Employer Address \_\_\_\_\_

Present Job Title Operator Date of Hire 11/2008

- YES, you may release my personal information.
- NO, please do not release my personal information.
- Continuing education documentation submitted.

I certify that the information provided, including attachments, is true and accurate. By signing this application I agree to adhere to the Wastewater Professional Code of Conduct. If this information is found to be untrue or inaccurate I am aware that my certification may be suspended or revoked.

Signature [Signature] Date 4/10/17

Mall this form and your \$30 renewal payment (payable to NDEP) to:

Wastewater Operator Certification Program  
Bureau of Water Pollution Control  
Nevada Division of Environmental Protection  
901 S. Stewart St., Suite 4001  
Carson City, NV 89701

**FOR OFFICE USE ONLY:**

Check # 101  
Date Received 4-17-17  
Database Updated 4-15-17  
Renewal Mailed 04-18-17

To contact us:  
Hotline: 775-485-2045  
E-mail: [certification@nvwea.org](mailto:certification@nvwea.org)  
Web Site: [www.nvwea.org](http://www.nvwea.org)

RECEIVED

JUN 01 2015

ENVIRONMENTAL PROTECTION

WPC 114426

State of Nevada  
Application for Renewal of  
Nevada Wastewater Certification

PROGRAM:  Treatment Plant Operator

Name Nathaniel Selteneich Certificate Number NV-876

Grade III Expiration Date 5/17/15

Address 646 Emerald City Ave, Las Vegas, NV 89183

Are you a veteran of the United States Armed Forces: Yes  No  MOS: Infantry (11B, 0311)

Renew my certificate  Cancel my certificate  Send application for upgrading

**INSTRUCTIONS:**

Please complete this form and return with a \$30 non-refundable check or money order made payable to NDEP (Nevada Division of Environmental Protection). The \$30 renewal fee will extend your certificate for an additional two-year period. A \$20 late fee will be charged for payments received after the certification expiration date.

Please provide the following information to help us stay in contact with you:

Email: seltene\_nate@yahoo.com Phone: 702-416-5352 Fax: \_\_\_\_\_

Mailing Address (if changed from above): \_\_\_\_\_

Present Employer Clark County Water Reclamation District

Employer Address \_\_\_\_\_

Present Job Title Operator Date of Hire \_\_\_\_\_

- YES, you may release my personal information.
- NO, please do not release my personal information.

Continuing education documentation submitted.

I certify that the information provided, including attachments, is true and accurate. By signing this application I agree to adhere to the Wastewater Professional Code of Conduct. If this information is found to be untrue or inaccurate I am aware that my certification may be suspended or revoked.

Signature [Signature] Date 5/28/15

Mall this form and your \$30 renewal payment (payable to NDEP) to:

Wastewater Operator Certification Program  
Bureau of Water Pollution Control  
Nevada Division of Environmental Protection  
901 S. Stewart St., Suite 4001  
Carson City, NV 89701

NDEP P.M. 6/3/2015

JUN - 8 2015

**FOR OFFICE USE ONLY:**

Check # 117

Date Received MAY 28/2015

Database Updated \_\_\_\_\_

Renewal Mailed \_\_\_\_\_

To contact us:

Hotline: 775-465-2045

E-mail: [certification@nvwea.org](mailto:certification@nvwea.org)

Web Site: [www.nvwea.org](http://www.nvwea.org)

REINSTATED 5/28

L-2