

The Undersea JOURNAL[®]

SECOND QUARTER 2023



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Keller Laros teaching
Open Water Diver, 2023

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I raise this point because discussions about bringing up and training PADI® Divemasters usually focus on the immediate pragmatic benefits overlooking that, more importantly, *it shapes our future*. Think about it: One or more people took *you* under their wing and brought you up as a dive pro. What they saw in you, how they guided you and their faith in you affects those you teach and lead today. Those we choose to mentor and guide through PADI Rescue Diver, PADI Divemaster and beyond have diving's and the ocean's future in their hands.

Safety Culture

The rising generation of dive leaders will determine whether diving continues its excellent safety record, and this is Job One. We want to mentor divers who embrace our safety culture and honor the philosophies it's founded on. We're looking for divers who understand what they were taught, apply it as intended, have the gear they're supposed to have and don't cut corners. When you see someone who isn't afraid to speak up and ask questions about a dive plan, who encourages others to do the same, who exemplifies "any diver can cancel any dive at any time for any reason" and brings it out in others, you're looking at someone to encourage into leadership training. Conversely, those who refuse to take safety practices and culture seriously have no place in PADI leadership.

Humanity

Diving is the world's most inclusive adventure sport, not only open to all ages, genders and cultures, but extending hope, peace and/or a sense of normalcy to people with physical and mental challenges. Those whose eyes ignite when

they tell *anyone* about diving, who empathize with others and readily extend a hand to those in need, are the bridges that connect diving to the rest of humanity. We want these potential dive leaders because they will bring diving's healing, uniting power to where it's needed most.

Ocean Torchbearers

Divers have more passion for the underwater world and are better positioned and sized to act on its behalf than any other group. We need dive leaders who nurture this passion in others, helping stimulate the actions and innovations the world needs for a preferred future. The divers who others enthusiastically follow in doing a Dive Against Debris®, who participate in ocean awareness community outreach, and who are ambassadors for the seas wherever they go exemplify what it means to be an Ocean Torchbearer™. These are the people we're looking for.

Choose Wisely, But Choose

Whom you help mentor to PADI Divemaster and beyond will shape the future, but uncertainty remains. Most of your protégés will likely leave positive marks on diving, with some perhaps becoming top names in our community; some will disappoint you. Some may even betray what we stand for. You can't know – the best you can do is choose as wisely as you can.

But for the sake of diving's safety, humanity and ocean future, choose, and choose now! Because if *you* don't raise up tomorrow's dive leaders, someone else will.

Sincerely,



Drew Richardson
President & CEO



Approach every entry-level scuba diving course as potentially training future in-house staff. >> [page 21](#)

The Undersea JOURNAL

Keeping PADI Professionals Informed, Inspired and Involved Since 1967



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COVER

PADI Master Scuba Diver Trainer™ Keller Laros (MSDT - 24235) leads the way by teaching generations to dive safely, including two Junior Open Water Divers in 1987 and again in 2023. Photos: Courtesy Keller Laros

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“Doing something new.
That’s the adventure.”

— Adventurer, Naomi Uemura

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DIVER SAFETY AND EDUCATION

Safety and education are at the core of everything we do for our divers, ourselves and our planet. In this issue, PADI Members share tips on different ways to teach the divemaster course, understanding the many layers of pro acquisition, and how student feedback is the ultimate member recognition program.



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TO TEACH IS TO LEARN



As with the PADI system, there is no one way to teach a PADI Divemaster course. Whether you have a five-day or six-month program, the relationship between instructor and candidate comes down to an opportunity to learn, not just for the divemaster candidate but for the instructor as well.

BY ROSS NEILL, PADI COURSE DIRECTOR (CD - 154764)

THIS PAGE: COURTESY MUSTUFA HARIANWALA; NEXT SPREAD: DYLAN PERRING (2); GREG JONKER; MUSTUFA HARIANWALA (2); LAST PAGE: STEVE WRIGHT (2)



Have you ever heard, “You’re a scuba diver? That’s cool. My friend’s dad is a divemaster, how cool is that?” Let’s face it, *divemaster* just sounds cool, so how do we teach cool? During the PADI® Divemaster course, the divemaster-to-instructor relationship is often one of apprenticeship and *mentoring*. There are two basic ways a divemaster course is offered: courses that run one day after another but are largely much like any other PADI course, and those with more spread out, intermittent schedules. The former tends to have more candidates (that isn’t always the case), and one isn’t better than the other. Although the end resulting certification is the same, these experiences and ways of organization can be very different. Either way, the objective is to train candidates for the real world.

Creating a harmonious flow of teaching and learning, plus teaching *cool*, evolves through experience. Four different instructors in three very different areas of the world discuss their take on training PADI Rescue and Divemaster candidates, specifically their teaching and mentoring methods.

Destination Programs

Some PADI Five Star Dive Centers and Resorts offer primarily large-group divemaster programs, with most of those candidates there to become instructors. PADI Five Star IDC Coral Divers (S-3570) in Sodwana Bay National Park and PADI Five Star IDC Resort Simple Life Divers (S-36013) on Koh Tao, Thailand, are two such destinations.

Dylan Perring, a two-year PADI IDC Staff Instructor (IDCS-508816) who has issued more than 40 divemaster certifications, runs a four-month internship program at Coral Divers, which includes: Rescue Diver, Divemaster, and IDC. Coral Divers’ divemaster program is completed over 20 days, spending the first week to 10 days doing morning pool sessions and knowledge development, with classroom time in the afternoon. Then it’s on to the practical application and working with divers, both certified and uncertified.

“We always make it a good time,” says Perring. “I enjoy sharing my experience in handling situations and how to handle a guest in the dive industry. Getting people to have better people skills may not be part

of the standards, but essential. I adapt with every new class.” Perring says the way he takes ownership of the courses he offers is to, “Remember, you still know more than the student you are teaching, and they already respect you, so confidence is key.”

Similar in approach and enthusiasm, PADI Master Instructor Steve Wright (MI-487850), an almost two-decade PADI Professional who has issued more than 60 divemaster certifications, has been running an internship program for Simple Life Divers for 15 years. “The beauty of diving is that we all start at the same point and with a little bit of time we can all reach the level we desire,” he says. “My favorite course to teach



TRAINING

is Rescue Diver. It is a very complete course, covering all sorts of scenarios from simple to complex. It is my job as an instructor to adapt the exercises to the local environment in a realistic way. Diving from a boat or from the beach, in tropical conditions or cold water. It also helps to make the transition for someone from diving as a hobby to someone taking their first steps to becoming a professional."

That professionalism is carried into his divemaster course, combined with a healthy supply of respect, fun, patience, and cool. "Most candidates can take a number of weeks to complete their course, and in this time, you can really build respect and friendship with each other."

In-House Programs

Contrast a destination course with one offered by a local dive center or independent instructor. Greg Jonker, a 15-year PADI Professional and Course Director (CD - 212443) who has issued more than 50 divemaster certifications, teaches in Montreal, Canada, and is excited to start working with his new IDC candidates to help guide them toward teaching divemasters. His approach is one of the long game. His secret? The PADI Master Scuba Diver™ (MSD) program.

Jonker offers an MSD program as a bundle, which includes many additional opportunities for linking along the way. There are several key advantages to this. As divers progress through each specialty, they develop confidence in their diving skills. This offers divers experience, encourages gear ownership and an increased commitment to diving. "If the same instructor and team conduct the MSD as a comprehensive package, it will also create loyalty and a strong relationship between the divers and instructors, much like the mentorship relationship developed in the divemaster program," says Jonker. "Furthermore, when completing the program divers will be at a minimum of 50 dives and therefore eligible to enroll in the divemaster program."

Jonker suggests one way to spark interest in Master Scuba Diver is to offer the Rescue Adventure Dive during the Advanced Open Water Diver course as a way of demystifying the rescue skills for both the diver and the instructor who may not have seen them since their IDC. "I volunteered to teach the PADI Rescue Diver course all the time. It is a great lead toward divemaster. I'd say 'Do you just want to pass rescue, or are you essentially wanting to go further?' Many



instructors shy away from teaching the Rescue Diver course if they have not taught one in a while. They know how to respond to an *unresponsive diver at the surface*, but they are afraid to demonstrate Rescue Exercise 7. I always took those courses so I was ready, up to date and in good practice."

As a result of the Rescue-into-Master Scuba Diver technique, Jonker can illustrate to the new Master Scuba Divers that they have essentially started their PADI Divemaster course, having 50 dives, an Emergency Assistance Plan, Emergency First Response® course completions and, most often, the PADI Deep Diver as well as

Search and Recovery specialties.

PADI Master Instructor Mustufa Harianawala (MI - 355548) is a nine-year PADI Professional who has issued more than 40 divemaster certifications. He's worked at and has experience with both the in-house approach at PADI Five Star Dive Center Narcosis Scuba (S - 1322) in Riviera Beach, Florida, USA, as well as destination-divemaster courses at PADI Five Star IDC Resort Rainbow Reef (S - 15179) in Key Largo, Florida. The difference is between a five- to six-month course and a five-day course.

"Everyone wants to teach a divemaster course," he says. "Instructors love to have



divemasters to help, it's the ultimate joy of teaching to be able to mentor a new dive professional." He says *Divemaster eLearning* is the key. "Some people do not learn well in a class environment where they are on the spot. It's much better when they are in their comfort space," he says. "We cover everything in the course and teach them as divemasters, eLearning brings that flexibility."

Harianawala says his secret for Rescue-to-Divemaster success is the complimentary *Intro to Divemaster eLearning* example. "I have had a lot of success with the *Intro to Divemaster*. They already start thinking when you plant that seed. If not that, then Master Scuba Diver. I'm always planting the next seed."

No One Way

The PADI Divemaster course is a culmination of skill, dedication, professionalism, knowledge, experience, fun and cool; and that's just on the instructor's side. As with the PADI system, there is no one "PADI way" to teach a divemaster course. Whether you have a five-day or six-month program, the relationship between instructor and candidate comes down to an opportunity to learn, not just for the divemaster candidate but for the instructor as well. In creating a great, cool divemaster, that instructor becomes a better, cooler instructor with each new lesson and experience.

"The only way to hack it is to learn it," says Perring. "You must go read and check it out. Most people are practical,

so using pictures they can relate to really helps them flip the switch." Harianawala says the additional challenge is to get them in the right mind set to be a dive professional, and that starts with you. "Simple things like having a snorkel every time you dive, doing your buddy checks and excellent dive skills," he says. "The students will do what you do as a divemaster, be a role model."

As the great statesman Winston Churchill once said, "From what we get we make a living. From what we give we make a life." Or, in this case, we make a PADI Divemaster.



Cream of the Crop

A step-by-step look at how you can earn your Elite Instructor rating.



Dive store owners may notice a common phenomenon at the end of every year: PADI® Instructors scrambling for certifications in November and December so they can achieve Elite status. There are a lot of good reasons to achieve and maintain Elite status: It's an objective goal that shows both teaching experience and a strong ability to connect with divers. Elite status is something to take pride in, not just in the 'rock star' sense but as something that looks good on the "About the Staff" section of the store website, or a resumé. This is especially true if it's earned several years in a row. And of course, becoming an Elite status instructor tends to keep an instructor busy earning for themselves and their dive operations.

Reaching the first level of Elite status, 50 certifications, is easily doable when you have a plan – you can even do it with a group of *eight* student divers.

Step 1: Get your first eight PADI Open Water Divers in January, and integrate the Peak Performance Buoyancy course, offering a fifth open water dive after

Open Water Dive 4. Divers who perform a supervised dive after they are certified tend to feel more confident, and in turn have a greater penchant for taking additional classes or diving more often.

Result: This will get you to 16 certifications for two to three more hours of work.

Step 2: As soon as that initial Open Water Diver course is finished, schedule a PADI Advanced Open Water Diver class and send your students a free *Introduction to Advanced Open Water Diver* code to get them excited about it. At the same time, enroll your students in an Enriched Air Nitrox course, and either do the Adventure Dive or the Practical Application/Pre-dive Simulation option according to your availability and resources.

Result: This will get you another 16 certifications.

Step 3: During the Advanced Open Water Diver course, talk about "Thinking Like a Diver" and point out notes about safety

and the importance of being a Rescue Diver. Have a Rescue Diver class planned a week or two after the Advanced Open Water Diver class is scheduled to finish and bundle with Emergency Oxygen Provider and Equipment Specialist courses. Split the ocean session for Rescue Diver into two days and include Emergency Oxygen Provider on day one and the Equipment Specialist on day two, after the dives.

Result: This package will net 24 more certifications, and you will have trained eight confident divers who will forever be grateful of the knowledge you have provided them.

In the end, you're at the minimum threshold (56 certifications) to become an Elite Instructor, and all before the end of the first quarter. Best of all, you now have many more hours of teaching experience, are offering a better product to your student-divers and are gaining lifelong friends and customers who have the skills and knowledge to become diving's next wave of ocean advocates.

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Trading Places

What are you looking for in the next you?



As dive professionals, it's fair to say that the more we teach, the more we learn. Whether it be skill oriented or informational, we learn a great deal from our students on how to teach more efficiently with each problem we see.

The same can be said about working with a certified assistant, which in most cases is a divemaster. PADI® Instructors may spend years tinkering with the best ways to develop excellent divemasters. The PADI Divemaster course teaches rescue divers how to be dive professionals, supervise and lead divers, and be role models. Experience, however, is what makes them excellent.

Excellent divemasters need to be adaptable, attentive, customer centric, helpful, moldable, and the list goes on. On

the other hand, those divemasters also need good instructors who know how to work with and use their assistance. When asked what they would look for in divemasters of their own, divemasters who were just starting their Instructor Development Course had some interesting requests:

"If I'm teaching a class and something goes wrong, I want them to know how to help be proactive." – Brittney Burant

"Stay close to the student and see things for me, like an extension of me." – Emily Jackson

"I want someone to be eager and willing to learn and work with me." – Haley Mercer

"I want them to anticipate what I am going to do so we both can focus on the students." – Sylvia Lambert

"They need to pay attention to the needs of the students and make sure the site is set up." – Connor Hauser

One requirement new instructor candidates didn't say they're looking for? Perfection. Let's face it, "perfect" doesn't exist, and even if it did it would be boring, since once you've attained it there's nowhere else to go. Excellence, on the other hand, is something that you can work on every pool session, every dive, every day. New and experienced instructors alike want divemasters they can trust and work with to better bring the world of diving to new divers as well as divers who are moving forward with continuing education. A symbiotic relation of learning and teaching where excellence is the core.

Dental Issues and Diving

Maintaining good dental health is an important part of being fit to dive.

BY DAN STAFF



The medical crew at Diver's Alert Network (DAN) help you better understand diving maladies or emergency situations, and provides tips for handling issues that may arise. Keep in mind, providing emergency care and seeking professional medical care continues to be standard protocol.

As a diver descends in the water, the increasing pressure affects the body's air-filled spaces, such as the ears and sinuses. Ineffective equalization of these spaces will cause pressure differentials between them and the environment. When a tooth is damaged, restored defectively, or has a loose crown, an opening may allow air to enter the space and become trapped during a dive with no means of being equalized. The diver may experience tooth pain during descent, when pockets of air that exist under defective fillings are compressed, or during ascent as the trapped air expands. Either of these situations may lead to cracked teeth or may loosen or expel fillings.

Maintaining good dental health is an important part of being fit to dive. Make sure your divers discuss any tooth pain or discomfort with their dentist to reduce the risk of dental troubles while diving, and that they plan any dental surgical procedures well ahead of a dive trip, especially a trip to a remote location. Dental care can be challenging in a remote location – a cavity, toothache, soft-tissue infection, or tooth squeeze has the potential to disrupt a dive vacation. Most of the time they can avoid these complications with adequate prevention. If they have not had their wisdom teeth removed, they may wish to

inquire about the need to remove them.

Following a tooth extraction, there is the possibility of unrecognized bleeding from the extraction site and the flow of compressed gas into the oral cavity. In this instance, they should avoid diving immediately after dental extraction, even if there were no complications.

For diving after oral surgery, divers should ask for advice from the surgeon who removed the tooth or teeth. Numbness or pain may impair their ability to hold a mouthpiece in place; a loosely held regulator can be a drowning hazard. Most specialists recommend a minimum of four to six weeks, or until the tooth socket and/or oral tissue has healed sufficiently, to reduce the risk of infection or further trauma. Even after that, complications are possible. For example, deeply impacted wisdom teeth that result in nerve damage, sinus complications, or weakening of the lower jaw might require months to heal.

In addition, divers shouldn't dive until they have discontinued using medication to control pain resulting from the surgery – they will avoid any risk of drug-related impairment while diving. And finally, make sure they can hold the regulator mouthpiece without pain or discomfort for long enough to perform a planned dive.

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THE MANY LAYERS OF PRO ACQUISITION



By offering multiple-level training, integrating skills from various courses, and fostering a sense of accomplishment and community, your classes will be in high demand and, if you're successful, you might soon find that you're actually training future in-house staff.

BY THOMAS KNEDLIK, PADI ASIA PACIFIC TERRITORY DIRECTOR

Most of us like shopping and are familiar with the concept of a shopping mall. Usually, by definition a shopping mall is a collection of independent retail stores, restaurants, banks, and other establishments conceived, constructed and maintained by a management firm as a unit that puts multiple types of businesses in one place, so customers want to go there. Working in a PADI® Dive Center or Resort, our operations are similar in that they contain many different business areas such as diver training, retail sales, dive travel, equipment-repair services and cylinder filling, all in one place.

If you aren't currently offering PADI Divemaster and Instructor-level courses, you should consider adding pro-development as another "specialty store" in your "dive shop mall." Offering pro-level courses is more than another income stream; it's another service your customers can get from you without having to go elsewhere. Beyond this, it also allows you to train your future employees for times of staff shortages, transitioning key customers into custom-taught employees – a benefit that has paid off significantly for many dive centers relatively recently. But how do you go about running pro-level courses? Here are some tips from the field.



Pay It Forward, Pay It Back

PADI Five Star IDC Dive Centre Bondi (S – 8363) in New South Wales, Australia, didn't teach many PADI Divemasters, and no instructor candidates, before their new manager joined the team during the COVID-19 pandemic. IDC Staff Instructor Waut "Woody" Lammar (IDCS – 41377) realized that with the staff shortage they were experiencing, he needed to create enough staff so he didn't need to recruit at the same time many other businesses were doing so. "I saw an opportunity to solve our staffing shortage by teaching our students at Dive Centre Bondi to become instructors," he said. "I worked with the regional PADI team to organize the resources required and begin marketing to our community, and away we went." Less than a year since he started offering the courses, the store has certified 10 PADI Divemasters and four PADI Instructors, with more in progress. Targeting the domestic market with all part-time, weekend or evening classes, beyond a PADI Course Director, the store didn't need additional resources. Dive Centre Bondi currently contracts a Course Director for each Instructor Development Course, and apart from securing their future workforce, they earn additional income from offering the courses.

In developing countries, you may encounter local pro-development opportunities that support PADI's People & Community Pillar of Change and may provide dive staff opportunities that they wouldn't otherwise have. For example, PADI Five Star IDC Resort Uncle Chang's Sipadan Mabul Dive Lodge (S – 25298) in Malaysia, started a program during the COVID-19 pandemic that helps local people become PADI Pros. They did this by offering a payment plan for course fees. For example, a diver taking the PADI Rescue and Divemaster courses could pay back the course fee plus interest in the months after certification. The same

payment plan is used with the resort's IDC program, if a local divemaster can't afford the course fees in one payment. Uncle Chang's provides installment plans to the candidates. This ongoing initiative has helped locals have long, rewarding careers in the local dive industry.

Combine Courses and Target Promotions

Some dive operations conduct multiple-level training that includes pro-level courses and uses specialized equipment to foster interest in continuing education courses. PADI Five Star IDC Ody Dive Center (S – 6760) in Jakarta, Indonesia, combines students from different course levels and introduces them to varying skills and equipment, providing an excellent opportunity to reinforce continuing-education benefits toward the professional ranks. Scheduling equipment try-out sessions for sidemount configuration or full-face masks allows students to try something new on their way to becoming dive pros. For the dive shop, it helps save staff time as they combine courses they had previously conducted separately. Equipment-intense courses, like PADI Sidemount Diver or PADI Full Face Mask Diver, generate equipment sales revenue in addition to the course fees.

To offer and sell pro-level training, you need the marketing tools that reach your target audience. PADI Course Director Marcel Van Den Berg (CD – 492721) at PADI Five Star IDC Resort Sairee Cottage Diving (S – 36452) in Koh Tao, Thailand, sets aside several hours twice a week to promote his pro-level courses and events on all his social media channels and the web. His [YouTube channel](#) is very successful, with skills demonstrations and dive community tips and tricks. "After time, the most valuable resources in this world are memories, and with our hard work as PADI Instructors we are creating some of the best memories for a person," he says. "It's our time we put

Applying Technology

While scuba diving will (thankfully) never be entirely online, you can use technology to promote and enhance your training. For example, use the Intro to Divemaster eLearning to share with potential Divemaster candidates to showcase the course and provide a tangible benefit. You can conduct “Become a PADI Pro” events online if this suits your audience or use short video clips to promote your pro-level courses. Enhance the PADI eLearning® experience with face-to-face online presentations to prepare pro-level candidates for inwater training when they are ready to travel. This allows candidates to start their PADI course whenever and wherever it’s convenient for them, taking the Dive Today approach to a new level.

into marketing to inspire more people to learn how to dive and create those memories, and I believe it’s time well spent.” He also maintains a personal grip on his courses, giving ample attention to his candidates. With all his marketing efforts, he consistently books six to eight people on average for IDCs and achieves nearly 100 percent conversion to his PADI Master Scuba Diver™ Trainer internship.

Narrowing the Gap

One of the industry’s biggest challenges regarding pro-level candidate recruitment is the gap in conversions from Advanced Open Water Diver to Rescue Diver. About half of all Open Water Diver students become Advanced Open Water Divers, and about 50 percent of all Rescue Divers continue on to a PADI Divemaster course. However, only about one in 10 Advanced Open Water Divers continue on to take the Rescue Diver course. While there might be several reasons for this, you can do a few things to help with this conversion.

- During your PADI Advanced Open Water Diver course, help students choose PADI Rescue Adventure Dives as elective dives. This dive encourages more divers to continue their education toward professional levels and supports divers keen to learn rescue skills during the Advanced Open Water Diver course.
- Provide an incentive to those who choose to become Rescue Divers by creating an elite “Rescue Crew” (or whatever you decide to call it) that is regularly invited to practice their skills, share their experiences and talk to others about the course most divers see as the best course they have ever taken.

- Use multiple-level training to expose students to the Rescue Diver course and to target potential Rescue Divers with marketing messages highlighting the benefits of becoming Rescue Divers. Tell potential students that becoming a PADI Rescue Diver begins with learning to think like a rescuer.

Once you get students into the Rescue Diver course, it’s time to send them on their path to becoming PADI Pros. To get your Rescue Divers to join your “Divemaster Tribe,” you can implement some simple strategies.

- Send a recorded video message to all your certified Rescue Divers with the latest job offers from the PADI Job Board. This personalized message will provide some excellent reasons

to join the pro ranks.

- Combine rescue skills practice for Divemaster candidates with those taking the Rescue Diver course. The students can talk about their experiences, which commonly handles the promotion for you.
- When you run safety-related workshops at your store or resort, invite your Rescue Divers to come along. They will feel included and may consider the next step in their professional development.
- Send your Rescue Divers the free *Intro to Divemaster eLearning*. This provides something tangible and gives potential candidates a taste of what is coming.
- Promote “Become a PADI Pro.” Don’t just include your Rescue Divers, invite your entire database. PADI Open Water Divers often sign up for a diving career after attending such an event and discovering this was an option. You can even conduct these events online and provide some limited-time incentives and a call to action to get them to sign up as soon as possible.
- Make sure you highlight the benefit of becoming a Divemaster to fulfil supervisory roles for those involved in PADI Freediver™, PADI Mermaid™ or PADI® TecRec® courses.
- If your students are not yet 18 years of age, promote the Junior Divemaster program and link to it from the Junior Rescue Diver certification.



Finally, here are some tips to get your divemasters to join your next Instructor Development Course (IDC).

- Create opportunities that allow PADI Divemaster and Instructor candidates to attend workshops together. For example, you can conduct the Discover Scuba® Diving (DSD®) workshop from the Divemaster and Instructor courses together.
- Invite your divemaster candidates to join your Instructor Development Course to role-play the students or certified assistants at an IDC.
- During the PADI Divemaster course, run the ReActivate® workshop as you would run an IDC Confined Water teaching presentation, to give candidates an experience of how they would run the program when becoming instructors.
- If logistically possible, have the Course Director present or join in on Divemaster course presentations and workshops. This allows the CD to place some subtle reminders about why PADI Divemaster candidates should seriously think about continuing on to become PADI Instructors.
- With your marketing plan for pro-level courses, ensure you focus on the lifestyle beyond the day-to-day life of a PADI Instructor. People

don't become dive pros because they like to fill cylinders and watch people clear their masks; they become pros because they make friends, change lives, share adventures, and explore and protect the underwater world.

Hands-On Support

To fully benefit from pro-level training, it's crucial to offer hands-on support to potential students and candidates, highlighting the benefits and opportunities of advancing their education. By offering multiple-level training, integrating skills from various courses, and fostering a sense of accomplishment and community, your classes will be in high demand, and you will be able to train your future staff in-house.

Don't forget that your PADI team has lots of experience seeing pro-level courses succeed in your area. Reach out to your PADI Regional Training Consultant or Instructor Development Consultant for additional tips on implementing a successful pro-level program at your store or resort. It will be the ultimate customer service experience for your consumers, covering all their shopping needs under one roof – just like in a shopping mall.



2022 in Numbers

How the PADI Public Relations team is racking up wins for PADI Members around the world.



In 2022, PADI® garnered an impressive 9,512 pieces of top-tier earned media in 107 countries with a potential reach of over 32 billion worldwide. Led by PADI's Global Public Relations and Brand Team, PADI Members were featured in outlets such as [Travel + Leisure](#), [National Geographic](#), [BBC Travel](#), [CNN](#), [The Washington Post](#), [9Honey](#), [Stuff](#), [PEOPLE](#), and [The Points Guy](#).

"No other diving organization garners as much media coverage – in both quality and quantity – as PADI, who invests heavily in putting its PADI Members as the face forward in both endemic and non-endemic media for everything diving and ocean conservation related," says Julie Andersen, PADI's Global Brand and PR Director. "Our unprecedented

2022 results brought new audiences into diving, positioned PADI as a lifestyle brand, engaged with younger audiences and established our PADI Mission Hubs as leaders in creating positive ocean change. Most importantly, the engagement highlighted PADI Members across the globe, by sharing their authentic and inspiring stories – driving more business their way. Together, we inspired the world to seek adventure and save the ocean."

Expect continued investment in elevating members in earned media by positioning you, your destinations, your conservation efforts and community initiatives in line with the topical global trends. In addition, PADI will look for support to further drive audiences

reached through earned media to learn to dive with members as part of the #LiveUnfiltered campaign.

"This campaign is our largest diver acquisition to date, with the goal of inspiring new audiences to get their PADI certifications with the 128,000 PADI Professionals and 6,600 PADI Dive Centers and Resorts around the world," says Andersen. "The media coverage obtained for PADI Members not only raises awareness of their businesses but helps connect them with new consumers who are wanting to begin – or continue – their diving journey."

Data Mining

Five new dive computers perfect for beginners and beyond.

BY ROBBY MYERS



It's surprising how often beginner-friendly computers and heavy-duty technical computers can be one and the same. Whether you're doing a no-decompression dive on a shallow reef or deep inside a challenging wreck, all divers need a clear, easy-to-read instrument that is easy to understand and simple to operate. The following computers all shine in this department, each in their own way. Another interesting dichotomy is the increasing number of computers with smartwatch capabilities. In fact, not only does this selection include a dive computer designed with smartwatch capabilities, but also a smartwatch with added diving functionality.

1 GARMIN G1 SOLAR

WHAT YOU GET: Garmin's latest generation Descent G1 computer features a high-contrast monochrome display and solar charging. The 45 mm case is lightweight and comfortable when worn as an everyday watch – a quick-change band is included for thicker exposure suits. The layout of the dive display makes for clear comprehension. It includes customizable data fields, an ascent/descent graphic, and an excellent digital compass. Divers can use the five-button interface or double-tap the screen to cycle through dive displays. Alerts use audible and vibrating feedback. Like previous Descent models, the G1 has multiple recreational and technical dive modes along with GPS mapping, fitness tracking and smartwatch capabilities. Can be used with Garmin's inReach satellite communicator.

CLOSING THE SALE: This rugged, lightweight dive computer is well-equipped for any dive. In addition, divers who often find themselves in remote destinations may be even more enthralled with the G1's non-dive functions such as solar charging and GPS mapping.

CONTACT: garmin.com

2 GENESIS GRAVITON

WHAT YOU GET: This beginner-friendly computer boasts several premium features including its watch-like size and ergonomics, vibrating haptic feedback and color LCD screen. The Graviton has been preprogrammed with the location of thousands of dive sites across the globe, allowing the GPS-enabled computer to show well-established site names on the screen and dive logs. The memory-in-pixel, backlit display provides clarity and brightness at depth, with clearly segmented data fields and bold colors to highlight important dive data. Alternative screens include a digital compass and tissue-loading graphs, which can be accessed hands-free by simply twisting the watch back and forth on the wrist. The computer has modes for scuba and freediving and is enriched air nitrox compatible. Every setting is adjustable and can be accessed via individual submenus or in a convenient all-in-one settings menu.

CLOSING THE SALE: This simple-to-use, feature-packed computer is a great choice for novice divers. Additionally, computer settings, logs and deco history can easily be reset, making the Graviton well-suited for rental use.

CONTACT: genesisdive.com



3



5



4

3 OCEANIC+ APP

WHAT YOU GET: The iOS-exclusive app transforms the new Apple Watch Ultra into a full-fledged dive computer complete with digital compass, nitrox compatibility, no-deco planner and adjustable alarms with haptic vibrating feedback. The sleek, well-organized screen clearly displays dive data and operation is intuitive and ergonomic. Dive logs, including a dive profile and GPS coordinates, are seamlessly synched to the diver's iPhone post dive. A protective boot is available for customers who prefer to dive with a console computer. In addition to the no-deco calendar, the app has location-based dive conditions and weather forecasts to assist in planning future dives. The free version of the app tracks depth and time and syncs dive logs. A paid subscription is needed to access the full breadth of dive functions and is available with a daily, monthly or annual plan.

CLOSING THE SALE: Customers with Apple watches will love the included scuba diving functionality offered by Oceanic+ App.

CONTACT: oceanicworldwide.com

4 SCUBAPRO G2 TEK

WHAT YOU GET: This update to the G2 was designed with technical divers in mind, and now utilizes a ZH-L16 FG gradient-factor algorithm. The large 5.6 centimetre/2.2-inch color screen offers excellent legibility, and customers can choose between four distinct layouts and can even invert the display. The three-button operation uses clear on-screen prompts for easy menu navigation. Depth-rated to 120 metres/392 feet, the G2 is a full-featured air-integrated computer with modes for scuba, freediving, CCR, sidemount, trimix and more. It includes an easy-to-read, full-tilt digital compass with a half-compass rose and bearing memory. The computer features a built-in, rechargeable battery with up to 50 hours of dive time and a 485 MB memory for storing pictures, tables, site maps, tissue loading status and 1,000 hours of dive profiles.

CLOSING THE SALE: Robust technical chops, a highly visible color display and an intuitive, ergonomic operation make this a solid choice for any advanced diver.

CONTACT: scubapro.com

5 SHEARWATER PERDIX 2

WHAT YOU GET: Even tougher than the original Perdix, this new model features a 5.6 centimetre/2.2-inch color display protected by a rugged aluminosilicate toughened glass lens, which is both lightweight and scratch resistant. A titanium armored bezel surrounds the display for additional protection; an all-black bezel is also available. It also features new vibrating haptic feedback to call attention to dive critical alerts. This upgraded model includes all the features and functions of the Perdix AI, including air integration with up to four wireless transmitters, multiple recreational and technical diving modes, easy two-button operation with on-screen menu prompts, customizable display layout and colors, digital compass, Bluetooth connectivity, and a user-replaceable AA battery.

CLOSING THE SALE: Relatively compact with a beginner-friendly operation and advanced functionality, this computer can be an excellent option for a newer diver who wants a computer to grow into.

CONTACT: shearwater.com

Perfect Match

Linking freediving with scuba diving is a match some have perfected.

Can freediving be linked with scuba diving? Absolutely! The two are sometimes treated as separate pursuits with differing philosophies and techniques – freediving, about an inward journey and a reliance on your own physicality and mental strength; scuba diving, reliant on equipment – but freediving can enhance your scuba offerings in a few different ways, including keeping your clients engaged with you, learning and experiencing more. It might also mean additional equipment and course sales.

PADI® Course Director Ji Woo (Stella) Lee (CD – 341749) is a PADI Freediver™ Instructor Trainer and PADI Mermaid™ Instructor Trainer, as well as one of the few PADI Members who holds Instructor Trainer ratings in all of PADI's core membership categories. "I think the great advantage of the PADI system is the diversity of training," she says. "My divers say they are happy with their training with me because they can take a variety of courses."

She says you can add freediving to make your PADI Master Scuba Diver™ program more special, as one freediver certification level can count toward the five specialities needed for that rating. Bundling the PADI Basic Freediver level with your Rescue Diver course is another idea, and an excellent way to reinforce rescue-related skills and awareness of your buddy. You can also package freediver courses with your tec diver courses, since breath control and mental relaxation techniques can help tec divers be successful in achieving their missions.

Freediving also gives you additional opportunities to keep your long-term clients busy in a domestic market, and since it's less equipment intensive than scuba, it presents clients with more options to take part with minimal logistics needed.

While you don't need to achieve instructor or instructor trainer ratings in as many disciplines as Lee, you can still offer the PADI Freediver program by collaborating with another PADI Pro



who is a PADI Freediver Instructor (if you aren't one yourself). That said, Lee's experience is that if you become a role model in personal continuing education, your students will follow.

"I wanted to focus on myself in my free time," she says. "So, I decided to visit people who have greater dive skills or higher levels than me and upgrade

myself. As I grew in knowledge and experience, I got more personal enjoyment, and by sharing this with my students, I changed their lives in turn. Then, as they progress in their own dive journeys up to instructor, we work as a team to train many more divers and change their lives too."

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May All of Your Dives Be Magical



Positive Vibes

Student feedback is the ultimate member recognition program.

BY AL HORNSBY, SENIOR VICE PRESIDENT LEGAL AFFAIRS



For PADI®, the high degree and consistency of instructor appreciation expressed by students is the organization's greatest source of pride; it's also the ultimate member recognition. Along with positive Customer Evaluation Questionnaires (CEQ), a remarkable number of students write to PADI offices to show deep appreciation for their instructors' and dive centers' efforts, and the results.



Course Evaluation Questionnaire

This form is used by divers who have received a paper version of PADI's Course Evaluation Questionnaire (CEQ) and would like to complete it online.

To continue, you will need to have your paper version of the CEQ or your certification card that shows your student number and the number of your certifying instructor.

Student Number:

Instructor Number:

Course:

- ☐ Openwater
- ☐ Advanced Openwater
- ☐ Junior Open Water
- ☐ Discover Scuba Diving
- ☐ Discover Scuba Diving Leader
- ☐ Enriched Air Diver
- ☐ National Geographic Openwater
- ☐ Rescue Diver
- ☐ Scuba Diver

received 322,105 completed CEQs from PADI students; an average of 96 percent of them were positive. Given all the non-controllable issues – environmental and others – faced during the training process, this is a remarkable achievement by PADI Instructors.

Such a statistic also shows outstanding performance as regards both standards' compliance and instructional excellence. Especially given the wide array of personalities, physical attributes, inherent water-comfort (or not), etc. of the hundreds of thousands of PADI dive students taught each year, maintaining this degree of customer satisfaction is a huge task – and when done this well, a huge accomplishment.

The written messages singing the praises of instructors and dive centers are numerous, and when especially positive testimonials come in PADI Staff has the enjoyable opportunity to send out Certificates of Recognition to the members involved, nearly 2,000 of them between 2020 and 2022 alone. To quote just a few:

"My instructor, [name, instructor number], was amazing. He gave really good pre-dive briefings for each dive. I always knew what we were about to do. We had great debriefs after each dive. When I had questions, he was able to explain the answer/material in a way I could understand and relate to. I am looking forward to taking other training courses from him."

"Thank you. I LOVED my course and felt totally confident due to my amazing instructor, (name), at (dive center name). I completed all my eLearning online before I arrived, and it was simply perfect. Thank you...very excited to keep exploring the underwater world."

"The course was extremely challenging. My instructor encouraged and helped me to finish the entire (rescue) program without failure. (Instructor name) was extraordinary leading the course. Now I signed up for PADI Divemaster course with the same instructor."

Between 2018 and 2022, PADI Americas and Canada offices alone

TRAINING BULLETIN

A Training and Education Update for PADI® Members Worldwide

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Training Bulletin Required Reading

This update is the primary training communication from your PADI Regional Headquarters to you. It announces PADI training standards and procedures changes and their implementation dates. Your PADI membership commitment requires you to keep abreast of PADI Standards by reviewing and putting into practice the information in this quarterly update.

The *Training Bulletin* is published quarterly by PADI, the Professional Association of Diving Instructors®

padi.com © PADI 2023



Standards Changes Regarding Dry Suit Use in the PADI Open Water Diver Course

To allow PADI® Open Water Diver and PADI Scuba Diver students to use dry suits during course open water dives, make these changes in your PADI *Instructor Manual*.

In General Standards and Procedures, under **Dry Suit Use in PADI Programs**, fourth bullet, add an asterisk after Dry Suit Adventure Dive and add an Exception below the Note:

- ▶ **With a PADI Dry Suit Specialty Instructor, complete the Dry Suit Orientation and Dry Suit Adventure Dive* prior to the course/program.** (See the Dry Suit Adventure Dive requirements in the Advanced Open Water Diver Course Instructor Guide.) **When fulfilling this option, during all course/program dives:**

***Exception:** Open Water Diver course students do not complete the Dry Suit Adventure Dive. See Open Water Diver Course Instructor Guide, Equipment for dry suit use options.



In the Open Water Diver Course Instructor Guide, under **Equipment**, add a Dry Suit subhead and text:

Dry Suit

For student divers to use a dry suit, the instructor must be a PADI Dry Suit Specialty Instructor and:

- ▶ **Student divers must be concurrently enrolled in a PADI Dry Suit Diver course.**

OR

- ▶ **Student divers must complete the confined water Dry Suit Orientation before open water dives and must be directly supervised by the instructor at a maximum ratio of 6:1 on all open water dives.**

This means there are two options for entry-level student divers to dive in dry suits. The first option of taking the Dry Suit and Open Water Diver courses concurrently has not changed and is described in General Standards and Procedures, Paperwork and Administrative Procedures, Linking Courses. The second option allows Dry Suit Specialty Instructors to provide dry suit confined water training and directly supervise PADI Open Water Diver/Scuba Diver students on open water dives.

Frequently Asked Questions Regarding Dry Suit Use in PADI Programs

Here are some common questions and answers related to standards changes announced in the First Quarter 2023 *Training Bulletin* affecting dry suit use in PADI programs. If you have further questions, please contact your Regional Training Consultant.

Q. Why were standards for dry suit use revised?

- A.** The revisions were based on trends in the field, incidents and community practices. As mentioned in the First Quarter 2023 *Training Bulletin*, many of the changes better emphasize the relevant standards that were already in effect.

Q. Did incidents involving dry suit use influence the standards changes?

A. Absolutely, as all incident reviews do. Incident data is one of several factors that are considered during revisions with diver safety as the top priority. When incident analysis shows that emphasis should be placed on better preparing divers to use specialized equipment, like dry suits, and this is supported by community practice, then changes are made to help PADI Members better manage risk.

Q. Why was the ascent rate lowered for dry suit use?

A. Much as diving at altitude is a special case, managing two expanding air volumes, such as when diving with a dry suit, is too. Both dry suit and altitude diving therefore have a slower maximum ascent rate. However, note that PADI materials already state that the maximum ascent rate is 18 metres/60 feet per minute, or the maximum rate allowed by the diver's computer, whichever is slower. Since most divers use computers with 9 to 10-metres/30-feet per-minute ascent rates, there is, practically speaking, no change to the maximum ascent rate actually being used.

Q. Why were the revisions made to the supervision requirements?

A. The ratios were adjusted to be more conservative, but also reflective of the ratios actually being used in the vast majority of situations. The standards also clarify that the instructor must assess skill mastery before student divers who are not dry suit-certified are supervised by certified assistants.

Q. Why do certified assistants need to have the diver level certification for cavern, dry suit, enriched air, full face mask, ice and rebreather?

A. The community standard is that all divers participating in these activities are certified in them (or under training in them), so this doesn't change certifications they would be expected to have. To best guide and supervise divers using specialized equipment or doing dives in overhead environments, it makes sense to require certified assistants to have the appropriate knowledge and experience related to those specialties.

Q. Do the dry suit experience requirements apply to pro-level training?

A. Yes. As noted in the First Quarter 2023 *Training Bulletin*, for divers to use a dry suit in any PADI program, they must either have a dry suit diver certification, be in training for the certification, have proof of at least four dry suit dives or gain experience under the direct supervision of a PADI Dry Suit Specialty Instructor. If divemaster or instructor candidates do not meet the first three options, then they must complete the Dry Suit Orientation in confined water and complete the Dry Suit Adventure Dive. Direct supervision and reduced ratio requirements apply, until candidates have completed at least four open water dives in a dry suit.

Q. Do the dry suit ratios and requirements apply to guided, nontraining dives?

A. If the guided dive is a PADI Discover Local Diving experience, then they apply like they would with any other PADI program. If it's a regular guided dive, then the requirements are determined by the dive operation's normal practices for assessing divers for specialized dives. Always conservatively follow accepted dive community practices and apply conservative judgment.

How to Create a PADI Distinctive Specialty Course Outline

Although there are a variety of standardized PADI Specialty Diver courses, you may be interested in teaching more-unique specialty courses – for example, a course that provides divers with the historical background of an interesting local wreck, including several dives where student divers locate the main points of interest on the wreck. Perhaps you want to teach a course that introduces student divers to the marine life found at a particular dive site, including how to observe and record species information. Developing your own distinctive specialty is the ideal way to create unique courses to share with your customers.

Where Do You Start?

The revised Distinctive Specialty Template will guide you through the entire process of creating your own course outline. You can download the template from the [PADI Pros' Site Resources/Course Related Documents/Specialty Diver Courses/English/Other Resources](#). Be sure to also download the [Specialty Course Instructor Application](#).

On the template, start by editing the **blue** text to provide the appropriate information for your course. All **bold blue** text indicates a required standard. Delete any blue text that is not relevant to your course.

The template has five main sections.

- 1. Introduction** – where you add the name of your course. Your course name can include no more than 32 characters, including spaces. Do not include PADI or AWARE in the title. You'll also need to explain your Course Philosophy and Goals.
- 2. Section One, Course Standards** – where you provide all the required standards

information for your course, including prerequisites, ratios, supervision, maximum depth, number of training dives, required materials and equipment, etc. Carefully follow the notes in this section to ensure that no important information is omitted from your outline.

- 3. Section Two, Knowledge Development** – includes all foundational and background information required to educate divers about your specialty. Each course topic is followed by a list of learning objectives and presentation notes that are necessary to fulfill the learning objectives. The template includes an example to show you what is required.

Note: The most common reason a Distinctive Specialty Outline is not initially approved is because the Knowledge Development section includes a list of topics and learning objectives but little or no presentation notes.

- 4. Section Three, Confined Water Dives**, – includes confined water training, if any. This section begins with General Considerations, and you should add additional considerations that are important for your course. Each confined water dive should include specific skill performance requirements. If your course does not include confined water training, delete this section from your outline.
- 5. Section Four, Open Water Training** – includes open water dives. This section begins with General Considerations, and you should add additional considerations that are important for your course. Each open water dive should include specific skill performance requirements. As mentioned in several places throughout the template, your distinctive specialty must include at least two open water dives to adequately introduce divers to a new, unique diving experience.

Finishing Up

When finished, save your outline as a Word document and send it to the Customer Service Department at your PADI Regional Headquarters, along with your completed [Specialty Instructor Application \(10180\)](#) for review. On your application, be sure to provide the title of your distinctive specialty and include your signature under Method 3: Direct Application.

When submitting a distinctive specialty, you're also required to complete Section 4 – History of Experience (page three of the application), detailing your special knowledge and experience. If you don't submit this, your application will be placed on hold.

During review, PADI Staff may contact you with questions or ask for additional information. PADI Staff will work with you to make any necessary revisions needed to approve your outline. Once approved and your application processed, you'll receive the PADI Specialty Instructor credential to teach your distinctive specialty course.

If you need additional guidance about submitting a distinctive specialty, please contact your Regional Training Consultant.

Delegate Account Feature Now Includes Discover Scuba Diving Access

PADI Retail and Resort Members can now use an expanded delegate account feature to include access to the Discover Scuba® Diving (DSD®) Participant Management and QR Code/link creation tools. Using the Delegate Account feature, dive business owners can authorize their staffs to manage DSD participants and to create DSD QR codes and links, while also continuing to access the Online Processing Center to manage student divers.

The Delegate Account feature can be quickly accessed from the Account menu of the PADI Pros' Site's main navigation. Creating and managing Delegate Account users is a simple and easy process. Follow these links to watch a video showing [how to add a delegate account](#), [how to activate a delegate account](#), and [how to deactivate a delegate account](#).

Using PADI Copyrighted Materials for Instructor-Led Online Learning

Over the past two years, PADI® Worldwide issued temporary authorizations for PADI Instructors to use PADI course materials in webinar format to deliver [instructor-led online learning](#) for their students. The last authorization expired on 31 December 2022.

Due to the success PADI Members have had leveraging instructor-led online learning during the pandemic, the requirement for written approval to use PADI copyrighted materials online has been permanently lifted so instructors can continue to offer instructor-led online learning more readily.

Note that this allowance does not replace required course materials such as PADI eLearning® or printed manuals, nor does it replace practical sessions or dives. It also does not change copyright requirements that prevent anyone from sending a link to any PADI video or uploading any PADI training video onto any platform.”



Pandemic-Related Protocols

In early 2020, as the pandemic spread across the world, PADI Worldwide issued various recommendations and guidance on how instructors and dive operators could adapt their dive training and activities to mitigate the risk of disease transmission. This was done through numerous webinars and guidance documents such as the [Best Practices to Reduce Transmission Risk](#) and the [PADI Training News](#).

The guidance issued was not the same as PADI Standards changes. Instead, the goal was to help those instructors and operators who wanted to continue to offer dive training during the pandemic by suggesting educationally valid and globally consistent technique adaptations to certain skills such as rescue-related or air-sharing skills. Adhering to those recommendations or continuing to teach the skills without any adaptation was left to the discretion of the instructor as suggestions were not mandatory.

Now that pandemic-related restrictions are being lifted in an ever-increasing number of countries and regions, instructors who have been using the suggested technique adaptations should make every effort to return to teaching the skills as was done before the pandemic. Of course, if local authorities stipulate it, or if students request risk-mitigation protocols, the adaptations may continue to be used.

If you have questions, please contact your Regional Training Consultant.

Use of PADI Continuing Education Administrative Document for Pro Courses

Effective immediately, the PADI Continuing Education Administrative Document (international version 10038; EU version 10541) can be used for all professional-level courses – divemaster and above – not just diver-level courses.

As stated in the Fourth Quarter 2009 *Training Bulletin*, a diver who takes a continuing education course with you, then signs up for another course within 12 months, only needs to read and sign this form once. At the time, the form covered the PADI Adventure Diver, Advanced Open Water Diver, Rescue Diver, Master Scuba Diver™ and specialty diver courses. This now is extended to pro-level courses.

As always, and as noted on the document, if the diver's medical condition has changed since the form was completed, have the diver complete a new Diver Medical form.

The use of the Continuing Education Administrative Document does not change the requirement for PADI Divemaster and IDC program candidates to provide a physician's approval to scuba dive as a course prerequisite. The Open Water Diver course still requires the use of individual forms.

If you have questions, please contact your Regional Training Consultant.



Immersion Pulmonary Edema - Reminder

Although immersion pulmonary edema (IPE) is a rare event, aquatic sports physiologists are giving it more attention than in the past. The number of cases in diving remains small but has increased, likely due to more awareness, as well as aging diver populations (cardiac diseases more common).

As you may recall, IPE results when the pressure difference in the alveolar air sacs relative to the surrounding capillaries causes fluid to enter the airways. This in turn reduces gas exchange. Physiologists think several physiological and environmental factors combine to cause IPE, but predicting it remains elusive. Based on theory and incident data, possible contributors include body position in the water, underlying cardiac disease, certain types of drugs, breathing resistance, exercise, water temperature and overhydration. However, none of these has demonstrated a consistent, predictable, causal relationship to IPE.

IPE is rare even among people with suspected risk factors, and it frequently (relatively speaking) occurs in people without clear risk factors. It sometimes occurs in people who have a long history of uneventful diving. Those who have heart disease or who have had IPE are thought to have elevated IPE risk, and the UHMS Diving Medical Screen requires such people to have a physician's clearance to dive. IPE is specifically included in the guidance provided to physicians.

Avoiding overexertion and keeping gear adjusted to avoid

excess breathing-resistance may reduce IPE risk, though obviously these are recommended diving practices in any case. Divers want to be properly hydrated to reduce DCS risk but overhydration – drinking litres/quarts before a dive – isn't necessary and may increase IPE risk. Divers should discuss any drugs they take with their physicians; again, that is the recommended practice apart from IPE concerns, anyway.

IPE signs and symptoms can overlap with drowning, AGE and DCS, and include disproportionate fatigue and breathlessness. The diver may feel a “rattling” in the chest, with coughing/wheezing common. If a diver experiences possible symptoms/signs of IPE, the diver should stop, breathe and avoid further exertion. The diver should end the dive breathing slowly and deeply. The diver should slow down to avoid further breathlessness and be closely escorted by a buddy or buddies. The “I'm not well” sign is good option for alerting others to possible IPE symptoms (or any other medical symptoms) experienced at depth.

At the surface, the diver should receive emergency oxygen and get emergency medical care. The diver may feel more comfortable sitting up, but IPE signs and symptoms can be similar to serious DCS, which indicates keeping the patient lying down. Contact the Divers Alert Network or other local dive medical emergency service and follow their guidance.

For more information about IPE, see Professor Simon Mitchell's article, “The Mysterious Issue of Immersion Pulmonary Edema” in First Quarter 2020 *The Undersea Journal*®.



I'm not well

New eLearning Products

Public Safety Diver

PADI eLearning® products (English) are now available for the PADI Public Safety Diver program along with companion digital instructor materials:

- ▶ 60494-1 – PADI *Public Safety Diver eLearning* (also used for Surface Support Specialist course)
- ▶ 60496-1 – PADI *Advanced Public Safety Diver eLearning*
- ▶ 79174-5 – PADI Public Safety Diver Instructor Guide and resources
- ▶ 79201-5 – PADI Advanced Public Safety Diver Instructor Guide and resources

As announced in the First Quarter 2023 *Training Bulletin*, the PADI Public Safety Diver course content has been updated and enhanced. PADI Advanced Public Safety Diver is a new course that advances a public safety diver's skill to the next level.

If you are interested in becoming a PADI Public Safety Diver Instructor or a PADI Advanced Public Safety Diver Instructor, please contact a PADI Public Safety Diver Instructor Trainer to learn more. The applications for Public Safety Diver Instructor and Advanced Public Safety Diver Instructor are available for download from the [PADI Pros' Site](#) or can be obtained by contacting your Regional Training Consultant.

eLearning Bundles

Two PADI eLearning bundled codes are now available:

- ▶ 60372-9 – *Open Water Diver eLearning and Enriched Air Diver eLearning Bundle*
- ▶ 60373-9 – *Advanced Open Water Diver eLearning and Rescue Diver eLearning*

Simply purchase one product to get both eLearning products to assign to student divers, who in turn only have to redeem one code to receive two eLearning programs in their learning portals.

Offering course bundles is a great way to enhance learning and instill the value of continuing education from the start. To learn more about course bundling strategies, contact your PADI Regional Training Consultant.



Stay up to date by regularly checking the *Training News* on the PADI Pros' Site.
***Training News* is an extension of the *Training Bulletin*, and essential required reading.**

COMMUNITY

Community is at the heart of teaching the world to dive. Providing education and support for communities cultivates the sustainability mindset necessary for ocean protection.



40

MEMBER RECOGNITION

Commemorating member anniversaries, plus two long-serving members share the amazing stories of their lives.



80

PADI FAMILY

Euro-Divers celebrates 50 years of business, PADI CEO Drew Richardson to receive a NOGI, and PADI Mermaids save a life.

2023 PADI Member MILESTONES

In 2022, PADI Members, like you, passionately trained confident and competent divers. You went far beyond simply teaching people to dive – you created Ocean Torchbearers™ for our blue planet and showed them what it means to live the local dive lifestyle. You changed the lives of those just beginning their dive journeys and helped expand dive opportunities for more experienced divers. It's because of you that more people aspire to join the PADI® family as a PADI Diver or dive professional.

Once again, the ranks of PADI Members are strong. As of 31 December 2023 nearly 130,000 individual PADI Members and more than 6,600 PADI Dive Centers and Resorts were changing lives and expanding the dive tribe.

On these pages alone, you'll find 9,711 PADI Members with a combined professional experience of 179,645 years. This doesn't even include the 75,315 additional years of experience that come from the 9,311 PADI Members reaching their five- and

15-year member milestones that you can see at the PADI Pros' Site. In addition, the Frequent Trainer PADI Course Directors are responsible for more than 70 percent of all open water scuba instructor-level certifications.

The milestone members seen throughout these pages represent PADI Professionals who offer the world's most sought-after diver training that transforms people into divers while instilling a love for the underwater world.



50-YEAR MEMBERS

The PADI® family recognizes the following 50-year members who reached their milestones in 2022.

These long time members were asked these questions:

- What has PADI Membership meant to you?
- What would you have been if you hadn't been a PADI Professional?

William Barry Burton

Master Instructor - 2549

I'll never forget standing up after my first scuba dive back in August 1961. I was so excited, and smiling so big that it almost hurt. Since then, I've logged more than 11,000 dives. What's amazing is that my big smile is still there after each dive!

Along with being a scuba instructor, I was also an industrial/manufacturing engineer for more than 29 years. Now I'm in the dive center and do dive travel full-time!



John Christopher Fine

Master Instructor - 2569

I first met Ralph Erickson at Our World Underwater in Chicago, Illinois, USA. I was showing slides at the film festival and Ralph was interested. I had been teaching diving under the French National program and the USA YMCA programs. Ralph was an educator, his friend John Cronin was involved with dive manufacturing and sales. I began to write for their fledgling news bulletin and structured legal aspects of diving for PADI. Our friendship continued over many years. I continued to write for the PADI Journal and answer questions Ralph had. I joined PADI and more than 50 years later I am still teaching diving, having brought thousands of people into the ocean world. Although Ralph and John are gone, their legacy lives on through PADI's educational programs



I am asked the same question all the time: Where do you like to dive best? I do pollution studies where there is often no visibility. Even so I learn something on every dive. Diving is only a means to discovery. I've done it since I was a kid and continue to learn something every time I dive. The challenge for any instructor is to learn. Ralph and I used to agree: You get a good diving course if you get a good instructor. An experienced instructor has seen mistakes and can teach avoidance of problems. We all make mistakes, learning from them makes us better divers and better instructors. PADI makes access to teaching materials available in many media formats keeping up with technology that would astound even Ralph and John. I'll write again fifty years from now and tell you what's new.

Elmer J. Engman

Master Scuba Diver Trainer - 2617

Being a PADI Instructor allowed me to meet and train a lot of new divers and show them a new way to enjoy the planet. Some have gone into marine biology and environmental studies, while others became PADI Instructors and commercial divers. It is also nice to see the third generation of families getting into diving.

If I had not become a PADI Professional my life would not have been as exciting as it is today. Not many people, when you get to this age, are still diving.



Walter "Butch" F. Hendrick III

Master Scuba Diver Trainer - 2382

Being a PADI Instructor in the early days of scuba (1972) and throughout the past 50 years has opened the door to meeting and teaching so many possible diving students. In my case, it allowed me to offer my students numerous courses of their choice within a single certification agency. Networking with PADI Professionals and divers worldwide has facilitated hundreds of eye-opening conversations about diving techniques, best practices, standards, education and more.

Had I not been a PADI Instructor, I would have still spent my life making a living teaching scuba diving and water rescue around the world, since I had become a certified scuba instructor with two other certifying agencies in 1968. Having been a PADI Instructor opened more doors to teach.



John C. Green

Open Water Scuba Instructor - 2138

I started diving in 1968 by taking lessons at a local store in Ohio, USA. I moved on to become an instructor through PADI in 1972. I owned a dive shop in 1970's and went on to medical school in 1980. PADI has been the instructional leader then and now, allowing many new divers to participate in our great sport with so many diving programs and ecological inertia. I'm very proud to be a member all these years. Looking forward to teaching some Scouts and intro to scuba program this summer.



2023 PADI Member MILESTONES

Captain Thomas S. Micale

Master Scuba Diver Trainer - 2882

PADI Membership has given me the opportunity to meet some of the nicest people and introduce them to the beauty of the underwater world. One of the greatest feelings as a PADI Professional is to see the expression on the faces of new divers when they become comfortable in their new realm.

If I had not become a PADI Professional, I would have continued diving and photographing the unique and beautiful underwater environment. I fell in love with diving in 1967 on my first open water dive.



Steve M. Workman

Master Scuba Diver Trainer - 2663

I've been with PADI since 1972. It has been my gateway to further interests in maritime history, nautical archaeology, and ocean conservation. While the instructional support technologies have evolved over the years, the scuba instructor is still the linchpin to ensuring a safe learning environment for students. The instructor has to have the confidence in their ability to abort a dive and reschedule training when conditions are unsafe or if the student shows up with the wrong gear.



Dan L. Orr

Alumni - 2776

Being a PADI Member allowed me to provide students, through a standardized and organized curriculum, with an opportunity to learn about and experience the enjoyment of the wonderful sport of scuba diving. Being a PADI Member helped lay the groundwork for me on a path forward to a career in the scuba diving industry.

As a PADI Member, I was able to gain personal satisfaction from coaching aspiring professionals through the challenges and opportunities leading to a career in scuba diving. There are, after all, few things more satisfying than seeing the transformation from diver to diving professional.

I simply can't imagine not having a career as a professional in the diving industry. Being a PADI Professional set me on a path that led to the most satisfying career anyone could imagine. Any other career, in my opinion, would not have provided the opportunity to have some measure of influence over the lifestyles of many of the thousands of students I certified. For that reason alone, I will be forever grateful.



Frances Young Doyle

IDC Staff Instructor - 2753

Being a PADI Professional has allowed me the most exciting, eventful, and worldwide adventures imaginable. And it's still going! All I can say is that if I wasn't a dive professional my life would be one word - boring.



Gregory W. Souchik

Master Instructor - 2534

Being a PADI Instructor changed the course of my life. I met so many great people that were my students and many of them that became friends for life. I've seen so many wonderful things and have been to incredible places that most people only dream about. It is kind of hard to picture my life without diving or being an instructor.



Additional 50-Year Members

Kent R. Ferris #2618
Raymond J. Kawa #2430
Lawrence B. Lemay #2491
Duncan M. Milne #2086
Makoto Okada #800036
Jan E. Rowe #2653

FREQUENT TRAINER WORLDWIDE COURSE DIRECTORS*

Congratulations to the following PADI® Course Directors for their instructional achievements and commitment to educational excellence in 2021. Their hard work and dedication to professional-level diver education has earned them the distinction as Platinum, Gold or Silver Course Directors for 2023.

PLATINUM

Farid Abdel-Al
Ehab A. Abualadel
Mohammed H. Adel
Javier Agudo
Alaa Saeed M. Al Masri
Joanne Armitage
Adam Ashraf
Stephen J. Aynsley

Darrell M. Bird
Matthew B. Bolton
Lars Bosman
Francisco Bustos Cid
Michael A. Casey
Soon Fuat Chong
Michael A. Clarke
Victoria E. Cole

Andrew Raymond Dean
Nick DeRutter
Adrian Dionisio
Nicolas Dulcic
Rodrigo Fernandez Palacios
Sandra Fitzgibbon
Patrick J. Hammer
David Hayler-Montague

Phillip M. Hetherington
Raymond Hung Sai-Yin
Natalie M. Hunt
James H. Hutchinson
Chad E. Jackson
Sin-Hye Kim
Georgia S. King
Olga Knijn

Maximilian J. Leutermann
Yu Slang Liao
Josiah M. Mackin
Holly Macleod
Brian A. Mara
Robert W. Meadows
Waleed A. Moubdy
Angel Navarro Moya

Zoona Naseem
Ross Neill
Paul T. Nonemaker
I Made Partayasa
Leo Saldunbides
Diego Sanchez Esteban
Mark J. Soworka
Ivana C. Stampeggi

Kai Steinbeck
Kenneth C. Stromberg
Colin Taylor
Kevin Turner
Marcel Van Den Berg
Martin A. Van Gestel
Alex Walker
Richard Waring

William Welbourn
Grace I. Williams

GOLD

Hossam M. Abdelaziz
Nereida Agüero Baltodano
Mustafa A. M. Alsayyad
Anthony M. Andrews
Ozan Atabilen
Berdi Boeve

Mohammad H. Buhamadi
Patricio F. Cartelli
Miguel Coll Bonavota
Altair Diaz Arevalo
Kerrie M. Eade
Oray Ercan

Charlotte L. Faulkner
Lawrence A. Grayson
Mark A. Hammer
Naveh Harris
Christian Heitkemper
Everette W. Ingram Jr.

Xenia Kuzelka
Marlies Lang
Gianluca Lambertini
Camille Laquerriere
Ji Woo Lee
Woo Bin Lee

Jurek Majkowski
Jason R. Orage
Grazia Palmisano
Shaveer Patel
Julian M. Pirie
Bent Posejpal

Monique Richards
Walter Gustavo Schmit
Stavros V. Silva
Mark Slingo
Richard A. Swann
Maarten Van Den Hazel

Jesus Velasco Obiol
Boonchob Vijarnsorn
Alejandro Vina
Crescenzo V. Volpicelli
Philippe Yersin
Ioannis N. Zagorakis

Zhao Zhen Fei
Madelene M. Zietsman

SILVER

Ali H. Abbas
Osama Abdalla
Christopher R. Adams
Hussain Ahmed Alabbas
Johan Amerijckx
Rodrigo Araya
Chris Azab
Harold H. Bach II
Rene Bakens
Thomas Baum
Peter Bickerton
Jullian R. Blakkan-Strauss
Johan Blixt
Mick Bosman
Eric M. Brown
Sander Buis
Fabio Buitrago
Jeff H. Bunker
Rocio G. Bunker
Stefano Busca
Alberto Calesella
Juan Pablo Cambior Alvarez

Ketut Carlisa
Massimo Casabianca
James W. Chandler
Chi-En Chen
Yu-Hua Chen
Wai Hong Cheng
Keith M. Chestnut
I Feng Chiu
Ann Christmas
Tsin Hung Chung
Scott S. Cole
Daniele Comin
William C. Conrad
Pedro Antonio Corrales
Moreno
Jamie H. Cox
Maciej Curzydlo
Samir Darwish
Barbara D. DeClerque
David A. Denton
Thien X. Do
Balazs Doczy

David G. Drane
Clare Dutton
Ehab S. Eldeftar
James Ellis
Karen A. Erickson
Gabriel Espino
Peter N. Ewart
Alex O. Fancher
Fletcher W. Ferguson Jr.
Jari Forsman
Andreas Fuch
Ernesto Gabaldoni Siles
Fabian Garcia
Roman Garcia Cardena
Thannassiss Glaroudis
Gwenael Grellier
Luc Grenier
Michel Guerrero
Philippe Gueuning
Tracy S. Gunn
Christopher A. Hailey
Elisha Hartley

Hilda Hausard
Mohammed Helmy Amien
Ryan J. Hilier
Yam To Ho
Norbert Hoeger
Ken G. Holliday
Chan Jung Hong
Elizabeth Hung
Suki Oi Ching Hung
Luke D. Inman
Tae Han Jang
Chi Hsien Jen
Michael C. Jones
Firas Jundi
Chatsakul Kaewpanao
Jeonhoon Kang
Joanna Kannenberg
Michail Kassidiaris
Mohammad Kazemi
Laura Kazimierska
Yahya M. Khiry
Jin Myung Kim

Jung Mi Kim
Tae Hun Kim
Charles Kiss
Marcus Kitching-Howe
Berlinda Koolen
Guan Qian Kun
Kidae Kwon
Francois F. LaFleur
Darren J. Landon
Hannaru Lee
Ho Bin Lee
Kelvin Lee
Meng Li
Mark J. Linse
Traun J. Lynch
Pedro C. Magsino
Jessica L. Marelli
Jorge M. Marin
Daniel Martin
Zachary B. Matthew
Ulf Mayer
Richard Mei

Thayany Mesa Moraes
Vincent Meurice
Cai Miao
Paolo Micarelli
Jamie Miller
Damien Monge
Michal Motylewski
Robert A. Murphy
Jens Nassall
Leslie B. Newman
Kevin P. O'Brien
Jose Villegas O'Connell
Tufan Ozan Aytac
Chul-Kyu Park
Jean Michel Pellissier
Luis Miguel Pereira Filipe
Toni Plaza Baños
Jean Pomaret
Ahmed M. Ramadan
Frans V. Rattu
Kenneth R. Redifer II
Hatem M. Refaat

Myriam Reichel
Julie Reuter
Helene Reynaud
Timothy M. Riley
Alberto Rota
Fabiola Ruiz-Aguilar
Yosuke Saito
Daniel Scarlata
Margriet Schuur
John W. Searle
William E. Seleen
Jong Yeol Seo
Fuming Shi
Masanori Shimazu
Fernanda Maria P. Silva
Santos
Michael Sjukrie
Lee Smallwood Cassar
Tae Min Song
E. K. Sowell
Dale V. Spree
Morten N. Steen

Chen Sun
Frederic Thibaut
Chan Saow Tom
Jordan Topkoski
Isabelle Trublet
Sancar F Ugurvol
Manasawee U-Tavee
Laure Van Den Daelen
Guillermo Veghaz
Paulo Villarinho
David L. Woodlief
Syuan Yang
Arnold R. Yap
Jae Jun Yoon
Emma J. Young
Amr Zakaria Ali
Martin Zeschke

***Platinum Course Directors** issued a minimum of 100 professional-level certifications in 2020, at least 30 of which were at the PADI Divemaster, Assistant Instructor, Open Water Scuba Instructor or IDC Staff Instructor level and an overall 70 percent or higher professional-level continuing education ratio.

Gold Course Directors issued a minimum of 50 and up to 99 professional-level certifications in 2020, at least 20 of which were at the PADI Divemaster, Assistant Instructor, Open Water Scuba Instructor or IDC Staff Instructor level and an overall 60 percent or higher professional-level continuing education ratio.

Silver Course Directors issued a minimum of 20 and up to 49 professional-level certifications in 2020, at least 10 of which were at the PADI Divemaster, Assistant Instructor, Open Water Scuba Instructor or IDC Staff Instructor level and an overall 50 percent or higher professional-level continuing education ratio.

Frequent trainer benefits valid from 1 March 2023 through 29 February 2024.

2023 PADI Member MILESTONES

30 YEARS and Counting

The following PADI Dive Centers and Resorts will reach their 45-, 40-, 35- and 30-year PADI Membership anniversaries in 2023

45-YEAR MEMBERS

(Join Year 1978)

Aqua Sport International	S - 5
Dive World Scuba Center	S - 730
Force-E Scuba	S - 385
Quiescence Diving Services, Inc.	S - 390
Sierra Diving Center	S - 819

40-YEAR MEMBERS

(Join Year 1983)

Aqua Diving School	S - 285
Blue Sub	S - 5505
Caribbean Divers	S - 381
Cydrive	S - 469
DAC DIVERS	S - 5510
Dive Right In Scuba, Inc - Orland	S - 298
Divers Paradise	S - 468
Don Foster's Dive Cayman, Ltd.	S - 281
East Bay Dive Center	S - 319
Fathom Five Divers	S - 334
Florida Keys Dive Center	S - 394
Jack's Diving Locker	S - 340
MAXDIVE JAPAN	S - 5503
Northwest Scuba, Ltd.	S - 4254
OK Marine Pro	S - 5502
Pro Dive Cairns	S - 8014
Scuba Buddys	S - 422
Scuba Unlimited	S - 333
Sunset House	S - 261
Water World, Inc.	S - 371
World of Water	S - 220

35-YEAR MEMBERS

(Join Year 1988)

Akumal Dive Shop	S - 1806
Aqua Diving Academy	S - 1889
Aquanautics	S - 1815
Aquatica	S - 1384
Blue Angel Dive Shop & Scuba School	S - 1837
Blue Horizons Dive Center	S - 1830
Captain Mike's Diving Services, Inc.	S - 1772
Coconu	S - 5641
Conch Republic Divers	S - 1905
De Aalscholers	S - 9009
Die Taucher	S - 9002

Dive House Sea Dragon	S - 5644
Diving College	S - 1885
Diving the Crab by Blue Wave Ltd.	S - 1857
DSM Brussels	S - 9006
Force-E Scuba	S - 1729
Jack's Diving Locker	S - 1829
JAH Diving Club	S - 5640
Lone Star Scuba - Ft Worth	S - 1892
Mountain Bay Scuba	S - 1906
Okinawa Tropicco	S - 5651
Pro Marine GmbH	S - 1872
Red Sea Divers	S - 1903
Undersea Divers, Inc.	S - 1765
Pro Scuba Center, Inc.	S - 1797
Sea Saba Advanced Dive Center	S - 1941
Scuba Company	S - 1935
Space Coast Dive Center	S - 1923
Stuart Cove's Dive Bahamas	S - 1875
Tranquility Island Resort	S - 8337
Triton Tauchsportstudio	S - 9007

30-YEAR MEMBERS

(Join Year 1993)

5 Star Divers	S - 2918
Achim's Tauchreise	S - 9210
Air Sub Service SRL	S - 9225
Alexander's Dive Shop, Too	S - 2893
Aloha Scuba Diving Company	S - 2813
American Pro Diving Center, Inc.	S - 2858
Amoray Dive Center LLC	S - 16499
Amuse Marine Club	S - 5816
Anthony's Key Resort	S - 2924
Aquatic Adventures Scuba Academy	S - 2868
Aquaventure Dive & Photo Center	S - 2874
Atlantic Edge Scuba	S - 2835
Blue Crew Divers	S - 3322
Bunns Pro Centre	S - 2934
Calypso Diving School International	S - 2984
Cardiff Scuba Ltd	S - 2975
Cologne-Divers	S - 9190
Corderia Nazionale	S - 9211
Coki Beach Dive Club	S - 16508
Deep Blue Scuba	S - 2768
Dive Asia	S - 2925
Dive Kids	S - 5805

Dive Maui	S - 2976
DIVEadventures	S - 9203
Divers Den	S - 2947
Divers Supply Indy	S - 2885
Diveshack Scuba School	S - 2826
Diving Center La Sirena S.L.	S - 9196
DNA Sub	S - 86
Down Under Dive	S - 8091
Ena Dive Center & Water Sports	S - 2892
Escafandra Centro de Buceo	S - 2774
Exmouth Dive & Whalesharks Ningaloo	S - 8165
Joe's Wassersportcenter	S - 9202
Issimo ASD	S - 9194
La Laguna Dive Center	S - 2857
Lanai Ocean Sports Management	S - 2722
Lancaster Scuba Center	S - 2838
Nærøy Dykk	S - 5087
Macau International Dive Centre	S - 2900
Mariana Sports Club	S - 2840
Northern Coast Aquasports, S.A.	S - 2547
Ocean Explorers	S - 2949
Ocean View	S - 5817
Papalagi Diving School Yokohama	S - 5792
PT Master Selam Indonesia	S - 2767
Professional Scuba	S - 2888
Progetto Sub D.S.	S - 9233
Red Sea Dive Centre	S - 2890
R.Sub	S - 9193
S'Algar Diving	S - 9224
Sea Fun Divers Co Ltd	S - 2802
Sea Hunt Scuba	S - 2942
Sea Ventures Dive Center	S - 2771
Scafo Mergulho	S - 2880
Scott's Scuba Service	S - 2908
Scuba Adventure	S - 2801
Scuba Viva	S - 9260
Scuba World, Inc.	S - 2841
scubaboard	S - 9232
Scubakreta Diving	S - 2937
St Croix Scuba	S - 2891
Super Scuba Fiz	S - 5801
Tauchsportcenter.de	S - 9247
The Great American Diving Company	S - 2820
Two Harbors Dive & Recreation Center	S - 2884
Watersports Unlimited	S - 2881

2023 PADI Member MILESTONES Americas

45-YEAR MEMBERS

(join year 1977)

David Bender
Peter L. Butt
Stephen M. Dokus
Van T. Fleming
Wayne D. Gomer
Kevin L. Gonzalez
Paul C. Heinerth
Al Hornsby
Kirk Kleist
Yedidiah Langsam
Richard T. Lewis, Jr.
Samuel A. Lyons, Jr.
Rosalind L. Metzmeier
Jeff W. Mondle
Rick L. Neal
Noel S. O'Brien
Edd G. Pelsmaeker
Mitch Pridgen
William A. Rose
Gordon A. Sanford, Jr.
Steven D. Sokoloff
Neal A. Tapps
Robert J. Taylor
Karen Vega
Robert F. Webb
Sidney Webster
Steven L. Wexler
Bruce A. Wicklund

40-YEAR MEMBERS

(join year 1982)

Joe J. Angelo
Lee Archung
Lori L. Bachelor-Smith
Glenn Barrall
Joseph W. Bereswill
Nancy J. Birchett
Deborah E. Boohar
Joseph F. Boudreau
Joel F. Brier
David M. Burrows
Robert L. Butt
John E. Campion
Milton A. Carlo
Patricia Carroll
Jeremiah P. Casey
Kenneth S. Charnock
James M. Clemons, Jr.
Kurt G. Clifton
Gay L. Cokendolpher
Morse
William B. De Rooy
Colin P. De Vries
Jeff D. Denman
Alfredo Diaz-Michelen
Nancy Jo Dwiggin
Robert K. Easterday
Scott A. Edick
Dennis H. English
James R. Estabrook
David K. Ferry
Dave B. Fleetham
Donald C. Griffin
Carl D. Haggard

Guy H. Haskell
Loyal G. Hightower
Dillard K. Holder
Everett A. Justham
Kenneth A. Kerzner
Jennifer C. Kimberly
Gary D. King
Randal J. Kraft
Michael P. Kurczewski
William O. Lanman
Wanda J. Larson
Francis M. Linnehan
Dan A. Lundien II
Ariel D. Marks
Linda C. Marsh
David A. Martinache
Gerald J. Matt
James R. McNeal
Robert W. Meadows
Donald L. Mong
Manuel A. Montoro
Pablo Montoya
Brian R. Morris
Thomas E. Pfister
Jose E. Rafols
R. Thomas Ray
Tim G. Rettig
Jose V. Rodriguez
John D. Sailer
Julie T. Sanders
I. Leon Scallion
John T. Shuder
Peter C. Sutherland
Frank C. Valenti
Jeffrey A. Venn
Robert R. Wass
Steven M. Weaver
Elizabeth Williams
Tony E. Winstead
Robert O. Wratschko
Daniel L. Wright

35-YEAR MEMBERS

(join year 1987)

Barbara E. Abernathy
Keith G. Abernathy
Paul Allan
Victor D. Ambegia
Alberto Angulo Sauri
Carlos Antuna
Johnnie G. Arellano
Edward W. Arens, Jr.
Robin E. Arnold
Martin L. Bailey
Pamela A. Barry
W T Buck Beasley
Jeffrey A. Bedford
Marcus A. Bembenista
Brian T. Benton
P. Richard Berner
Foster L. Billings
Ronald K. Bland
William T. Bohmer
William R. Bonk
Robert D. Bordett
Jeanne Bowen
Gerald M. Brabham

Terrence M. Brennan
Robert C. Brewer
Kevin W. Brodley
Donald W. Brogan, Jr.
Jorge J. Brouwer
Don G. Bueneman
Joseph P. Buren
David V. Busler
Bill J. Byer
Timothy G. Callahan
Steve C. Campbell
Jerome F. Capel
Michael R. Carew
Don B. Champlin
Jeff D. Chasin
Newton W. Chism, Jr.
Thomas L. Clark
Alvin C. Clemencia
Douglas W. Cogswell
Kurt B. Coleman
Craig A. Cook
Sandra R. Cooper
Karl E. Cooper
W. Douglas Corbin
George B. Crowell
Mel Cundiff
Warren H. Dagrosa
Rudolf O A. Davelaar
Stephen V. Davis
Randy A. Dayle
Mark E. De Villier
Otto P. De Vries
Matthew R. Deane
Arturo A. Delfin
Gregory T. Delker
Steven R. Dent
Carlos R. Di Blasi
Steven M. Di Guiseppe
Dennis R. Downing
Raoul F. Du Puy
Roger A. Duff
Ken Dunker
J. Erik Dyce
Melissa B. Erickson
Timothy S. Ewing
Gary K. Fabrikant
James H. Fenner
Oswald F. Feveck
Pauline Fiene
Rohn W. Fleming
Tina J. Fox
Keith L. Francis
Thomas F. Freeman
Jennifer M. Garrison
Rick Gaskill
James H. Gentile
James J. Giacchetti
Wayne M. Gluf
Juan J. Gonzalez
Alan J. Goodman
Michael C. Gopigian
Henry Goren
Randall J. Graham
Davis L. Graham
John T. Greenhalgh, Jr.
David J. Grider
Patricia R. Grier

Steven A. Grubb
Charles A. Guidot
Gary A. Gunno
Paul W. Haase
Kelly J. Hall
Roger J. Hamilton
Sherry D. Hammer
Tiffney K. Harper
Shawn L. Hassler
Marc A. Haught
Charles A. Hill
Kenneth F. Holbein
William J. Hunt III
Ralph A. Huntzinger
Hideyuki Iio
Kristen A. Ivani
Laurent John
Gregory B. Johnson
Geoffrey M. Johnston
Robert W. Johnston
Gilbert L. Jones
Randall J. Jordan
David A. Kaiser
Allen S. Kane
Takayuki Kaneko
Keith A. Kaplan
Chris J. Kastl
Robert S. Kennedy
Steve D. Kirven
Mark O. Kittinger
James H. Korcal
Ronald L. Kruse
Douglas G. Krysl
James E. Lacey
Simon S. Larsen
Heinz Lauppi
Robert W. Le Mond
Tae W. Lee
Mark H. Lehner
Andres R. Lopez-Munoz
Gerald W. Lucas
Paul E. Luetkemeyer
Bob Lynn
Alexandra G. Lyras
Jaclyn R. MacKay
Dawn L. Manning
William J. Margiotta
Joe Martin
Cherie L. Mascis
Kelsey W. McCormick
Robert E. McDaniel II
Nancy J. McGee
John M. McKean
Ricardo Meurer
Bruce F. Meyers
Kathryn E. Miller
James E. Monette
Douglas L. Money
Duane R. Morelan
Yumiko Morikawa
Douglas V. Morrell
Tim Morse
Mark P. Music
Hiroshi Nagano
Gerard J. Nappi
Joshua S. Narins
Glenn L. Neuschwender

Michael A. Newallo
William E. Nyman
Matthew H. O'Connor
Michael O'Connor III
Steven L. Olfe
Kosei K. Omura
Hideki Oseto
Rhonda L. Payton
Steven R. Peak
Henry G. Perangelo
Brian W. Plunkett
Andre-Gabriel Poirier
William A. Pratt
Dewey B. Preast, Jr.
M. Kathleen Provost
Todd R. Pysker
Juan M. Ramirez
Shane I. Rawleigh
Geovany Reyes
Miguel A. Rios
Edward A. Rock
Daniel E. Rossi
Fern J. Rouleau
Michael J. Rowe
Eduardo A. Ruiz
Gary B. Ryan
Steven P. Sanders
Steven D. Savage
Stuart W. Schooley
Greg T. Schubert
Neil W. Scully
Randolph B. Selden
Thomas J. Sener
James R. Shafer
Russell G. Sherman
Ronald L. Shirley
Scott L. Shoemaker
Victoria L. Showler
S. Craig Smith
Michael B. Snider
Richard M. Southall
Paul A. Stiso
Gregory A. Stone
Gary L. Storey
Brian D. Stotler
Jeff N. Strump
Colin Taylor
William D. Teeters
Godwin M. Thomas
John J. Tierney
Carl S. Trella
Jim H. Tschacher
Jimmy D. Tustin
Ron Van Es
Frank J. Velardo, Jr.
Pamela J. Weiss
Atherton
Thomas E. Witmer
James B. Wright
Gary L. Yallelus
Steven C. Yee
Thomas A. Zwarych

30-YEAR MEMBERS

(join year 1992)

Leo C. Abernethy

Aramis Abrami
Edward R. Adamski
Amr M. Ahmed
Deborah T. Alamilla
Larry W. Alden
Robert L. Alexander
Miguel A. Alighieri
Ruben M. Alvarez
Karen L. Angle
Jose Roberto O. Antunes
Ron Aoyama
Tobie L. Arfstrom
Brent S. Argabright
Charles R. Averwater
Christopher M. Bain
Robert P. Barbarowicz
Howard M. Beardsley
Gabriel J. Bedoya
Wayne A. Bennett
Alan Bentinck-Smith
Eugene S. Benvenuti
D. S. Berenson
Frank Berlanga
Barbara Biasi
Kris W. Bills
Mark T. Billups
John M. Bingham
David J. Bishop
Adrian Blackman
Perry E. Blessing
Sandra V. Bonds
Theodore J. Bornowski
Cooper D. Bowden
James E. Bowra
Tania L. Boyd
Charles O. Boyette, Jr.
Claudio O. Brandileone
Filho
John G. Brant, Jr.
Kevin Brewer
Stephen Broadbelt
Marc L. Brown
Paul W. Brown
Roger D. Bullock
Colin Bullock
David S. Burnham
Jonnathan M. Busko
Russell L. Cain
Bertrand Caizergues
Pedro E. Capetillo
Medina
Robert A. Capperault
Stephen B. Carey
Gregory S. Carson
Jason M. Carter
Harris W. Casey
Tony Casserley
Antonio Castellanos
Michael M. Catalan
Gregorio Chan
Ian Chancellor
Jeremy D. Childs
Frank S. Chinn
Aaron R. Chisholm
George Chism
Paul A. Clarke
Mark I. Cohn

2023 PADI Member MILESTONES *Americas*

William F. Collins
Chris A. Colombo
William C. Colman
David L. Compton
Joseph W. Cooper IV
John W. Copley
Robert K. Corbett
David R. Corley
Alan D. Cormier
Jonathan D. Cornelius
Garry A. Cotton
Rebecca A. Couillard
Brian B. Countryman
Annie M. Crawley
Dart F. Craytor
James G. Crosby
Seldon C. Crump
Dean W. Cutler
Todd A. Cyboron
Gary L. Czerew
Martin Dariah
Debra K. Dauphinais
Andrew H. Davis
Robert E. Davis
Scott R. Dayton
David J. Dear
Michael A. Del Duca
Kimberly E.
Dempster-Gonzalez
Alison A. Dennis
Michael T. Derzack
Edward Desalvo
Matt T. Dillon
Kenneth J. Doolittle
Rommie L. Duckworth
Brian K. Dunn
David C. Dye
Stephen J. Ellingson
Michael D. Elliott
Victor E. Engdahl
Lamberto Ettore Rosini
Abbas A. Fadel
Robert D. Faske
William Fernandez
Danielle P. Fields
Gregg L. Fishman
Ana I. Fitzgerald
Danny A. Flanders
James N. Folk
Frank M. Fox
Michael A. Fraga
Charles H. Frazier
Douglas J. Fuerst
Thomas M. Fuller
Mike J. Furdock
Janet A. Gair
David J. Gandy
Kenneth D. Garner
Garland B. Garrett, Jr.
Barbara A. Gehring
Fredrick L. Geisler
John P. Giduck
Javier Gil
Julia Gilbert
Charles P. Gillespie
Christopher J. Giuliano
Robert F. Gless

Jeffrey C. Gneiser
Stephen C. Goff III
William Goldfarb
Kenneth S. Good
Richard W. Good
Merlin B. Gray
Tammy L. Gray
Robert L. Grayson
Randi I. Gross
Scott R. Gross
Normand B. Guillemette
Richard B. Gustavson
Chuck Guthmann
Addellar Guy
Gasper Guzman
Kathy J. Hale
Eric S. Hall
John H. Hall
William A. Hall
Jeffrey W. Hallinger
Alex I. Hamamoto
Scott D. Hamilton
James L. Hamrick
Michael T. Hansen
Robert A. Harrington, Jr.
Jason T. Harris
Lesley T. Harwell
F. Patrice Heller
Andy Hemmings
Elisabeth Hendricks
Adolfo Hernandez Rios
Carlos H. Hernandez
Melinda M. Herndon
Rick Heroux
David C. Herrell II
Stephen L. Hewitt
Thomas H. Hicks
Arik B. Hirsch
Otto H. Hoffmann
Gilberto P. Hoil
David L. Holladay
Robert Hopwood
R. Clifford Horton II
Michael J. Hower
Gregory L. Howeth
Gary J. Howington
Huan-Chang Hsu
R. Lowell Huber
Douglas R. Hudson
Emit J. Hurdalbrink
John Hytlin
Lloyd C. Inwards
Andrew J. Jalbert
Kevin C. James
Thomas R. James Jr
Stephen G. Jarman
Raymond C. Jellison
Robert E. Jobst, Sr.
Ellis John
David S. Johnson
James M. Johnston
R. Bruce Jones
Stascha I. Kaelin
Laila S. Kaiser
Duane D. Kashmark
Kira E. Kaufmann
Christopher B. Keegan

Richard M. Kelch
Darren J. Kells
Derek G. Kemp
Stephen E. Kemp
Carlo Kier
Tsutomu Kinoshita
David W. Kleinfelt
Kelly L. Kohn
Ellen F. Kohrs
Martin J. Krepfl
Richard M. Kurzban
John La Flair
Glenn C. Lafleur
Jaramy L. Lalonde
Richard K. Lambeth
Frederick B. Lange, Jr.
Richard S. Langille
Charles M. Lano
Vajai Latchman
Eric B. Lavoie
Peter M. Leahy, Jr.
Joel T. Leavitt
Jay Lee
Robert M. Leff
Robert E. Leroy
Robert J. Leslie
Richard L. Lewis, Jr.
Ronald D. Lewter
Jacqueline Lindemann
Ari M. Lipsky
John N. Liter
David A. Little
Paul A. Little
Tracy L. Longbons
Gordon C. Lonsdale
Anthony R. Lovell
Robert J. Lovely
Roy W. Loverde
Alan S. Lowe
Scott Luciano
Scott A. Lumbert
Christina M. Lybass
Jonathan C. Lyon
Danny A. MacNair
Diana Madaras
Arun Madiseti
Roberto C. Magalhaes
Machado
Michael L. Marcella
Paolo Marchese
Janet L. Markowitz
George W. Marquardt
David G. Martin
Mary F. Martin
Ronnie K. Martin
Jose F. Mastropaolo
Todd K. Matthies
Marilyn S. Mazzoil
Joseph R. McCloy
Linda J. McDowell
Robert T. McFadden
Steven M. McGuire
Ashley McKnight
Robert P. McPherson
Hector H. Medina
Joseph A. Menna
Robert J. Michalec

Charles J. Mock, Jr.
Frank Modica
Edward J. Molascon
Juan C. Monroy
Gregory B. Moore
H Lance Moore
Ward I. Moran
Tom D. Moran
Steven M. Morris
Laurence H. Moss
Maureen C. Moulton
James B. Mulvey
Mike J. Munn
Taizo Murata
Lisa S. Myers
Go Nakane
Stephen N. Nelson II
Warren A. Nichols
Kent T. Nickander
Eric B. Noftall
Steffen L. Ockey
William G. O'Connor
Susan M. Oliver
Stephen E. Olsen
Wendell H. Overcash
Bonnie L. Paffenroth
John J. Palumbo
Gary L. Parkin
Mark J. Paskiet
Peter Pehl
David B. Perkins
Margo A. Peyton
Tanya M. Phillips
Matthew V. Pischerchio
William E. Piske, Jr.
Russell P. Poe
Peter A. Policastro
Joseph B. Pollock III
Alexander M. Popovici
Glenn A. Porter
Renee S. Power
Sharon Powers
Jack C. Prager
Karen A. Preissner
Richard B. Proctor
Frank H. Puterbaugh, Jr.
Dillon M. Pyron
Thomas L. Quarles
Ian Ramsbottom
Gordon J. Raufeisen
Trudi Reddick
Daniel L. Reeves
John S. Reid
Larry L. Reinhardt
David Z. Rembowski
Jeffrey S. Rensch
Nelson E. Riollano
Teresa L. Roberts
M.W. Rodier
Manuel Rodriguez
Glenn W. Rogers
Scott R. Rogers
Mark L. Rohwedder
Samuel A. Romey
David Rosado
Richard L. Roth
Rex V. Rubin

William F. Rucker
Ronald B. Ruffin
Lynne A. Rule
Jon A. Rusho
Don L. Russell
Katherine A. Russell
Michel Russi
Carol A. Ryback
Robin J. Sabino
Thomas M. Sandburg
Iris V. Santana
Stephen M. Saunders
Laburn D. Saxon
Karl S. Schenk
James P. Schmeiser
Stephen J. Scigliano
Kevin M. Scofield
Douglas B. Service
Masanori Shimazu
Noreldin Siam
Morey J. Silverman
Jonathan D. Simon
Scott L. Singer
Charles D. Sisak
J. Michael Slicker
Noel E. Sloan
Paul D. Sloan
Derrick J. Smith
Stuart H. Smith
William S. Smith
R. Brian Snow
John O. Snow
Andre N. St Omer
Bart Stafford
Marlin G. Stephens
William C. Strand
Rick Sutton
Jack W. Swanson
Ellan A. Swartz
Roger E. Taborsky
Alexander Takacs
Steven R. Tarbell
Mark R. Tarsh
Benjamin F. Tew
Orlando N. Thomas
Charles W. Thompson, Jr.
Paul B. Thorndike
Pedro J. Tirado
Mel D. Tobey
Damon P. Tobin
Christopher A. Tortu
Timothy J. Tremarche
Kurt A. Trennert
Dilia E. Trias De Trombetta
John R. Tucker IV
Denise M. Turic
Boris A. Twillman
Jeff Vallee
James W. Van Pelt
Ireneo Vega Melchor
William L. Vest, Jr.
Ed G. Viksne
Haime A. Vingal
Philip B. Voght
Carl Vogler, Sr.

David M. Volansky
John B. Vreeland, Jr.
Daniel C. Wagner
Eileen M. Wallace
Richard W. Walls
Kenneth J. Ward
Connie D. Watson
Clive G. Webb
Joseph L. Weis
Arnie S. Weksler
Edward Weller
Edgar B. Wertheimer IV
Armin Wesner
Stephen T. Weydt
John J. Whitehurst
Joseph M. Williams, Jr.
Sean Wilson
Ricky C. Witt
Andrew D. Woerner
Kenneth J. Wolfe
Jerome K. Wong
Carol Woodward
Kevin E. Wooster
Ursula Wuerschling
Jody L. Wyatt
Don P. Wyse
Tohru Yamaguchi
David R. Yankunas
Mitsue Yasui
Michael D. Yociss
Carey A. Yost
Robert A. Younk
Andrea P. Zaferes
Robert G. Zentarski

25-YEAR MEMBERS *(join year 1997)*

Trent J. Abbott
Allen B. Adams, Jr
Colin D. Aldridge
Robert R. Alexander
Charles R. Allen
Lori B. Allen
Michael G. Allen
Alexander C. Allgayer
Saunya L. Alloway
Cindy F. Allred
Daniel C. Anderson
Michael E. Anderson
Kathleen M. Andrews
Wright
Jonathan D. Andrews
John W. Andrews, IV
Arthur A. Anthony, IV
David L. Anton
Jace L. Aran
Mario G. Arduino
Andrew D. Aronson
James L. Aurich
James F. Ayers
Rory A. Babich
John A. Babyak
Patricia L. Baiocchetti
Bart A. Baker
Michael W. Balazs
William J. Ballard

2023 PADI Member MILESTONES *Americas*

Richard T. Balog
H. Grady Banister
Robert Banuelos
Moacyr Baptistella, Jr.
James D. Bartlett, Jr.
Ron Bar-Tor
Miguel O. Basave Rojas
Gregory D. Bates
Paul A. Bautista
Theo A. Beack
John K. Beard
Peter Berende
Joseph W. Berg
Gerardo Berges Perez
William F. Bernard
Julie Berry
Ulrich A. Bertrand
Jerome G. Besler
Guillermo A. Betancourt
Reed
Roberta L. Bienvenu
Bob J. Bifani
Edwin L. Blackman
John E. Blake
Mario Blanchette
Chris Blehm
Daniel L. Bloom
F. Scott Bobb
Mark D. Bombard
Flavio D. Borges
Gary E. Boswell
Lynn R. Boutilier
Michael J. Bowe
Stephen M. Boyko, Jr.
Sandra L. Brandvold
Neale E. Brassell
Charles D. Brooks, Jr.
Gary Brown
Michael W. Brown
Peggy A. Brown
Scotty A. Bryant
Robert H. Burgess
Kurt D. Burkhart
Vic Burri
George T. Byrne
Gustavo E. Caamal
Gongora
Kenneth R. Callihan
Paulo C. Calluf
Denise Y. Campbell
Nelson Campbell
Robert Cantu
Kimberly G. Carawan
Michael J. Carrothers
David F. Carter
Xirgu Castaneda
Candy L. Castillejos
Roberto Castillo Arzate
Miguel A. Cat
Cheryl L. Caves
David J. Cervone
Simon A. Chappell
Jennifer A. Chasser
Jeffrey B. Chavez
Christopher Chin
Paul D. Christensen
Paul J. Christensen

Edward J. Christians
James S. Ciulla
Michael D. Clancey
Deanna L. Clark
Jamie A. Clark
Junko Clements
Luther L. Clyburn
Christi L. Coachman
Mica F. Cochran
Joseph M. Cocozza, Jr.
Bruce C. Collet
Bradley L. Compton
Terroll Compton
Sean M. Coppedge
Bruce J. Corey, Jr.
Greg D. Cornelius
Kevin R. Costello
Lynn M. Coulson
Elaine M. Couper
Billy B. Coyle
Felix D. Crisostomo
Jason D. Croop
Sean Michael Crosby
Phyllis L. Crumb
Jonathan A. Crump
Valentina Cucchiara
Jennifer A. Cumming
Gregory E. Cunningham
Walter T. Da Silva, Jr.
John M. Damas
Kyle B. Davie
Robert N. Davie
Grant K. Davis
John D. Davis, Jr.
Michael K. Davis
Fernando De Assis
Venega
Vicente G. De La Cruz
Michael A. Delakas
Allen J. Delattre
Santiba B. Delva
Robert M. Dement, Jr.
Craig A. Dennis
Erik C. Denson
Jerry M. Derrick
Lionel Derteano
Glenn D. Desilva
Patrick J. Devine
Raymond Dewer
Juan Carlos Diaz-Granados M.
Paul A. Dibiasio
David C. Dickson
Colette D. Diede
Donald R. Dietrich
Mike Dillard
Ami A. Dobelle
Jonathan W. Dobson
Simon M. Dobson
Karen L. Dodd
Debby C. Dodson
Douglas L. Dodson
Gerald M. Dollar
Adonis G. Domingo
Christopher J. Donnelly
Patricia E. Donnelly
George T. Doss

Thomas R. Dowling
James W. Doyle
Henry B. Dupont IV
Fernando J. Dzib Cauch
Darryl H. Eaton
Daren D. Ebanks
Kerin Eberle Farrell
Michael Ebert
Eduardo Echeverria
Kathleen D. Echevarria
Ricardo A. Ehke
Jimmy R. Elliott, Jr.
Glenn E. Enderby
Allen E. Engel
Jeffrey J. Farrington
Brian D. Faulkner
Michael H. Feddersen
Paul Feeney, II
Andy C. Feifarek
Matthew N. Felice
James C. Ferguson
James E. Ferguson
Andrea C. Fiegle
Ronnie D. Fife
Ricardo A. Fife
Jose D. Figueroa
Ross S. Findlay
Joseph A. Finley, Jr.
Russell Fleming
James K. Flynn
Phillip G. Fong
Lowell S. Forbes
Curtis J. Fortin
Thomas R. Franz
Adam J. Freeman
Thomas E. Gaboury
William D. Gallagher
Ray Alvin W. Gapasin
Emiliano A. Garcia Feliu
Steven A. Garner
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Bradley C. Peters
Geoffrey S. Peters
Randy L. Peters
Alan S. Peterson
Arlan E. Peterson
Glen T. Peterson
Richard A. Peterson
Patrick Peyrachon
Jurgen Pfalz
Michael D. Phillips
Paul E. Phillips
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Terence G. Pickard
Walliot J. Pietri
Aaron M. Pigford
Carlos L. Pineda Borde
Chris R. Pinto
Stanley J. Pitchko, Jr
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Rogerio Pitta
Jessica L. Place
Edward J. Polachek
Belen Ponce De Leon
Heath K. Pope
Pavel Potaturkin
Austen S. Potter
Summer E. Potthoff
Ronald E. Pouchie
Marie Poulin
Doss F. Powell, Jr
Richard Powell
Kyle C. Pratt
Nicole L. Prescott
Colin B. Price
Andel Prince
Niels Prinszen
Daniel Pritchard
Michelle C. Pritchard
Patrick M. Pritchett
Michael J. Prostka
Tania A. Puell
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WHAT I'VE LEARNED

Mike Rowe

66, Jackson, Tennessee, USA

PADI Course Director Mike Rowe reveals why attitude is the key to life, his brush with soccer greatness, and the two words necessary for a successful marriage.



I love diving because there are no distractions such as phone, fax, email and text, just an opportunity to engage and be aware of the environment.

Live your life outdoors with a get-to attitude.

As a child, I used to snorkel and spearfish the waters of Falmouth, Cornwall, UK, and always knew I wanted to spend more time underwater.

In 1986, the opportunity to make diving a career opened when I was looking for an on-water challenge to replace my career in the British Merchant Navy.

My first wife was an American from Texas. She asked if I would be willing to "work on land." I was, so I did.

I was on my way to an interview with the US Coast Guard and stopped in to PADI Five Star IDC Diver's Depot (S - 756) in Nacogdoches, Texas.

I needed an adventure outlet and earned my PADI® Open Water Diver certification.

The only thing I remember about my first open water dive was looking forward to my second dive, third dive, etc.

I became a PADI Course Director (CD - 29992) in August 1990 at the then headquarters in Santa Ana, California, USA.

My yellow team all wore yellow neoprene bow ties to the graduation dinner/ceremony.

• • • • •

I love diving because there are no distractions such as phone, fax, email and text, just an opportunity to engage and be aware of the environment.

The worst dive I ever had was exiting from a zero-visibility fire department rescue training dive to see an alligator sunning itself close by on the lake shore.

I gave an excellent-but-short debrief and chose another site for our second dive scenario.

The best dive I ever had was guiding a best friend on his 100th dive on the wreck of the *Chikuzen* in the British Virgin Islands.

It was the culmination of many things that just happened to align perfectly. I was best man at my friend's wedding, but we hadn't seen each other for 25 years. The reunion included him visiting the BVI and getting certified to dive, and several visits later he was on his 100th dive.

The *Chikuzen* [opposite page] is one of those elusive sites that's always amazing underwater, even with poor visibility, but can only be dived in certain "best" surface conditions - which are usually so rough everyone is green and sick anyway. This day was flat calm, sunny, and million-mile visibility so good his wife snorkeled above.

I have never to this day heard of anyone snorkeling the site.

The best dive memory I have is certifying my 12-year-old son in the Cayman Islands and enjoying his interaction with the resident stingrays.

My favorite saying is, "Good will come of it."

This was my mother's consolation phrase at any time of crisis or adversity (real or imagined). It's like Winston Churchill's famous quote, "If you are going through hell...keep going."

Advance your career and be passionate about your role in the industry.

In 1999 I was managing a PADI Career Development Center in Texas, and part of my responsibility was providing job placement in the industry. Mike Liese, founder/director of Sail Caribbean, an adventure summer program for teens in the BVI, cold called me requesting staff as he was desperate to fill a last-minute position. My girlfriend at the time (now wife of 20-plus years) volunteered to go. Fast forward to end of summer, she began a master's thesis and business development plan to start a diving division of Sail Caribbean. With Liese's support and endorsement, PADI Five Star IDC Resort Sail Caribbean Divers (S – 17158) was a reality two years later.

The company is still thriving today, and although we have returned stateside I remain the Course Director and business consultant.

Being a good business owner starts with a solid customer service-oriented attitude, and always hire and surround yourself with like-minded people.

Like the entire dive staff of Sail Caribbean Divers from 1999 to 2019: Best group ever.

Burnout is akin to sunburn – it is self-inflicted, so don't lay out too long.

Professionalism, honesty, integrity and a sense of humor all wrapped up – that's what makes a good instructor.

The challenge and reward of running IDCs has given me a 30-plus year tenure in our transformative profession.

The best advice I can give Course Director candidates is to have a solid strategy for your continued success (business plan) post program, and to bring your sense of humor.

I'll never forget two IDC candidates, Phil and Rusty. Phil would script exceptionally long briefings, so I suggested he use abbreviations on his cue card. For example, "Ass" for Assistant. So, the next presentation went like this: "Hi my name is Phil, and my ass is Rusty."

Attitude is everything.

I have printed/included [Charles Swindoll's "poem"](#) on attitude in my IDC packets for candidates. It's a major component of my orientation session and always has been.

It starts, "The longer I live, the more I realize the impact of attitude on life...The remarkable thing is we have a choice every day regarding the attitude we will embrace for that day. We cannot change the inevitable. The only thing we can do is play on the one string we have, and that is our attitude..."

.....

I regret losing touch with close friends for so many years during my Merchant Navy career and the subsequent transition from the UK to the USA.

If I hadn't been a dive instructor, I probably would have continued my career path as a Merchant Navy officer to someday attain the rank of master mariner.

Lots of proud moments to choose from.

Long time ago I coached an age-group soccer team, the Shockers. In our team photo, I'm in the back row (dark shirt); second from left in the front row is my son, Michael Dee, who I am proud to say has become an accomplished singer/songwriter musician for The Regimes.

If you look in the same row as Michael, fourth from left was our star player, a guy US Soccer fans may have heard of: Clint Dempsey; a player ESPN, Fox Sports, and NBC have ranked as the greatest American men's soccer player.

I'm humbled to have played a very small part in his soccer-career achievements.

.....



The parties, showers and celebrations hosted by family and friends in the months leading up to my wedding to Melisande are the best nondiving moments of my life.

My wife and I relocated from the BVI to Tennessee, USA, in 2019, and sadly we don't dive much lately.

You can do anything but not everything, so find a partner who complements you in life and career.

In our business I was responsible for acquisition/retention of customers, interns, professional development, marketing and community involvement, while Melisande did the business planning, accounting, projections, human resources, logistics, and quality.

It worked.

In times of crisis or disaster, we also have an opportunity to shift our paradigms a little.

Hurricane Irma was one of those times.

Standard operating procedures for hurricane prep is to get out the hurricane shutters for all the windows/doors and secure them with "wing nuts." In an oceanfront home, the "nuts" become corroded by salt (no matter how well you treat them).

As we started to assemble the shutters, we realized the wing nuts were too corroded to use. We reverted to drilling cement screws supplied by our maintenance man, but my wife kept saying, "We have plenty of time, let me just run get some wing nuts."

Fast forward 12 hours: Our deck and the windows and doors were being ripped off the front of our home, our personal possessions were being pulled out of our living room by 14-foot waves and being thrown upon the beach, and my wife looked at me with a grin and said, "We should have gotten the wing nuts."

No matter who asks, my favorite joking response to someone who asks about the secret to marriage is "never marry a woman."

In truth, there is no secret if you remember these two words:

Yes, dear.

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Americas / Asia Pacific

Stephanie L. Puttre
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Paul H. Quick Jr
Kevin M. Quinn
Michael E. Rader
Ernesto Ramirez
Carlos A. Ramos
Ricardo Tomas Ramos Gallego
Waldemar Ramos
Allison L. Randall
Nikolai D. Rangel
Leonardo T. Ranna
Carlos M. Rapa
Frederich F. Rasmijn
Tyler M. Ray
Julian V. Raya-Salmeron
Robert D. Raybould
Anand S. Raythatha
Sid Real
Kenneth B. Reeves
Steve A. Regan
Scott D. Reid
Daniel J. Reilly
Julie L. Remp
Paul A. Repka
Fernando Ricciarelli
Brian T. Rice
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Kendra L. Richardson
Michael E. Richardson
Brian D. Rickman
Lina Rico
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Michael G. Riding
Clinton G. Riley
Timothy M. Riley
Blake A. Ringer
Maya Rizk
Drew A. Roberts
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Elizabeth A. Robinson
Eric R. Robinson
Jamie A. Robinson
Sean Robinson
Marie-Elaine Robitaille
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Luis E. Rodriguez
Matias Rodriguez
Rene A. Rodriguez

Rick A. Roeser
David A. Roll
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Peter G. Romero
Ruben Rosales
Jaime R. Rosero Diaz
Martyn Roskell
Caroline M. Rosser
Harold T. Rounds
Luca Rovellotti
Gregory D. Rowe
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Federico I. Rozado
Levente P. Rozsahegyi
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Tarek M. Salem
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Andre P. Samayoa
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Paola Maria Sanchez Gomez
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Rodrigo Sanchez Grez
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Russell S. Sanders
Jai C. Sanga
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Luis E. Santini-Rosado
Bruno F. Santos
Larry Sargent
Thomas D. Sattizahn
Beau F. Sawaichi
Jillian M. Sawyna
Ryan J. Scalf
Jason Scanlon
Demane R. Scarlet
Lawrence B. Schack
Maximilian M. Schadegg
Matthias J. Scheer
Anke T. Scheller
Mark Schenker
Federico Schiavone
Axel Schmid

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Albert Schoute
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Amanda L. Schroetter
Henry C. Schultz III
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Jo Ann Scott
William A. Scott
William A. Seay
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Juan Segui
Charlotte J. Seibel
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Guri Seizer
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David M. Sellen
Jason D. Selwyn
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Marco A. Serrano
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Bianca Sevigny
John A. Shaheen
Joann Sharp
Ahmed Shater
Jaime F. Shaw
Francis M. Shay
Patricia Shelton
Dave Sheppard
Eric W. Sherred
Gregory S. Sherrrod
Paul D. Sherry
Stephen C. Sheward
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David J. Shimko
James R. Shirey
Amanda L. Short
Jason A. Sillman
Fernanda Maria P. Silva Santos
Ricardo Simonato
Kerry E. Simpson
Laurie V. Slawson
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Jenny L. Smith
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Sean Smith
Shannon T. Smith
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Steven C. Smith
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Curtis A. Snaper
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Russel E. Solis
Christian Sollie
Ge Song
Taron S. Soto
Yovani Soto
Catalino C. Soto V
Zachary T. Spates
Faron Spratford
Michael J. Springer

Donald P. Stahl
Luke Stalcup
Scott Staley
Julio L. Stauder
Charles A. Steele
Ruud Stelten
Kendal D. Stephenson
Thomas B. Stevens Sr
Philip M. Stewart
Pal Andre Strand Larsen
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Lisa A. Sweat
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Robinson Talavera
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Kurt B. Tanner
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James E. Thomas
Olivia L. Thomas
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Tom Thomson
Mark Thorn
Raymond Tiberge
Francisco Tomas Suar
Rick Tompkins
Adrienne Tooley
Cary R. Tope-McKay
Nery R. Toro
Alvaro Daniel Torres Lopez
Rene G. Torres
Christopher F. Toth
Anne-Laure Toullec
Holly V. Trew
Jason L. Tucker
James S. Turner
Sidney A. Turner
Jason A. Tyger
Nicholas A. Uguccione
Ian T. Uhalt
Elizabeth Ulloa Lowry
Rebel B. Umphlett
Jose Alejandro Uparela
Brid
Thomas M. Urban
Jose G. Uribealga Croda
Mauricio Valenzuela
Bart Van Dyk

Pascal Van Empelen
Kimberly P. Van Loon
Tertia M. Van Rensburg
James E. Vandermaas
Aaron T.
Vantroostenberghe
Yonatan Vardi
Horneil H. Vaughan
Leslie J. Vaughan
Mark K. Vaughn
Pauline Vaz Branco
Jason M. Veit
Manuel Verzenassi
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Jamie F. Viau
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Gavin L. Vollmer
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Christopher L. Waldeck
Elizabeth Walker
Gregory J. Walker
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Kevin J. Wardle
Bruce M. Wareing
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Carl G. Warren
Keisuke Watanabe
Nick J. Watson
Sara A. Watson
Scott Watson
Brian J. Wattenbarger
Mark P. Way
Yannick Weber
Todd A. Wedgeworth
Daniel J. Weeks
Matthew G. Weicker
Luis G. Weihs
David A. Weise
Jennifer L. Weisensel
Paul C. Welling
John K. Welp
Marc Weston
Ronald D. Whalen
Chandra Whatley
Norris R. Wheeler
Shannon C. Wheeler
Alex J. Whiskey
Craig White
Denise L. White
Ronald M. White
Joelle A. Whitehouse
Brian W. Whitty
Carson L. Wilkinson
Blaine E. Williams
Forrest A. Williams Jr
Francis B. Williams III
Perry W. Williams
Spencer R. Williams
Trevorn A. Williams
Zachary D. Willis
Allan S. Willis
Annie E. Wilson
Nicholas J. Wilson
Winston Wilson
James D. Winger
Cassandra T. Winston

Isaac L. Wipfler
Tony R. Wisely
Jason R. Witter
Megan M. Wong
Corey D. Wood
Shannon M. Wood
Robert A. Woodward
Charles E. Wright
Elizabeth I. Wright
Nikki Wright
Robert P. Wright
Scott N. Wright
Wrenn F. Wynkoop
Melissa H. Wyzan
Daniel L. Yarbrough
Ertan F. Yenicyay
Charles M. Young
Heather M. Young
Joseph P. Young
Matthew Young
Timothy M. Young
Sydney Youngerman
Kristina L. Zalewski
Joshua D. Zdunich
Robert J. Zdzinski
Rebecca R. Ziegler
David F. Zigman
Benjamin Zirin
Francisco Javier Zorilla Ortiz
Adolfo Zuberbuhler
Candace D. Zvarich

PADI ASIA PACIFIC

45-YEAR MEMBERS

(join year 1977)

Tom E. Bridge
Stephen R. Gillespie
Anthony G. Howell
Gerardo L. Ledesma

40-YEAR MEMBERS

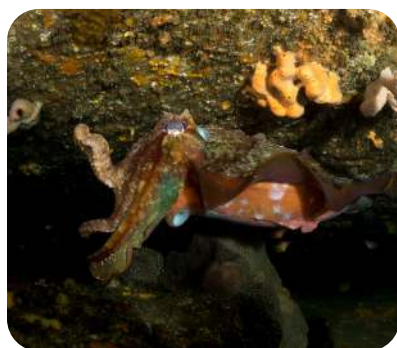
(join year 1982)

Malcolm N. Dexter
John G. Ducommun
David A. Frost
Warren G. Mahon
William A. McCook
Colin G. Melrose
Alvin F. Nacu
John A. Russell
Jeffery A. Watson

35-YEAR MEMBERS

(join year 1987)

Wayne S. Abraham
Dietmar Amon
Rod G. Budd
Ching Jen Chen
Chen Ching-Bin
Peter Clifford
Mark M. Earney
Chris A. Edwards



2023 PADI Member MILESTONES *Asia Pacific*

Simone C. Gerritsen
Michael Gregory
Nunung Hasan
Christian F. Heim
Marc G. Humphries
Andrew Lee Yuen Sung
Scott D. Livingston
Ian McIntosh
Cristina Michael
Mark Navin
Paul G. Neilsen
Lee Tsz Nung
Hiroyuki Takahashi
Mario A. Tapales
Karin Van Zyl
Piet J. Van Zyl
Duane L. Yates

30-YEAR MEMBERS

(join year 1992/1)

Abdul Shukor Abd Rahman
Peter J. Andrews
James L. Anonsen
Yuji Aoyagi
Colin A. Apps
Lloyd Baker
Susan Berger
Peter Bickerton
Kaylee M. Birch
Simon J. Birtles
Stuart A. Brown
Grant A. Bucknell
Kevin M. Burke
Benjamin Butler
Donna Cassidy-Walsh
Jioji M. Cerelala
Yiu Tong Chan
Yun Fai Chan
John R. Chapman
Venkatesh Charloo
Kum-Whye Cheong
Graham J. Cleaver
Anthony R. Cook
Andrew J. Cunningham
Peter T. Currie
Charles S. Davis
Glen Docherty
Ritawati Effendi
Edgar M. Estrera
Michael Fallows
Patrick Fitzgerald
Eiko Fukatami
Leslie M. Goltman
Ferdinand Guba
Teruki Hamanaka
Mark Hammer
Frederic A. Headley
Andy Yiu Hing Wong
Jeffrey P. Hinrichsen
Kohei Hirota
Jonathan Ho
Paul A. Hodgson
Jennifer K. Hogue
Felix K. Huang
Paul A. Hughes
Craig R. Johnston

Thomas Krickl
Huang Kuo-Min
German Man Kwok Cheung
Foong Lai Thong
Simon Liddiard
Chi-Wei Lin
Adam A. Lindsay
Lorenz P. Maeder
Adam R. Pemberton
Arnim A. Pierau
Joseph A. Powell
Mark B. Raffles
Brian D. Raven
Gerhard Reichart
Richard M. Rota
Kenichi Saito
Jun Santos
Naoki A. Sato
Dave P. Schapendonk
Juergen M. Schenker
Otto Schuller
Iain R. Shepherd
Jennifer A. Silman
Cochrane A. Soleyn
Kai Steinbeck
Thorstein Stovell
Elaine M. Strachan
Santiago Suarez
Azman Sulaiman
Mitsuru Tatsuzawa
Stefano Todini
Ho Yin Tong
Grant A. Treloar
Hans S. Ullrich
Anthony Van Willes
Gordon B. Wakeham
Tse-Nan Wang
Leigh Wilson
Paul Ck Yu
Tommy Yiu Fai Yu

25-YEAR MEMBERS

(join year 1997)

Riadi -
Jafri Bin Abdullah Jeffry
Zigmund D. Abella
Wan Ahmad Nazri
Edwin Alberto
Kwok Leung Alex To
Mark Allen
Kyung Chun An
Rachmat Antoyo
Andrew A. Arcellana
Ben Ashworth
Weaky Au Wai Kay
Romarico R. Baccay
Grant P. Bender
Dean Bessey
Alan J. Betteridge
Sherri Biluk
Jemy Bin Ismail
Mazlan Bin Rahmat
Rayner Joe Binijin
D. De Boer-MacAbale
Prasith M. Boonsob
Derek H. Brown

Michelle A. Brunton
Sue Burnet
Elizabeth Buttrose
De Wet Buys
Natalie Callanan
Tyrone Canning
Kam Hung Chan
Melanie A. Chan
Yu-Yang Chan
Peter M. Chandler
Brent Chatterton
Huen Chee Kin
Kuang Chao Cheng
Sung Ill Choi
Scott Clarke
Peter D. Comerford
Mark Cox
J. Martin Crossley
Paul Crowe
Edmundo Christopher M. Cruz
Ian R. Cumming
Marcel Daane
Michael J. Davey
Michael J. Demuynck
Grant A. Derby
Yvonne Doesburg
Diana Doreian
Guy Drake
Andrew B. Drapp
Ramon Estrada Trujillo
Jimmy Fabian
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Kristoffer Fjeldsaa
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Richard Frostick
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Anna K. Gnaedinger
Helmut Goette
Maryon K. Golding
Wayne Gregory
Anthony Griffiths
Rene Gutsche
Jin Hee Han
Shinichi Higashinakagawa
Lai-Man Ho
Eriko Hoshi
Riki Hoshino
Andrew A. Howells
Craig B. Howson
Chih-Neng Hsu
Kuo-Hua Hsu
Ta-Chung Hsu
Natalie M. Hunt
Gwang Bum Hur
Chanatip Arm Imsabai
Glenn James
Huw James
Carl Jansma
Ong H.S. Jaws
Ralf Jockel
Simon Johnsen
Lee Johnson
Ian G. Jones
Christian Kalischko
Ichiro Kanzaki

Rossano G. Kapauan
Karl-Heinz Kern
Hamish Kerr
Siodin S. Kho
Heean Gee Kim
Jae Hoon Kim
Seung Sik Kim
Ken Kingston
Leyla Knittweis
George Koh
Adam Koh Boon Piew
Daniel Koyamaibole
Angela Krok
Leung Kee Kwong
John H. Lacey
Li-Liang Lan
Joseph G. Larger
Kai Chuen Lau
Laurent Lavoye
Chris Leach
Dong Hee Lee
Hyung Suk Lee
Young Han Lee
Peter Letts
Wing On Leung
Steve Lewis
Huai-Tsang Li
Nien Feng Li
Grace Chua Li-Chern
Sanny Limbunan
Shih Wei Liu
Victor Liu Wai Chung
Jomel L. Lopez
Lina E. Lovehagen
Bo-Johan Lundqvist
Gregory S. Lyons
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Bernhard Manser
Benjamin Marshall
Michael A. Martillano
Craig McGrogan
Luke McNamara
Rex M. Medina
Michael Liu Ming Chi
Supree Monkolprasit
Gus Morassi
Nathan G. Morgan
Brian A. Morris
Gareth W. Morris
Apolosa L. Naivalurua
Samuela Namulo
Sehkil Oh
Stanley Ong
Vicjoven L. Parawan
Ajey A. Patil
Russell A. Pattinson
David C. Perry
Philip C. Price
Singh Puggan
Brian Quartermaine
Richard J. Rains
Abd Rashid Chin
Ratanachai Ratanasevi
Beato Raturaciri
Raja Razis
Carl Richardson
Gail J. Riches

Michael Rowland
Songserm Roythongkam
Hiroaki Sato
I Gede Suta Satriya Wijaya
Hannes Schachl
Volker Schenk
Reto Schlaepfer
Alike Schroeder
Arnold Schwab
Steven Scott
Junico Seba
Edwin See
Grahame J. Selleck
Brett Seymour
Hisayo Shibata
Christopher J. Short
S. Brooks Smith
Kelvin Soh
Il Jun Song
Jeremy P. Stein
Douglas Stetner
David Stone
Rohan Suppiah
Chris Swannie
Etsuko Tada
Katsuaki Takahama
Junior Tan
Xavier Tan
Henry Tan Teck Cheah
Kamonsak Tangchai
Manuel P. Temonio
Peter Thurrowgood
Derek Ong Tiong Hun
Michael J. Torr
Pui Wah Tse
Sacha N. Turich
Kris Vermeir
David Wachenfeld
Takako Wada
John H. Warner
Mark C. Webb-Johnson
Weng Wei Nan
Anthony D. Weston
Robert D. Wilson
Kevin Withnall
Claus A. Wolfert
Nolan M. Wolff
Howie K-H Wong
Wong Yiew Mei
Jae Jun Yoon
Song Yosnui
Jorg J. Zart

20-YEAR MEMBERS

(join year 2002)

Elliott Abbey
Renoir A. Abrea
Joshua D. Alpert
Victor G. Alvarez
Lawrence Ang Kah Chai
Raul Aquino
I Made Arnita
Osayoshi Asai
Komang Astika
Andreas Auer
Louise J. Auld

Gwang-Hyeok Bae
Richard N. Baldock
William D. Ball
Brett Bam
Reynaldo C. Barona
Darren P. Beadle
In Chang Beck
Michael N. Becker
Clement M. Berard
Mohd Noorhamdi Bin Abdul Azid
Marianne J. Bly
Phiraphat Boonpetch
Steven Bowen
Vladimir G. Bravo
Niki F. Brenstampf
Donald K. Carr
Andrew C. Carter
Neil V. Castano
Teodoro M. Castillo
Francis B L. Castro
Jimmy L. Casuno
Patrick Celleres
Byoung-Gue Cha
Rick Chan
Tammy S. Chan
Yiu Fai Chan
Chansin Chantharatreerat
Richard Charles
Fabien Chauvet
Suchana Chavanich
Betty Chen
Chung K. Cheng
Henry S. Cheng
Chan Hou Cheong Jackie
Kenneth Cheung
Shing Chun Cheung
Lee Chan Chi
Chou Chia-Ping
Teeraphong Chinnacote
Won Keun Cho
Jungeun Choi
Sripai Chomaong
Navin Chotipim
Jennifer W. Chu
Leong Kim Chua
Chua Yeow Chuan
Wong Chun Wai
Tsin Hung Chung
Nithi Chungcharoen
Jacqueline Clements
Gianluca Cocconcelli
Keira A. Coleman
Adam P. Cottrell
Andrew N. Courtneil
Adam K. Crittenden
John Cvetko
Suttirat Daengsakul
Joseph C. Dean
Nick D. Debere
Stuart Denton
Tony Dixon
Jaco Du Plessis
Olivia A. Duncan
Mohamed H. El Roubi
Irene O. Fam

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Wong Chen Fui
Yumiko Fukami
Anthony K C Fung
Roehl T. Gacilan
Simon D. Gardner
Brigitte Gassner
Nafi A. Ghani
Neil W. Giblin
Lisa Gomi
Torry Goodall
Christina M. Gray
Rodney Greedy
Roman Gubler
Joachim Guillard
Minh Tri Nguyen Ha
Kai P. Halme
Scott J. Harvey
Marc A. Higgins
Yin Fai Andrew Ho
Graham Hogg
Stuart M. Holley
David Holman
Paphaporn Hongsananda
Ronald T. Houghton
Nicholas Howard
Zoe J. Howard
Sarah A. Hubbard
Klaus Huber
Jukka Huhtamaki
Anssi J. Iivari
Sayaka Ikeda
Adul Inna
Dudi Iskandar
Mazle B. Ismail
Masahide Ito
Deni Sofyan Jalil
Seoin Jang
Tae Han Jang
Andrew M. Jeffery
David T. Jenkins
Kang Gu Jeon
Homin Ju
Alongkorn Kalhasuit
Dong Hyuk Kang
Hiroki Katagi
Feffe Kaufmann
Dr. Loke Kean Hooi
Chi Kwan Kee
Daniel L. Kesteven
Kasira Khoo-Aroon
Chong Hak Kim
Soo-Han Kim
Soo-Yeol Kim
Su Jin Kim
Young Joon Kim
Young Woo Kim
Yun Sun Kim
Lee Mun Kin
Paul N. Kirk
Darren J. Kirkbride
Bryan Knight
Kwok Fung Ko
Andrew Koerberlein
Niels Koervers
Cheryl Koh

Kin-Wai Koo
Thaminda K. Kumara
Anat Kumkhom
Edwin Kwan
Matthew Kwan
Lester Kwok Chin Phang
Akkharit Lakhonphon
Yiu Kwok Lam
Dominique Lanser
Simon S. Lau
Yuk Wing Law
Anissa J. Lawrence
Allister Lee
Anthony Lee
Him In Lee
Jong Hoon Lee
Nam Hwy Lee
Peter P. Lee
Yong Jin Lee
Nites Lekprasert
Lawrence Leung
Yen-Hui Liao
Henne S. Liaw
Ian G. Libby
Andrew Lim
Chien-An Lin
Han Lin
Chin Jui Liu
Wai Keung W. Liu
Yi Hsin Liu
Li Lo
Daniel D. Logan
Sanya Lohitnavy
Enrico F. Losbanes Jr.
Edmund Low
Derek K. Ludwigsen
Sejin Ma
Andrew W. MacKinnon
Anusorn Madtameen
Rufu M. Magsino
Abd Rahim Mahat
Bruno Mahieu
Robby Mamahit
Sadie Man Wai Lai
Hisashi Masumura
Sabine Matzek
Steve McEwan
Ann-Marie P. McLean
Stephen R. McNair
Damien McNicholl
Danilo M. Menorias
Matthias Mignard
Shoko Miike
Christian K. Miller
Fiona J. Milne
Umeed Mistry
Takuya Miyazawa
Kazuo Mitsuishi
Jefrey Mohd Amin
Sudar Moko
Unsik Moon
Richard Morel
Reuben J. Morgan
Christopher J. Morley
Robert A. Murphy
Wendy N. Murphy
Vittayen Muttamara

Shotaro Nakayama
Adisak Nakkaew
Felix G. Nazareth
Joerg Neubart
Choon Shing Ng
Loc Van Nguyen
Peter Nieuwhof
Takashi Niwa
Panapasa Nofaga
Immanuel Nubatonis
Oliver Oh
Jack C. Ooi
Marlon S. Ormido
Iain A. Page
Sonly Palit
Mark D. Pardoe
Chan Mi Park
Kum-Ok Park
Keartiyot Phitakchart
Frederic Pierson
Jabez Pieters
Virginie M. Pinto
Stephen J. Pitchers
Karen Plaisted
Tawiyaporn Prasongpol
Madeleine E. Proud
Matthew Radoslovich
M Kushairi M. Rajuddin
Claus Rasmussen
Sorravee
Ratchapitaktirada
Richard Reardon
Michael W. Reed
Sean Reeve
Michael Reinhardt
Christian Reinwald
Dennis Monreal Reyes
Otis P. Richardson
Janetta Rose
Tim Rose
Harold Roth
Chris Rowe
Morihiro Saito
Tomohiro Sakata
Samran Salee
Richard T. Salter
Jose Victor R. Santos
Shinya Sato
Jason C. Sawyer
Hans-Joachim Schatz
Cameron J. Scott
Lindsay R. Seggie
Yasser Shaawat
Bong Gyu Shin

Krzysztof Sieniawski
Tomas Sik
John M. Silberberg
Daniel Sim
Mark T. Singleton
Robert Small
Haydon A. Spittle
Heidi A. Smith
Sarah D. Smith
Rik W. Soderlund
Muhammad Ashar B.
Sojak
Geraldine L. Sola
Jodie L. Sowerby
Carolyn A. Spittle
Simon G. Steger-Lewis
Julia F. Sumerling
Ladawan Suphantharida
Piyatat Suthamtarikul
Andrew Tabor
Koji Takada
Akitoshi Tamura
Sylvia Tay
Hasan Tjandra
Mei-Yi Jimmy Tsang
Yen-Pin Tu
Pongphat Turasakul
Sacha Ulmer
Christopher V.
Mitschke-Collande
Vahid Vahdati
Warda Van Der Meer
Armando G. Vergara
Oliver Volante
Peter Waagensen
Bjorn L. Wahlstedt
Chainat Wanchiang
Olaf Weinhold
Alain Werner
Ryan G. Whiteman
Young-Won Wi
Stephen D. Williams
Raymond Willings
Lee-Ann E. Wilton-Smith
Jay D. Wink
Matthew W. Winn
Asroyo Wironagoro
Hak Chung Wong
Lap Hang Wong
Sang Min Woo
Murray E. Woolston
Nicholas J. Wyatt
Joel Wytenbach
Myung Sung Yang
Makie Yato

Davin Yavapolkul
Suen Chung Yi
Henry Yim Chi Hang
Naoki Yoshihashi
Yasuaki Yoshimura
Chun On Yu
Geoffrey Yue
Francesco Zancanaro

10-YEAR MEMBERS

(join year 2012)

Mahmud .
Syed Abd Rahman
Ronald G. Abernathy
Warren S. Acworth
Neil Adamson
Azhar Ahmad
Arkadii Almdendiev
David Alvarez
Azman B. Amul
Jonathan Anderson
Neil Jason R. Andoque
Jorene Ang
Jairus P. Angel
Christian Anger
Bernie O. Anora
I Putu Antara
Aziz Sims Antonio Sims
Colin Arlott
Robert Aroh
Warodom Armeseree
Manuel P. Arranz
Suthanon Arreeras
Josephene Asakura
Sofwan S. Asril
Wai Kwan Au
Anil Avci
Per Lasse Baasch
Seth A. Bacalso
Oliver Bachmann
Hye-Wook Bae
Mario Baharudin
Saifullah Bajuri
Lorna Baldi
Harry Baltissen
Jenna Barnham
Chloe Barret
Brent John Bautista
Alejandro Bautista
Castellanos
Nathan S. Beal
Jason Beaumont
Angela Beens
Nicholas P. Bell
Matan Ben Yosef
Natanial A. Benares
Katia A. Benini
Eleonor Jocel Benito
Daniel N. Bennett
Thierry Beths
Marselinus Betong
Jesse Bibb
Fadli Bin Abdullah
Shaiful Amri Bin Sazali
Trudie L. Blackett
Agueda B. Blanco-Rubio
Maria Boadella

Aporosa Bogisa
Jerome Boone
Kimberley G. Boss
Mark Brooker
Danielle Brooks
Micheal J. Browne
Nathan Brown-Haysom
Jean-Manuel Bruera
Tim Bruins
James Bubuy
Adam Buckley
I Ketut Budi Arsana
Putu Budiasa
Panussaya Bunyahutarnon
Robin Bylund
Audrey Byron
Jon M. Caine
Kristen M. Callender
Gleen R. Capeceno
Scott L. Casoni
Michele Ceci
Dong Ho Cha
Geoffrey Chamayou
Chi Kuan Virginia Chan
David Chan
Joshua Chan
Rockson Chan
Sze Ting Chan
Tracy Chin Kiu Chan
Tommy Chandra
Jen-Chung Chang
Hsin Chao
Christopher D. Chard
Ching On Chau
Kenji Chau
Poon Lam Chau
C. J. Chen
Chao Ming Chen
Kuei-Yu Chen
Shih-En Chen
Sui-Yin Chen
Xanthe Chih-Han Chen
Yimin Chen
Tan Soon Cheng
Zhi Xiong Cheng
Hu Chen-Li
Edward Cheong
Anthony Cheung
Pei-Chi Chiang
Ben Yue Chick
Pan Chun Chieh
Kwok Kit Ching
Choon Chuan Chiu
Po-Jui Chiu
Byoung Chan Cho
Chun Sik Cho
Lok Hin Cho
Seong-Jun Cho
Yeong Hyun Cho
Woo Young Choi
Young Choi
Brandon Chong
Kean Cheong Chong
Yin Chao Chong
Zhe Bin Chong
Yu-Jui Chou
Tsz Yeung Chow



2023 PADI Member MILESTONES *Asia Pacific*

Wai Hung Choy
Molly C. Christmas
Prafful Chugh
Yiu Lun Alan Chui
Oh Chun Han
Hoontae Chung
King Hong Horace Chung
Ping-Chen Chung
Maxime Copsy
Robin C. Corpuz
Simon J. Coulter
Joey Couture
Tegan H. Crandall
Mark T. Cribbes
Ramon Crivilles Melero
David Cuche
Jun Jie Cui
Paul D. Curtis
Samuel Dalagon Jr
Roxane B. Damseaux
William A. Daniel
Iain M. Darroch
Geoffrey M. Davey
Mark C. Davies
Neil Davison
Robin De Geus
Marcello A. De Luca
Corinda De Mooij
Paul E. Deneke
Tanya K. Detto
James T. Deverich
Ian J. Diaper
Katerina A. Dodds
Anwar Dosi
Chris R. Draper
Michael Drori
Loic Droze
Sophie Ducoup
Vadim Dyskin
Tommy Ebert
Joelle S. Eversdijk
Conan L. Fagan
Thomas K. Falkenham
Yanan Fan
Muhammad Faozan
Peter Farrer-Smith
Ahmad Fariz Fauzi
Mark A. Feilberg
Renu V. Fernando
Samith Thilina Fernando
W.K.A.B.
Dan Fetherstonhaugh
Randy Fideria
Lyle Fielmich
Vladimir Fleet
Virginia M. Fleming
Blake C. Flemming
Nicolas Flores
Nan Cho Foo
Tommy Yan Foo
Ivan Chin Hing Foong
Wei Mun Foong
Julien Fortin
Daniel Fouladi
Zoe J. Fowler
Mark Fox
Jason E. Friesen Byrk

Nick H. Frisch
Putra S. Frommenwiler
Luke Fry
Chen-Hao Fu
Yen-Chun Fu
Larry Low Kai Fuat
Yuma Fukuda
Stephane Fumat
Chun Kong Fung
Efendy Galeang
Mar Brandy T. Gamotin
Teck Chai Gan
Christopher R. Garcin
David A. Gardiner
Michael R. Gardner
Amedeo Gaudino
Paul J. Geletic
Chloe A. Gill
Aoibheann Gillespie-Mules
Marc C. Gorshe
Zane A. Gray
Ian P. Griffiths
Carina Groenewald
Lara Guppertz
Jens Gustafsson
Sung Tae Ha
Alana Hall
Ki Hyun Ham
Bobbie S. Hammond
Deokjin Han
Seong Sik Han
Soo Kwang Han
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Kenichi Hara
Takashi Hara
Azeem Harianawala
Anders Harlin
Emma-Lee G. Harper
Glen J. Harrex
Luke Harris
Peter A. Hart
Maxima Hay
Michel Hendrix
Chul Moo Heo
Connie Lui Lai Heung
John K. Hilgenhurst
Renay Hill
Cheong Chee Hoe
Lachlan Hogg
James D. Holt
Mona Hor
Russell Hosp
Chin Mun How
Ping-Heng Hsieh
Zhi-Lun Hsu
Su Huai
Chao Huang
Sheng-Chieh Huang
Wei-Ting Huang
Yu-Chun Huang
Wing Ho Josh Hung
Julia Hunt
Johnny Hurkmans
Pham Ngoc Huy
Tae Hyeon Hwang

Jae Hyung Hyun
Seok Hwan Hyun
Ahmed E. Ibrahim
Muzaffa Ibrahim
Joji Inaba
Olivia J. Ingram
Tomoharu Inoue
Benny Y. Ip
David J. Irvine
Anthony E. Isaacson
Thomas P. Iskra
Haruo Iwamoto
David H. Jacobs
Dannie Jadke
Nicola Jaeger
Somphot
Jaichaemchuenying
Korakod Jangaksorn
Micah P. Jayne
Khomsak Jenhat
Kyung Ryl Jeon
Minho Jeong
Namjin Jeong
Idu Jion
Alexander Johnston
Tracey A. Jones
Harry A. Josephson-Rutter
Jowvy Kumala Jovi
Joo Bong Jun
Woon Hwa Jung
Byung Won Jung
Shinta Juwita
Sayed Abdulla K. P P
Wong Ka Ho
Dorota M. Kaczmarek
Cheung Kam Choi Roy
Chang Sig Kang
Wachara Kanjanasut
Chien-Cheng Kao
Ashlee J. Karas
James J. Kearney
Grace Y. Keast
Paul Leong Weng Keat
Aoibhe C. Kennedy
Rizwan A. Khan
Oleg Khudoleev
Teoh Beng Kiat
Byungku Kim
Dae Hwan Kim
Dong Chul Kim
Dong Uk Kim
Emma Killip
Ethan S. Kim
Jae Hwan Kim
Jang Hoon Kim
Jiwoong Kim
Kyoung Mi Kim
Leehyun Kim
Min-Chul Kim
Min Kyung Kim
Seon Joong Kim
Seon Sam Kim
Soohyun Kim
Suc June Kim
Sun Mi Kim
Sung Gi Kim
Tae Sung Kim

Yun A Kim
Tim C. Kimpton
Takuya Kimura
Rens Klaasen
Gregory J. Kloppe
Githa Kockaerts
Sug Jung Koh
Janel Kok
Nikita Konyakhin
Berlinda Koolen
Vsevolod Korobov
Arris O. Kraal
Kristina Kuk
Kingston P. Kurien
Jaycee Yu Kit Kwok
Jovanah H. Ladroma
Kai Cheong Paul Lai
Man Hang Henry Lai
Ting-Wei Lai
Tsun Wang Lai
Wai Fung Lai
Chun Kan Lam
Wai Yin Lam
Wai Ho Lau
Chi Hong Lau
David I. Lavery
Jean-Pierre Le Roux
Laurent Leclercq
Chang Gee Lee
Desmond Lee
Dong Won Lee
George Lee
Hae Kyoung Lee
Hang Ju Lee
Hye Jin Lee
Jae Han Lee
Jae Yo Lee
Ju Yong Lee
Jun Hee Lee
Jun-Kyu Lee
Keeho Lee
Kye-Hoon Lee
Min Jeong Lee
Myung Woo Lee
Seong Yong Lee
Soon Jin Lee
Tae Young Lee
Won Hee Lee
Yim Ting Frances Lee
Kari Lehtonen
Sunisa Lertvalaikul
Ho Nam Leung
Isaac Chung Yin Leung
Vicky W. Leung
Cheuk Fung Li
Ma Li
Man Lok Li
Pei-Hsuan Li
Yao-Peng Li
Yueh-Hsing Li
Andrew Lim
Pablo B. Lima
Ke Han Lin
Chang-Chih Liu
Zhi Fang Liu
Christelle Livoury
Alan S. Lo

Chin-Ming Lo
Wei Lo
Luke J. Lofthouse
Yu Keung Lor
Simon Lorenz
Richard J. Lorenzi
Chia-Ling Lu
Craig W. Luciano
Estefania Luengo Sánchez
Wynelan Luis
Michael J. Lynch
Hung Choi Ma
Wai Kin Ma
Stephen Mabbett
Simon Madrid
Matthew P. Mahoney
Newton Maia Salomao Alves
Bustar Maiter
Kazunori Makino
Abegaila Mallari
Cedric Mallet
Ernesto C. Manapo Jr
Swanand Uday Mane
Rawintr Maneenetr
Alexandre Manessiez
Leighton Mann
Agata Melisa Margaretha
David D. Maritz
Natalie Marschal
Paula J. Massey
Emma C. Mather
Roger L. Mathews
Phillip T. Mayer
Ben McCauley
David McClinton
Christy McCormick
Jason McDonald
Don McFadden
Joseph McMenamin
Colin J. Mead
Andrew P. Mead
Justin K. Meadahl
Piyawat Meethong
Fernando C. Miaguchi
Kohei Miki
Darren E. Millsom
Choo Fu Min
Janine S. Minney
Pedro Miranda
Christopher Mirbach
Razmahwata Mohamad
Razali
Mohamed Shariff B.
Mohamed Sher
Muhammad Arif B. Mohd Azali
Ahmad Zamree B. Mohd Nor
Mohd Fauzi B. Mohd Sofan
Ashim Mondal
Rene Richie B. Moneza
Marco Mooij
Gyeongchan Moon
Herve R. Moquet
Ricardo R. Morataya
Eva P. Mow
Simon Mowbray
Andrew W. Muir
I Gede Putu Mula Ada

Heather J. Murray
Katherine L. Murphy
Mohd Salwa B. Mustaffa
Henri Myrntinen
Michel E. Naber
Sammy Nair
Alexis Nataf
Emma Neal
Trevor M. Neal
Sai Cheung Ricky Ng
Wing Han Ng
Hoi Ka Ngan
Pete W. Nichols
Nicki Nicklas
Matthew J. Noble
Dong-Hyeon Noh
Ismail Nopo
Matthew J. Norman
Mark I. Norstrom
Jessica L. Northcott
Tuenjai Nupuek
Taveesak Nuyok
Eoin K. O'Connor
Herminien Ogawa
Ilka Ohnmacht
Charolyn C. Oliwka
Say Hau Ong
Julius M. Orongan
Yoshio Osawa
Manfred Osenbruegge
Paul J. Owen
Sridhar P. S.
Renato D. Pacumberto
Kieyoung Pae
Wai Wong Pan
Hoonarm Park
Keun Uk Park
Ki Suk Park
Sang Yong Park
Seung-Gyu Park
Seungho Park
Tae Jin Park
Young Soo Park
Robert Parker
Nikhil Pawar
Oliver R. Payne
Preben Pedersen
Maximilian J. Peel
Mike Peters
Alistair D. Philip
Fong Khen Phin
Stefano Piazza
Carmelo E. Pilapil
Amelito C. Pilapil Jr
Tiago F. Pinto
Michael A. Podesta
Chow Ming Pong
Erika T. Poorter
Andrew Pore
Leanne Porter
Nate A. Porter
Kestutis Povilauskas
Colin T. Prior
Kinshing Pun
Kiran Pun
Fabio Puviani
Pham Van Quyen

2023 PADI Member MILESTONES

Asia Pacific / Asia Pacific - China / Asia Pacific - Japan

Steve Radics
Erin R. Raethke
Vishwanath Rajan
Ridwan Abd Rasa
Maneenut Rattana
Kerstin K. Rawlins
Lim Ri Chong
I Kadek Riadiyasa
Craig A. Richards
Thomas S. Richards
Konrad Richter
Benoit Rivalier
Lucinda A. Roberts
Sam Robertshaw
Linda Robertz
Larissa K. Robinson
Richard A. Robinson
Joel M. Rohrer
Patrick W. Ruddy
Rolmij B. Rudy
Nigel P. Rustage
Hanna Ryttonen
Mohd Khairol Azhar B.
Saidun
Fredy I. Saligumba
Chamara Sampath D B
Emmanuel T. Santa Cruz
Alexandre Santos
Gabriel Sardane
Tadeusz Sarnicki
Tadayuki Sasa
Amol Bhanudas Sase
Cait M. Saul
Oliver Schietgat
Gerhard Schneider
Ralf Schorr
Anyanee Schrimpf
Holger Schrimpf
Kate E. Scollary
Brandon R. Scott
Matthew T. Scott
Armean See Lee
Gyewon Seo
Jung O Seo
Danny A. Shand
Tsu Chun Shen
Kirsten E. Sheppard
James R. Sheward
Kai-Wen Shih
Won Bo Shim
Yee Ven Shim
Myung Soo Shin
Emily Sibley
Henrik Silvenon
Shannon C. Simos
Derek Simpson
Nicholas C. Simpson
Scott G. Sindel
Karl Singery
Nicolas Singre
Michelle Sinsua
Poppy Siregar
Erwin Sitohang
Jonah Skoles
Jorn Skyrud
Tony Smanay
Charlotte Smith

Leanne Smith
Stephanie B. Smith
Ricky I. Soerapoetra
Vladimir Sokhach
Byungjun Song
Myeong Seon Song
Pipat Soontornsoot
Christopher Southall
Michael Spell
John Stanley
Andrew N. Starick
Aaron M. Staun
Evyenia Stavakis
Patrick Steele
Aaron K. Stewart
Mark A. Stewart
Robert J. Stewart
Chen-Chen Su
Chen-Ming Su
Chi Ngai Suen
Chi Sing Suen
Lien-Yen Sun
Priandono Surohadikusumo
Morgan E. Symes
Patricia Cecilia M.
Sy-Santos
Cristalle Szeto
Wojciech Szymalik
Yoichi Tachikawa
Dino C. Tagulaylay
Jean-François Taillandier
Fumihiko Takenaka
Pakling Tam
Yee Man Tam
Julianus J. Tamaweol
Hsiao-Shih Tan
Jennifer Phaik Hun Tan
Kevin Hwee Hock Tan
Silvio Tannert
Angela Tao
Alex Tay
Emma J. Taylor
Lachlan C. Taylor
Liam Taylor
Karan Teo
Judith Terol Oto
Sasita Thippayawat
Craig M. Thomas
Gemma L. Thomas
Matthew D. Thomas
Carl Thompson
Neil Thorp
Timur Tilgel
Handy Tirtosuharto
Amanda M. Tjen
Yi Lok To
Anothai Tosanguan
Mika Toyohara
Dennis B. Traperio
Caroline G. Trembath
Jeffrey H. Trinidad
Kun Fai Tsang
Mathieu Turbant
Jason E. Turner
Rohin C. Unvalla
Jasmina Uusitalo
Tan Kee Boon Valdrick

Katrijn Van Bastelaere
Ron Van Der Marel
Scott H. Van Doren
Lydia Van Vlymen
Kim Van Winkel
Redentor B. Vargas
Guillermo Veghaz
Stephanie K. Venables
Mohit Verma
Nikolaj Verschooten
Melanie L. Vio Seror
Stephane Vuillermoz
Maude Vuitel
Colin J. Wadeson
Michael L. Waleleng
Ben Walker
Lana D. Wallace
Martin A. Walton
Kin Ho Ricky Wan
Sze Hon Jeff Wan
Nicolas Wang
Seksun Wangphungphut
Atp Wannakua
Aporosa Waqa
Maika Waqabaca
Jale K. Waqavakatoga
Jamie L. Ware
Jin Watanabe
Kaela M. Watkins
Sally A. Watson
Franck Weber
Leong Weng Fai
Carina Wenzel
Anthony R. West
Natalie Wetzel
Frank Weyn
John M. White III
Paquita Widjaja
Sven Wiesener
Adi Wijaya
Chandi Wijaya
Sian N. Williams
Adam S. Windust
Andrew Winter
Eric Wohl
Matthias Wolff
Chun Ki Wong
Joyce Chi Man Wong
Kim Hung Wong
Kin Wai Wong
Lee-Man Wong
Sunday Wong
Wei Soong Wong
Nonthawat Wongjaturapat
Jakkee Wongkeawprasert
Richard J. Woodgett
Brenda Lee M. Woodyatt
Benjamin J. Wootton
Chih-Hsuan Wu
Rene Wu
Jiang Tian Xie
Tan Wei Xiong
Fang Xu
Tsutomu Yabe
Chi-Hua Yang
Hao-Shen Yang
Su-Mei Yang

I Nyoman Yasa
Komang Suparta Yasa
Kin Kwan Yau
Yat Fung Yeung
Cheung Ho Yin
Alene Yong
Sung Yeol Yoo
Thomas P. Young
Jeonghwan Yu
Wan Tsz Yu
Liu Yue-Hua
Chi Kit Yung
Abdul Hafiz Yusoff
Arsalan Zadehsoltan
David N. Zakarias
Marcin Zawistowski
Abell Yu Zhang
Li Zhou
Li Zhu
Sunle Zhuang

PADI ASIA PACIFIC - CHINA

35-YEAR MEMBERS

(join year 1987)

Choi Hung Francis

20-YEAR MEMBERS

(join year 2002)

Mei Lin
Hui Lu
Steven R. Schwankert

10-YEAR MEMBERS

(join year 2012)

Yong Bai
Ji Feng Bao
Hao Chen
Guang Chen
Si Xing Chen
Ting Ting Chen
Wei Chen
Yang Chengchen
Nan Feng
Biao Guan
Nanfei Huang
Jie Huang
Tao Jiang
Meng Li
Ying Li
Zhao Li
Chen Fei Lin
Xiaofei Liu
Ding Ning
Jun Pan
Si Ming Qian
Yibin Shao
Yijie Shen
Xie Song
Wei Wang
Zulin Wu
Tao Yin Xue
Wong Chen Yet
Liu Yi Xuan
Siyang Yu

Feng Zhai
Anqi Zhang
Jian Zhang
Zhao Zhen Fei
Ying Hao Zheng
Yuan Zhi Bin
Chao Hui Zhong
Hao Zhou

PADI ASIA PACIFIC - JAPAN 45-YEAR MEMBERS

(join year 1977)

Mikio Hagiwara
Takeshi Ichikawa
Nobuo Segikuchi

40-YEAR MEMBERS

(join year 1982)

Hisao Fujita
Kazunori Hanafusa
Hiroko Ishii
Tsuguyoshi Kinoshita
Mamoru Nishikawa
Tamotsu Saito
Goro Sakai
Naoki Sakai
Toshiyuki Takazawa
Nobuaki Tsubura

35-YEAR MEMBERS

(join year 1987)

Katsuhiro Ando
Toshiaki Eriguchi
Takuo Fujii
Mitsuaki Hattori
Hiroshi Higashi
Sajji Hirata
Koichi Imaizumi
Shuji Ishiwatari
Akio Ito
Kazuhiisa Ito

Kei Kajihara
Hiroyuki Kaneko
Takayuki Kaneko
Hirotaka Kawahara
Kazuhiro Kikuchi
Ichiro Kinoshita
Tadashi Kitagawa
Tatsuya Kitsukawa
Kazuo Kobayashi
Yuichi Kobayashi
Ichiro Kubo
Hiroshi Maeda
Noriko Mamiya
Shinichiro Matsue
Yutaka Matsukawa
Hiroaki Matsumori
Takahito Narita
Mitsuhiro Nishimura
Haruki Okada
Masato Onozawa
Miyako Sasaki
Hidefumi Satake
Yasushi Sato
Makoto Sakurai
Toshihiro Senoo
Eiji Shibasaki
Kyohei Shimatani
Masao Suzuki
Ichiro Tagami
Shigeyuki Takagi
Yuichiro Takeuchi
Shoujun Tamanaha
Mitsuaki Tamura
Yoshihiro Tashiro
Yasukata Terui
Kaoru Toyama
Keiko Toyama
Kuniharu Tozaki
Jun Tsunoda
Hideaki Uryu
Daishichiro Wada
Hiromi Yano

30-YEAR MEMBERS

(join year 1992)



2023 PADI Member MILESTONES *Asia Pacific - Japan*

Koichi Aikawa
Yuichi Aono
Takashi Arimoto
Atsushi Chiba
Naoji Domon
Hideki Daimoto
Masaharu Ebisawa
Taro Endo
Ken Fuchioka
Yoshinobu Fujisawa
Ayumu Fujiwara
Kenji Fukuda
Fumiko Hamabe
Takaki Hashizume
Hiroaki Hagiwara
Masamitsu Hassaku
Sakae Hasuo
Shinichi Higashi
Kazue Hirashiki
Hiroaki Hirayama
Makoto Horie
Yoshiyuki Horikawa
Sawa Hosaka
Junko Hosono
Shoichi Horitani
Tsun Jen Huang
Takashi Ichihara
Kazuyuki Ichikawa
Ritsuko Ikari
Tatsuya Ikeda
Tetsuya Imada
Shin Ishibiki
Makoto Ishii
Toshiaki Ishikaku
Noriyuki Ishikawa
Yasutoki Ito
Gota Iwanami
Tetsuya Kageyama
Shojiro Kaku
Hiromi Kamada
Susumu Kamakura
Rie Kaminishi
Takashi Kamioka
Taeko Kamiya
Junko Kanayama
Shiro Kasahara
Hiroto Kawaguchi
Akihisa Kawai
Keiko Kikuchi
Osamu Kikuma
Yoshiaki Kinoshita
Norimichi Kosumi
Naoki Kudo
Koichi Kume
Yukio Kuramochi
Yoshio Kuroda
Mayumi Kusama
Yukihiro Matsumoto
Tatsuya Matsumura
Motoaki Matsushita
Atsuhiko Miki
Kazuhisa Mishina
Takeshi Miwa
Takashi Mizuno
Takayuki Mokudai
Katsumi Momita
Kunihiro Momose

Susumu Mori
Hirokado Morimoto
Hiroshi Murakami
Naoki Muramatsu
Kiyonori Nagao
Masahiro Nagare
Hiroko Nakanishi
Kazutaka Nakatsuka
Jin Namatame
Kenji Namba
Takeshi Namikawa
Takako Nanami
Shinya Nasuno
Norihiro Nishina
Junji Nozawa
Ichiyo Ohara
Satoru Oigawa
Hiromi Okamoto
Masato Okawara
Kazufumi Okudaira
Kiichiro Okumura
Yutaka Okuzawa
Toshie Onoro
Fumio Osaki
Yoshinori Oshita
Atsushi Saito
Akio Sakaguchi
Eiji Sakai
Inao Sakai
Tatsushi Sakamatsu
Hiroyoshi Shimamoto
Kazuhiko Shimizu
Hisayuki Shimoyama
Toyokazu Shioya
Toshiaki Shirai
Kiyotoshi Shiraiwa
Yoshikazu Sugiyama
Noriyuki Suzuki
Natsuki Tachibana
Ayumu Takahashi
Kazuhiro Takahashi
Takahiko Takaki
Hiroshi Takenouchi
Koichi Takeuchi
Hideharu Tanaka
Kazuaki Tanaka
Kazuyuki Tanaka
Susumu Tanaka
Tomoyuki Taniguchi
Yasushi Taniguchi
Akihiko Tanimai
Naohiro Tanioka
Tetsuya Tanizawa
Hideki Togashi
Hiroyasu Uchida
Toyohiko Ueda
Kaoru Washitaki
Manabu Watanabe
Nobuo Yagi
Tomoko Yamada
Kazuharu Yamauchi
Junichi Yanase
Yoshio Yonemura
Yushinao Yunoue

**25-YEAR
MEMBERS**
(join year 1997)

Takuya Abe
Toru Ando
Kazunori Aoki
Takeshi Asakawa
Shinji Asano
Tsuneji Bano
Hiroshi Chiba
Naoko Chiku
Shigetoshi Ebina
Hiroaki Fujii
Seiji Fujii
Masahiro Fujioka
Rie Fukushima
Taro Goto
Yasuhiro Gotsu
Takuya Hasebe
Toshimasa Hagiwara
Akira Hamamura
Shiro Hamazaki
Ken Hashiba
Junko Hasunuma
Takeshi Hayashi
Nobuyuki Higashi
Tetsuya Higuchi
Toru Higashionna
Jin Hirabayashi
Kazuharu Hirai
Mina Hirai
Masayuki Hirata
Kensuke Hirose
Yoichi Horikoshi
Riki Hoshino
Masahiko Hotani
Takatoshi Hotta
Kenichi Iidaka
Masayuki Imaizumi
Takaharu Inada
Hiroyuki Ichimura
Noboru Ishibashi
Toru Ishihara
Nobuko Ishii
Akihiko Ito
Hiroshi Ito
Tomohiro Ito
Takeshi Juso
Rika Kakimoto
Masahiro Kamei
Makoto Kanamori
Yumi Kaneda
Makoto Kaneko
Yuki Kaneko
Shinko Karibe
Yuichi Kataoka
Kotoe Kato
Hideharu Kihara
Min Joong Kim
Naoyuki Kimura
Shigeo Kimura
Tomoya Kinoshita
Yoshiyuki Kita
Ayako Kitamura
Hiroshi Kiyokawa
Toshikazu Kobayashi
Shigehiko Kobori
Miyuki Koike
Kenichi Komuro
Daisuke Kondo

Kazuhiko Koshino
Kumi Kotera
Takashi Koyanagi
Toshiyuki Kuroyagi
Taro Kusakabe
Masashi Kutsukake
Maki Kuwahata
Yoshie Kuwamoto
Tomoki Lee
Takahisa Maeda
Toshio Mashiko
Taichi Masuda
Kohei Matsukawa
Fukiko Matsumoto
Noriko Matsushima
Naoki Matsuzaki
Yoshifumi Matsuzaki
Yumiko Minato
Chikage Mine
Kazuaki Minowa
Tsutomu Mitamura
Tetsuaki Miyamoto
Hiroyuki Miyazaki
Tomonori Miyazaki
Akihito Mizuno
Tomoyuki Mizuno
Kazutoshi Mochizuki
Akira Mori
Atsushi Mori
Hiroaki Mori
Koichi Mori
Satomi Mori
Mami Morita
Tetsuya Misu
Sotaro Murakami
Tetsuya Murakami
Daisuke Murano
Yuichi Murata
Satoshi Nakajima
Kimiichi Nakamura
Masaru Nakamura
Sadao Nakamura
Keiko Nakano
Morio Nakano
Hideki Nakatsuka
Shinichihiro Narazaki
Akihiko Niina
Hiroyuki Nishi
Yosuke Nishikawa
Hiroyuki Nishimura
Masaji Nishino
Masaaki Nishio
Masato Noguchi
Shoji Nomoto
Naoyoshi Nonoyama
Masahiro Nozawa
Yoshiaki Oda
Takeru Ogita
Teruaki Ojima
Takaharu Oka
Toshihiro Okamura
Hisatoshi Okayama
Kunihiko Onishi
Hajime Ono
Hiroshi Ono
Toshimi Ono

Yasuo Ono
Kunihiro Oshita
Atsuko Ota
Kenjiro Ota
Minori Ota
Takayuki Otaki
Yasutoyo Otani
Yumiko Ozaki
Hiroyuki Saegusa
Kunio Saiga
Daisuke Saito
Hidekazu Saito
Takeshi Sakamoto
Takumi Sakamoto
Koiji Sakazaki
Daizo Sato
Ken Sato
Kohei Sato
Masaki Sato
Shigeru Sato
Takamasa Sato
Daisuke Sekine
Mitsumasa Sekine
Kenji Seto
Yuji Shimbashi
Hiroko Shimizu
Takahiro Shimizu
Toru Shimizu
Yuka Shimizu
Hitoshi Shimura
Katsuhide Shimura
Yoko Shimura
Shigehiro Shinozaki
Shizuno Shiomi
Sayuri Shirai
Kenichi Shiraishi
Kei Shiratani
Tadahito Shoda
Ayumi Soga
Kazunori Sueto
Tomoo Susaki
Tomoyuki Suwa
Mitsuru Suzuki
Toshiaki Suzuki
Yuji Suzuki
Yukihiro Suzuki
Yusuke Suzuki
Makoto Takabayashi
Shigeo Takagi
Akie Takahashi
Hideyoshi Takahashi
Yoshimitsu Takahashi
Akira Takayanagi
Masahiko Takayasu
Hiromitsu Takei
Hideki Takeuchi
Seiho Tamachi
Tomoki Tamano
Takahiro Tamura
Hajime Tanaka
Noriaki Tanimoto
Hiroko Taoka
Hisayoshi Tashiro
Masami Toda
Takayuki Toda
Masanori Togashi
Daisuke Tojo

Toshihiko Tokuhira
Kazunari Tomii
Masami Tominaga
Koiji Torii
Masaya Uchino
Hirohito Ueki
Mayumi Umeda
Miho Uno
Hiroshi Watanabe
Yuki Yabuta
Kaori Yagi
Ryusuke Yamada
Takahiro Yamada
Hitoshi Yamaguchi
Koiji Yamamoto
Tetsuya Yamamoto
Hiroaki Yamazaki
Takashi Yashima
Kazuo Yokoya
Mayumi Yoshida
Shigeto Yoshida
Tetsuji Yoshida
Mitsuyoshi Yoshimura
Yoko Yoshimura

**20-YEAR
MEMBERS**
(join year 2002)

Takayuki Amino
Yuji Aoki
Makiko Arimoto
Eiji Asaeda
Yuji Asao
Marius H Awagakubo
David D. Edwards
Yuzo Egashira
Takeshi Enosawa
Hiroshi Fujii
Katsuhiko Fujiwara
Toshio Fukae
Masamune Furukubo
Miyuki Fukumoto
Hikari Gorai
Etsuko Goto
Mitsuyasu Goto
Eiji Hachinoki
Megumi Hagihara
Toshiyuki Hagiwara
Hiroaki Hamamura
Takehiro Hamano
Jun Hanaoka
Yoshinori Harada
Satoko Hashimoto
Hidehiko Hatabayashi
Kazuhisa Hattori
Takashi Hattori
Yuri Hiraide
Yoshio Hirakawa
Tetsuharu Hirose
Tomomi Honda
Ryugo Horiguchi
Keisuke Igarashi
Noriaki Iguchi
Shigekazu Iida
Noriko Ikeda
Yoshiki Ikeda
Hiroshi Ikeno
Ryutarou Ikeuchi

2023 PADI Member MILESTONES *Asia Pacific – Japan*

Mitsuo Imanaka
Ryusuke Imanishi
Yoko Imanishi
Yukio Inukai
Yoshihiro Isasa
Katsuji Ishidaira
Masayuki Ishikawa
Naruhito Ishimaru
Goichi Ishimine
Katsuya Ishiwata
Mitsuru Ishizaka
Kaori Ishizeki
Takafumi Itaya
Akiko Ito
Masato Ito
Michiko Ito
Tomoaki Ito
Noriyuki Iwameji
Mikoto Iwano
Nobuhiro Iwazaki
Seiji Izumiya
Yuichi Kadota
Satoru Kamata
Shinji Kamiya
Hiroshi Kamiyama
Kenichiro Kaneko
Tadashi Kanno
Fumiaki Kato
Hiroko Kato
Koichi Kato
Takanori Kato
Tomomi Kato
Chiya Kawaguchi
Masami Kawakami
Masayo Kawakami
Keigo Kawamura
Tatsuro Kawano
Naoyuki Kawashima
Takayuki Kawasumi
Kaori Kawato
Satoru Kibe
Ryo Kimura
Yuhei Kiryu
Kazuto Kishimoto
Hitoshi Kitabayashi
Katsunori Kobayashi
Kazuya Kodama
Masaki Kondo
Mikiko Kondo
Tadashi Kondo
Hirozumi Koike
Tsutomu Kojo
Yosuke Komamori
Yoko Koizumi
Naoko Koshimura
Norio Koshimura
Junki Koyanagi
Eiji Kuniyoshi
Satoko Kuraoka
Yuki Kurata
Mitsuru Kurato
Mayumi Kurokawa
Hidetoshi Kushioka
Tatsuya Kuwahara
Yuko Maekawa
Misato Maemori
Kenichi Matano

Kazuaki Matsui
Hideki Matsumoto
Kazuhiro Mikami
Shinya Miura
Yukiko Miyagawa
Yusuke Miyahara
Kenichi Miyamoto
Megumi Miyata
Kotaro Miyata
Toshiaki Miyazaki
Takaharu Mizuta
Yasutaka Mizuno
Akiko Mizutani
Daijiro Mochizuki
Taishi Mochizuki
Atsuko Mori
Masaya Mori
Yutaka Mori
Yasuhiro Moriguchi
Saori Morimoto
Kenjiro Morishima
Takekazu Motomura
Yukio Motoya
Masahiko Murakami
Masami Murata
Atsushi Muto
Yasuhiko Nagao
Kazuo Nagasaki
Masayuki Nagashima
Yukie Naito
Hiroshi Nakae
Hiroshi Nakajima
Hirofumi Nakamura
Kei Nakanishi
Soichiro Nakatani
Reiichi Nakayama
Satoshi Nakayama
Katsuyuki Nakazono
Sota Namba
Akiko Namura
Haruka Narita
Kazumi Nawata
Takayoshi Nikaido
Hana Nishiyama
Jundai Nitta
Musashi Nomoto
Kazuya Odama
Yuji Ogawa
Anna Oguchi
Michio Ohashi
Shuya Ohashi
Satoki Ohira
Masahiro Oikawa
Akihiko Oishi
Eiji Okada
Yoichi Okahisa
Nobuaki Okubo
Ayako Okumura
Hiroyuki Okuyama
Yuki Kurata
Tetsuya Onizuka
Kazuhiko Ota
Mika Otaki
Nobuaki Rikitake
Emi Saito
Katsuhito Saito
Moriyuki Saito

Osamu Saito
Yukihiro Saito
Shinya Sakamoto
Kimihiro Sakanoue
Hiroyasu Sano
Hajime Sasaki
Takumi Sasaki
Hiroaki Sato
Isao Sato
Miwa Sato
Ryota Sato
Shunta Sato
Umita Sato
Hiromu Seimiya
Shusaku Sekiya
Yoshimasa Sema
Ikuko Sera
Akio Shibuya
Takeshi Shima
Akio Shimizu
Hiroyasu Shimizu
Masatoshi Shimbo
Toshitaka Shimomura
Norihiro Shimozaki
Hiroki Shinzato
Yuta Shiozawa
Aya Shirahata
Wataru Shirai
Noriko Sugata
Kenta Sugiki
Akane Sugiyama
Minoru Suhara
Futoshi Sukai
Yoshihiko Sunagawa
Akira Suzuki
Katsumi Suzuki
Katsuya Suzuki
Mihoko Suzuki
Yoshikazu Suzuki
Masahide Takada
Masatoshi Takahara
Kaoru Takahashi
Saeko Takahashi
Kaname Takamori
Saori Tamura
Azusa Takeda
Masato Takigami
Kazuma Tamaki
Takayuki Tamaribuchi
Hideyuki Tambo
Kinya Tamura
Kazuya Tanabe
Junko Tanaka
Ryo Taniguchi
Yasuhi Tanikawa
Takashi Tayama
Hinako Terashige
Yoshitomo Teruya
Ryuichi Tezuka
Shinji Togasa
Osamu Togashi
Takeshi Tojo
Kosuke Tojo
Masahiro Tonai
Yusuke Tsuboi
Masayuki Tsuda
Maki Tsuge

Akinobu Tsuji
Kazue Tsujimura
Tsukasa Tsujimura
Kenji Tsujimura
Riichiro Tsukamoto
Atsushi Ueda
Norihiro Uchida
Masashi Uchiyama
Shuji Umeda
Yumi Uno
Daisuke Utsumi
Shinya Wada
Keisuke Wakusawa
Hiroaki Watanabe
Koichi Watanabe
Noriyo Yamada
Makoto Yamaguchi
Satoko Yamaguchi
Yasushi Yamanaka
Yukinori Yamanaka
Mitsuharu Yanagisawa
Hiroshi Yoda
Shinsuke Yoshida
Yuka Yoshida
Kazuya Yoshino
Naoko Yoshisue
Kei Yumoto

10-YEAR MEMBERS (join year 2012)

Shigeteru Adachi
Kazuki Aizawa
Kenji Akasaka
Hidetaka Akebi
Yoshihiro Ando
Yutaka Ando
Hiroki Amiya
Katsutoshi Arai
Takuya Arai
Hiroshi Arie
Kazuki Arita
Yuri Asahi
Hitomi Aoyagi
Ryuichi Baba
Kenji Chizaki
Yuta Deguchi
Hiroki Endo
Tetsu Fujii
Megumi Fujioka
Takako Fujita
Naoko Fujitani
Keiko Fukami
Koichi Fukami
Satoko Fukayama
Fumio Fukuda
Hideaki Fukuda
Tomoko Fukuchi
Tsutomu Funahashi
Chihiro Gishi
Hiromitsu Go
Takuma Goebuchi
Atsumi Goto
Kengo Goto
Osamu Hanazawa
Shinya Hanawa
Takayuki Haneda
Tatsuya Harada

Tokiko Harakawa
Miho Hashimoto
Taeko Hatanaka
Yuto Hatao
Hiromi Hemmi
Junya Higashi
Hisashi Hikosaka
Ken Hirao
Toru Hirasawa
Madoka Hirase
Keisuke Hirota
Masahito Honda
Yuko Horiguchi
Yuya Horii
Yudai Hoshino
Mihoko Ikeda
Yoshihiro Ikegaya
Daisuke Ikoma
Yasuhiro Inaba
Masato Inaoka
Mai Inuzuka
Mayu Ioroi
Junji Ishii
Kana Ishii
Yoshihisa Isomura
Akira Ito
Nozomi Ito
Osamu Ito
Hirotake Iwagaki
Toshiya Iwasaki
Seiji Iwata
Umi Izawa
Yuta Kadowaki
Masayo Kagawa
Shuichi Kajihara
Hirotaka Kakehashi
Eiichiro Kakihara
Michiyo Kambe
Satoshi Kambe
Atsushi Kamiya
Kenichi Kanazawa
Tetsuya Kanazawa
Kenya Kaneko
Yoko Kanemaru
Fumio Kasai
Shizuka Kasai
Takashi Kasai
Takafumi Kasuga
Hiromi Kato
Taro Kato
Miki Kashiwa
Yuka Kawabe
Hiroyoshi Kawafuchi
Kumiko Kawafuchi
Daisuke Kawahara
Masayoshi Kawai
Hiromoto Kawaminami
Yukinari Kawamura
Kazumasa Kemmochi
Tomoya Kida
Kenichiro Kitamura
Masato Kimura
Yusuke Kimura
Keisuke Kitazono
Yulmi Kobayashi
Terukazu Komatsu
Hiroko Kondo

Nobuko Kondo
Nobuyuki Kondo
Kazumi Korin
Tatsuo Kotera
Shinji Kuboyama
Aya Kurabayashi
Kazuaki Kuramoto
Hiroaki Kurashima
Takayuki Kuriki
Takuma Kuroda
Maho Kurokawa
Tamio Kurokawa
Takashi Kushima
Toru Matsuda
Tsukasa Matsuda
Hirotaka Matsui
Tadashi Matsui
Kunio Matsumoto
Shoko Matsuno
Ayanori Matsuo
Akiyoshi Matsuura
Tomoko Matsuzaki
Hideaki Minahiro
Tsurugi Minami
Masaharu Mishima
Reo Miura
Toshinori Miyama
Yuka Miyamoto
Yusuke Miyamoto
Keiji Miyawaki
Yoshitomo Miyazaki
Kazunari Momma
Kengo Mori
Yasuhiro Mori
Koichi Morita
Haruaki Motokawa
Yukihiko Murabayashi
Takehiro Murakami
Yohei Muramatsu
Tomoka Muramoto
Saburo Nagata
Ryosuke Nakagami
Satoshi Nakamura
Hideyuki Nakayama
Shinichi Nakayama
Takeshi Nakayama
Yasushito Nakazato
Soichiro Nakaue
Nobuhisa Namiki
Naoyuki Naruse
Makoto Nemoto
Fumitaka Nihei
Toru Nishikawa
Yoshitaka Nishiwaki
Rina Nohata
Takahiro Nomoto
Yoshifusa Ochi
Kazuyoshi Ogawa
Yuka Ohori
Takuma Oishi
Nobutaka Okada
Yumiko Okada
Utako Okai
Yuji Okamoto
Takahiro Okayama
Fumihiko Okubo
Toshimitsu Okubo

2023 PADI Member MILESTONES

Asia Pacific - Japan / Canada

Shingo Onaka
Satoshi Ono
Akihiro Osako
Keiko Osako
Ryuichi Ota
Hayato Otawa
Katsuya Otsu
Tatsuya Otsubo
Shunpei Oya
Yasumitsu Oyama
Ayana Sagawa
Takahiro Sakamoto
Manabu Sakihara
Toru Sakurada
Masayuki Sakurai
Kosuke Sasaki
Masaomi Sase
Daisuke Sato
Hisashi Sato
Ryuji Sato
Shoji Sato
Yosuke Sato
Kojiro Seki
Natsuko Sekiguchi
Ryo Serita
Masumi Shiga
Toshio Shiya
Ryusuke Shimada
Yoshiaki Shimada
Yoshihiro Shimada
Yoshihiro Shimbo
Yoshiomi Shimizu
Shingo Shimoju
Emi Shinjo
Ayako Shinokubo
Katsumi Shinomiya
Hiroshi Shiokawa
Ichitaro Shiraki
Kumiko Shitaeda
Brenden C. Shower
Ayano Sonoda
Kiyomi Suga
Mie Sugibayashi
Yumiko Sugimoto
Etsuko Suzuki
Hidenori Suzuki
Kei Suzuki
Tae Suzuki
Satomi Tabata
Maki Tachibana
Satoshi Tagaki
Yasushi Taguchi
Tsuyoshi Takahashi
Kiyonari Takanishi
Taiki Takamatsu
Hisao Takase
Toshikazu Takatori
Masako Takeji
Takafumi Takemoto
Yoshikazu Takenaka
Kaori Tamaru
Emi Tanaka
Hiromi Tanaka
Jun Tanaka
Miki Tanaka
Nobuaki Tanaka
Sachiko Tanaka

Shiro Tanaka
Sho Tanaka
Yusuke Tanaka
Kazuki Tani
Masashi Tasaki
Miyuki Togawa
Mika Toyohara
Hiroshi Toyooka
Yasuki Tsuchida
Yoshiki Tsuchiya
Taichi Tsuezaki
Tomomi Tsuezaki
Mizuki Tsukada
Isamu Tsukagoshi
Hiroyuki Tsukiji
Merni Tsukiji
Takaaki Tsurumi
Daisuke Udagawa
Takehiko Udagawa
Keisuke Ueda
Takashi Ueda
Satoshi Uematsu
Masashi Uemura
Hiroki Ujiiie
Toshihide Ukai
Eichi Umamoto
Yasuto Umezawa
Yuji Utsumi
Dai Wakisaka
Juri Watabe
Kazunori Watanabe
Masayuki Watanabe
Ryo Watanabe
Shinji Watanabe
Takuya Yabusaki
Takuya Yakita
Eri Yamada
Mariko Yamada
Yumiko Yamagata
Daiki Yamaguchi
Kaori Yamaguchi
Makoto Yamaguchi
Ikunori Yamamoto
Ryusuke Yamamoto
Toyonobu Yamamoto
Kenji Yamamura
Yukihito Yamashita
Ryohei Yamatani
Yasuhiro Yamauchi
Yoshiharu Yamauchi
Katsunao Yano
Hiromi Yazawa
Go Yokokawa
Yukako Yokota
Taiji Yokoyama
Makiko Yoneda
Kenichi Yoshida
Kenta Yoshida
Mari Yoshida
Mariko Yoshida
Keita Yoshihara
Tadayuki Yoshimura
Kazuma Yoshinane
Kaori Yoshioka
Huang Chun Yuan
Hirofumi Yugoshi

PADI CANADA

45-YEAR MEMBERS (join year 1977)

Neil O'Hare

40-YEAR MEMBERS (join year 1982)

A Kenneth McEwen
Ross E. Newton
Michel J. Ouellette

35-YEAR MEMBERS (join year 1987)

James L. Baxter
Larisa Beach
Mario Beaucage
Lou Bumbala
James P. Cleghorn
Eric S. Clelland
Roland M. Goreski
Ken G. Holliday
Darwyn R. Jones
Dale K. McKnight
Graeme Meyer
Mark E. Pavelich
D.J. Piltingsrud
John A.W. Swanson
Dianna Ungarian
Peter Vaktor

30-YEAR MEMBERS (join year 1992)

Denis G. Arseneault
Patricia A. Beach
Joel W. Blackburn
Ralph A. Cappa
Jonah Po Kuen Chan
David Chmelnitsky
Alan Cuthbertson
Eric N. Dunn
David A. Fraser
Joseph S. Fryer
Mark Gorman
Gregory R. Grimm
David J. Hardy
Ginny Hardy
Royse W. Jackson
Brad D. Johnson
Kevin M. Kidd
Roland G. Klein
Sharon L. Lepetich
Edward G. Lloyd
Trevor L. Long
Patrick Malo
Jacques Marchand
Greg A. Mc Cracken
Oliver J. Meier
Joanne M. Mueller
Michael A. Rayner
Tolson L. Smith
James Stadelman
Stephane Veron
Kelly A. Wright

Robert E. Wyatt

25-YEAR MEMBERS (join year 1997)

Patrick R. Ashford
Rebecca L. Barrett
Daniel J. Bauer
Ron N. Brandt
Jeffery David
David G. Davidson
Vincent W. Dokis
Dwight K. Dubowski
Sean A. Falle
Gilles Finnigan
Dave L. Goulet
Bruce L. Gray
Jean Guay
Darrell J. Hepplewhite
Quintin Hill
Tara L. Hodgins
Rita Hoggarth
Jean Sebastien Joanis
Terry Kovacevic
Edwin A. Kramer
Eric Labelle
Jerome Lacroix
Raymond J. Lefrense
Manfred Lippe
Robert Martineault
Marie-Claude Morin
Adam E. Ogilvie
Christian Poirier
Patrice Rhyman
Michael Riester
Martin A. Robinson
Donald B. Rogers
Stephen Simpson
Richard W. Skinner
Denis G. St Jean
Jose J. Suarez
James F. Tenute
Mark R. Waddell
Chris G. Welch
Otto-Carl Wille
Jim F. Wimberley
Paul A. Zimmerman
Debbie J. Zylich

20-YEAR MEMBERS (join year 2002)

Sylvie Alary
Roger G. Balm
Francois Belanger
Jack W. Braybrook
Andre Brebant
Dan A. Cantwell
Martin Charron
Chris D. Checkwittch
Doug Christian
Christopher A. Chu
Christopher J. Church
Radha Dahlie
Mark Dionne
Chris J. Doole
Andrew C. Edwards
Glenn D. Falconi

Virginia Falconi
Liliane Forget
Ron W. Foster
Cornel Fox
Nathalie N. Girard
Anna M. Goltsman
Daniel L. Grant
Annette K. Henbid
L. Kevin Henbid
Christine M. Jobin
Andrea Keeler
Bryan J. Kerr
Ryan W. Kliciak
Claudette M. Laurin
Marie-Claude Lavoie
Jason Maynard
Michael D. McCabe
Mark A. McGowan
Ken McGuire
Robert A. McNamara
Lance A. Mortlock
Lee Munson
Krzysztof J. Noel
Frederic Page
Jean Paquin
Karin Pointner
Tom J. Purcell
Eric Quann
Franck Raeppele
Pamela J. Rigden
Douglas B. Robertson
Genevieve
Roux-Paquette
Heather A. Rowe
Tony D. Sampson
Pierre Savignac
Michael Scherer
Jay Schier
Richard H. Schmitt
Laura J. Shepherd
Glen R. Sifton
Ronald L. Sperber
Charles S. Spooner
Anthony P. Swan
Andrew Tattersall
Serge Theberge
Greg Thomas
Peter G. Thomas
Terrance W. Traill
Tim R. Valliere
Markus R. Weber
Trudy A. Wenngatz
Kenneth T. Wong
Michael E. Woods

10-YEAR MEMBERS (join year 2012)

Francois Abbott
Jalal Alkassab
Patrick Allaire
Diane Archambault
Paul A. Armstrong
Shelley L. Armsworthly
Gregory R. Baldock
Leonard J. Bauer
Jim E. Bergeron
Benjamin Bernstein

Gerald D. Berry
Karine
Boulanger-L'Heureux
Rejean Boulianne
Francois Bourgault
Robert Bourgeau
Tiare G. Boyes
Cindy L. Brown
Neil M. Burgess
Kimberly E. Carson
Norman Cerny
Jennifer S. Choyce
Steve S. Ciula
Olivier Collin
Perry D. Comeau
Samuel Cote
Nancy C. Cser
Paul Derail
Mario Desforges
David Desmarais
Claude Dessureault
Michael P. Devlin
Frederic Jose Dhaisne
Daryl I. Draper
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Annie Dumay
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Bruno Ferron
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Soren C. Frederiksen
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Todd D. Geoghegan
Joe George
Simon Georges
Brent W. Gerrits
Carl Gingras
Dominique Gingras
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Mark E. Heagy
Julie D. Hodgson
Jenny Hoge
Ronald J. Howat
Robert T. Hulley
Jeannine Joly
David R. Jordan
Soo Jun
Rahim Kaba
Philipp Kashin
Alan M. Keller
Jennifer A. Kerr
Bryan A. Kilback
Jonathan R. Kraushar
Prathamesh S. Kulkarni
Jessica Lacasse
Gary R. Lambeth
Erin L. Leblanc
Rhannon M. Leggett
Rollings
Jean Lessard
Sarah Lewry
Amy G. Liebenberg
Amber L. Lowney
Shawn V. Lowney
Alison T. Ludyka

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Drew Nageleisen
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Jordan F. Vanderveeken
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Taylor A. Williams
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George Yeh
Khrista N. Zand

PADI EUROPE, MIDDLE EAST AND AFRICA

45-YEAR MEMBERS

(join year 1977)

Peter D. Sieniewicz

40-YEAR MEMBERS

(join year 1982)

Rolf Christoleit
Andrew Holland
Wolfgang Mehrer
Peter Nygren
Heinz Schmid
Robert Schneider
Hans Sjoeholm
Roy Svantesson
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Wolfgang Wild

35-YEAR MEMBERS

(join year 1987)

Steve Axtell
Khalid Omar Bahamdain
Philippe Barbier
Robert Bergestad
Peter Berth
Nello Bianchi
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Andreas Brandt
Andreas Buehrer
Claudy Carite
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Antonio Terreo
Walter Trinca
Chihiro Tsugane
Sancar F. Uguryol

John Van Nieuwenhuizen
Anton Van Sluijs
Walter Verolino
Eddie Verstraete
Lothar Wisser
Christopher I. Young

30-YEAR MEMBERS

(join year 1992)

Isaac Adams
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Hassan Ali
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Georgios A. Andoniou
Andreas Andter
Mohamed M. Arebi
Chris Ashe
Walter Augustin
Lars Backstrom
Salah O. Badghaish
Antonio Badias
Santi Barbera
Brigitta D. Barnbrook
Roberto Basevi
Nunziante
Maria Teresa Benaglia
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Francois Bernaschina
Mikael Berner
Max Roger Bernhard
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Tourais
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Federico Genoese-Zerbi
George Georgantas
Roswitha Geuen
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Hans Koller
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Trond Larsen
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Gaetano Maurizio
Lucchini
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Harm Lutjeboer
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Juergen Markl
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25-YEAR MEMBERS

(join year 1997)

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Aysen Acarlar	Torbjörn Bidebo	Jason Curtis	Davide Ferrari	Alexey Guerassimov	Volker Kammerer
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Jalel M. Achour	Carina Bille	Joern Dahlstroem	Jonathan Ferriz Mas	Louis Jose Guillaume	Gerhard Kaufmann
Christine Acker	Maurizio Biondi	Alexander Dahm	Lorenzo Festa	Curt Haagedoorn	Wolfgang Keller
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Mustafa Adroob	Nadav Blackman	Jose O. De Barros	George Filios	Jens Habermann	Peter Kempf
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Laurent Bareille	Stephane Chuat	Medhat M. El Tabey	Martin Jakes		
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Stefano Batistini	Stuart K. Cole	Kjetil Ellefsen	Joakim Jarsmo		
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Luca Battisti	Patrizia Coli	Detlef England	Richard Jewitt		
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Robin A. Benoiton	Andrea Cortese	Pierre Estoppey	Bernabe Jorge Toledo		
Octavia Bentall	Cyril Courrieu	Wolfgang Exler	Svend Juergensen		
Fabrice Beraud	Yvonne R. Covell	Jason P. Fabri	Thomas Juhl		
Mariana Berezhnaya	Simon Craven-Wilkinson	Ahmed M. Fadel	Friedrich Jungenkrueger		
Frank Berge	Enrico Criscuolo	Guido Farassino	Torben Kaasgaard		
Udo Bergmann					

WHAT I'VE LEARNED

Ilse Stroud

75, Athens, Greece

Retired Course Director Ilse Stroud shares her harrowing story of a dive on a deep wreck, diving with Jean Michel Cousteau, and why it's important to enjoy each day.



A good instructor has two essential traits: one is empathy, and the other is the will to make independent divers of your students.

Curiosity got me hooked on scuba diving.

I was always game to try something new. So, when a scuba course was advertised at the American base in Athens, I signed up.

During my first PADI® Open Water Dive, I concentrated so much on the skills that I don't remember much else.

I was hooked though and wanted to continue exploring this new environment.

After my Advanced Open Water Diver course, I knew I wanted to become a scuba instructor. It only took me one year to go from Open Water Diver through all the levels to the instructor course.

My Instructor Training Course (at that time it was called the ITC) had little in common with the IDC of today. The instructor trainer was a US Navy Seal, Gary Humphrey, and all my classmates were men!

A good instructor has two essential traits: one is empathy, and the other is the will to make independent divers of your students.

The secret to longevity as an instructor is to keep going.

One funny moment during a training dive was seeing a diver, with the mouthpiece of his regulator still in his mouth, offering the regulator to the buddy.

I offered him my octopus and took the mouthpiece out of his mouth. We all had a good laugh about it afterward.

In 1981 I started my own dive center, Aegean Dive Center. It was very small at that time.

The biggest hurdles were all the rules and regulations here in Greece. It was basically forbidden to dive except in a few places, and the laws about owning and running a dive center changed practically every year.

Personal involvement, communication with customers and enthusiasm are in my opinion crucial to owning a diving business.

Despite difficulties and long hours, I never regretted having started Aegean Dive Center.

Enjoy what you are doing, and you won't burn out.

My fondest memory of PADI is becoming a Course Director (CD - 14101) and meeting the team during the Course Director Training Course in Southern California, USA, in 1992.

For many years I'd corresponded with PADI headquarters in California on a lot of issues. PADI was relatively small at that time and there was no other office, so it was nice to eventually meet the people I had been in contact with all those years.

I had the privilege to meet Jean Michel Cousteau just before the Olympic Games in Athens in 2004. Friends who knew him asked me to organize an underwater and beach cleanup; his participation would strengthen awareness of pollution. We arranged a dive on a wreck the next day.

I found him an extremely kind and pleasant person. A true gentleman.

.....

I'm retired, so almost all my dives are fun dives now.
What I love most about scuba diving is that every dive is different.
There are too many best dives to choose just one.
My favorite dive spot is the Red Sea.
Good visibility and great underwater life.
Like the spot with mantas.

It was the first time I was close to these wonderful animals, and they stayed with us for one hour.

The Aegean is ideal for relaxing diving and learning to dive. It has few strong currents, and visibility is good. There are wrecks, caves and caverns. The marine life is not abundant, but there are good places where schools of fish can be found.

My worst dive was letting others convince me to watch tec divers going down to the wreck of the *Britannic* [a British hospital ship that sank in 1916 and sits at 100 metres/300 feet in the Aegean] with a 18l tank, suit and fins two sizes too big, a regulator that flooded with water on each breath from 20 metres/66 feet on down, and a mask that fogged up constantly.

I had to abort the dive because I couldn't see and got a mouthful of water with every breath. It didn't help that there was a strong current.

I felt pretty stupid afterward.

Never dive with equipment that doesn't fit or which hasn't been tested recently.

Trust your own judgement!

.....

If I hadn't become a dive instructor, I would have liked to pursue my pilot career.

I got my private pilot license in 1983 and the commercial license in 1989.

I owned a Piper Warrior and then a Piper Saratoga.

Since I was already operating the dive center at the time I got my pilot license, and to become an airline pilot you should be young, the hope of becoming a commercial pilot was only hypothetical. Actually, I would have never given up diving.

The motto I live by is, "Enjoy each day."

I try to be outdoors as much as possible.

And concentrate on the real important things in life.

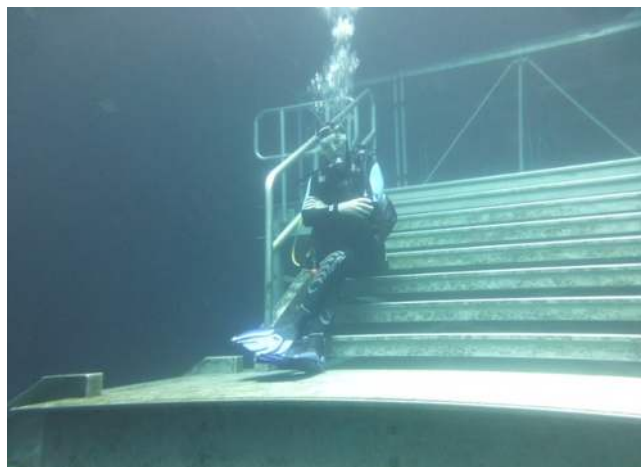
Like staying in touch with friends and family, and trying to live a healthy, active lifestyle.

My favorite saying is: Keep your curiosity.

There is so much to see in this world! I just came back from an amazing safari in Uganda. Now I am planning a dive trip to Egypt.

Everybody has to find their own key to happiness.

I'm very grateful to be able to do what I enjoy and to still be physically able to do it.



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Tomas Melicharek
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Romano Molinari
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Graham Orridge
Dagmar Ott
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Federico Pavan Bernacchi
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Javier Pedroza

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Krzysztof Puzia
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Ursula Rehfeld
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Thomas Reim
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Yasser A. Sayed
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Burkard Schlessmann
Gerhard Schmaus
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Ramil M. Adriano
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Frederic Lebecq	Paul Meredith	Elizabeth A. Nottage	Walter Quintavalle	Luigino Scardigno	Carsten Stieper
Simon Lees	Dmitry Merenkov	Denis Novikov	Harold Rabeling	Kathrin Scheidel	Henning Stiewe
Stefanie Lernet	Sergio Merida	Joao Paulo Nunes Do Rosario	Debra L. Race	Andre Scheidt	Erica M. Stobo
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Claudia List	Ozcan Meydan	Andrzej Olejnik	Jose Carlos P. Ramos	Jochen Schurenbrand	William H. Stratford
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Carlo Longari	Goran Mihajlovic	Mohamed Omar Msuo	Elad Ravid	Ralf Schoenfelder	Andrew J. Sutherland
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Wendy Van Den
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Martin Van Der Meij
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Meijs
Stephan Van Hugte
Henricus Van Limpt
Marinus Van Rijn
Gijs Van Veenendaal
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Mario Zloic
Marc-Alexander
Zschiegner
Giuseppe Zuccheri
Adriano Zupetta
Guenter Zweifler
Bart Zwetsloot

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Ahmed Abdullah
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Hassan Abdou
Mohammed A. Abdul
Jawad
Ali M. Abdulaziz
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Deeb A. Abdullah
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Abdulla
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Amr Abougrisha
Raphael Abriet
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Hugh Adams
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Joao Aguiar
Mohamed Sabah Ahmed
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Shafeeq A. Ajleeh

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Bart Akkermans
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Kareem
Suezett A. Al Fallal
Fawaz K. Al-Amriy
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Mohammed A. Alattar
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Mahmoud Al-Bahrani
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Markus Amann

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Erik G. Andersen
Jan Erik Andersen
Kjeld Andersen
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Claude Borloz	A. Felix Castan	Ernesto Cueto Lojo	Jake Digby	Tanju Erinmez	Ernesto Fumagalli
Kiron M. Bose	Fernandez	Stéphane Cugnot	Christophe Dinkelmann	Julian Ernesta	Patricia Fung
Alberto Bosio	Thomas Casteels	Chantal D.	Alessia Dinoi	Gustavo Espinasa Garcia	Gustavo Espinasa Garcia
Ria Bosman	Pierangelo Catania	Cullington-Read	Corneliu Dinu	Edward T. Estores	Edwards T. Estores
Andrey Botnev	David C. Caton-Richards	Matteo Cumetti	Marat Diveev	Anders O. Etander	Anders O. Etander
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Ryszard Meller	Benjamin Müller	Ahmet Polat	Patrice Robert	Patrice Robert	Sergio Sarachaga
Yolande Melsert	Harald Müller	Niels Polfliet	Paul Robinson	Joanna P. Roderick	Belenguer
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Petter Midborg	Fabian Nasse	Deva Prendes Barril	Dirk Rombouts	Dirk Rombouts	Ralph Schaller
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Ramy R. Rochdy	Susanne Scharch	Lennart Slotboom	Jana Tenner	Harry Van Pierre	Andrea H. White
Christos G. Rodopoulos	Fabrizio Schiavi	Maciej G. Slupinski	Tonguc Tezel	Eric Van Reyswoud	Tyler S. Whitehead
Raul Rodriguez Rodriguez	Benjamin Schimpke	Serge Smaling	Mostafa Thabet	Frank Van Werven	Eric Wichtermann
Thomas Roie	Katrin Schink	Max Smit	Darren C. Thatcher	Lennart Van Zanten	Nadiejda Wichtermann
Miran Rojko	Daniel Schirrmacher	Rienko Pieter Smith	Jacques C. Theron	Philippe Vander-Elstraeten	Karen L. Wicks
Osama M. Rokaia	Bastian Schittkowski	Robbert Smorenburg	Erich Thoenig	Kris Vandermotten	Thomas Wider
Chris J. Roland-Howe	Peter Schlageter	Ben Smulders	Sabrina Thomann	Maurizio Vanigli	Buddy Wielstra
Alain Romanet-Perroux	Arnaud Schmid	Stefan Soenchen	Kirk D. Thomas	Deborah Vasseur	John Wight
Wynand Roos	Olivier Schmid	Artem M. Sokolov	Jeremy S. Thorpe	Cesar Vazquez Minarro	Ronald Wigman
Terje Røren	Franziska Schneider	Dariusz Sokolowski	Joe Tierney	Sergey Vdovenko	Thomas Wild
Edward Rose	Siena Schneider	Pavel Solomkin	Scott J. Tierney	Riccardo Vecchiattini	Jacqueline Willekes-Buijsen
Alessandro Rossato	Julia Schnetzer	Sara Sopesens Monros	Jon Atle Tigerstedt	Emanuele Venanzi	Simon K. Williams
Andrea Rossi	Maurice Damiaan Schnitker	Borja Sordo Vega	Kay Timm	Eddie Venter	Bianca Willmott
Stian Rostadmo	Gundel Schoene	Javier Soriano Herreras	Igor Titov	Marco Venturi	Michael Wilson
Mihai Rotaru	Steffen Schroder	Joanne Southard	Sebastian Tkacz	Sergey Veremchuk	Leila Wirz
Serena Rotaru	Ivo Schulthess	Iulian Sova	Nadja Tobler	Jos Vermeij	Jamie D. Wiseman
Stephane Rotenberg	Carolina Schultz	Francesco Spampinato	Milan Todorovic	Andrea Verna	Justin J. Wiseman
Katrin Roth	Thomas Schulz	Uwe Specht	Victor Tofan	Pascal Vernet	Travis J. Wisniewski
Matthias Roth	Ralf Schwalbe	Richard C. Spicer	Pawel Tokarski	Petra Verstegen	Witkowska Bielawa Magdalena
Kathleen Rothe	Pascal Schwitter	Matteo Spinelli	Branislav Tomasko	Hans Vervaeke	Gregor Wittner
Stefan Rother	Roman Schwob	Ute Spranger	Astrid Tombek	Tom Vervecken	Nicolette Witvliet
Colin Rotheram	Paul S. Searle	Erwin Staedler	Bernd Tombek	Vicente Raul Vibora Luna	Radoslaw Wojdyna
Richard Rottenberg	Bastiaan Sedee	Gianfranco Stancari	Gary Tomlin	Marco Vicente	Klaus Wolfsefner
Turkka S. Rouhiainen	Amir Seger	Kobus Stander	Erling Tønnessen	Niel Victor	Barry J. Wood
Alice Rovere	Didier Segret	Keith Stannard	Gianluca Torrasi	Juan Videgain Aristegui	Ken Wray
Ellen Royer	Ruedi Seiler	Walter Stauber	Ruben Giorgio Tosi	Cedric Viens	Peter J. Wrench
Jaroslav Rozpravka	Jean Marc Seine	Soren F. Staunstrup	Alison Touchain	Alessandro Vignano	Alison C. Wylie Bladh
Ohad Rubinstein	Martin Sekel	Morten N. Steen	Frances E. Trace	Lluís Xavier Vila Tarrés	Thomas Wyss
Klaus Rude	Kim M. Sellwood	Jens Steffahn	Pablo Trenor Mompó	Jose Ramon Villanueva Hidalgo	Emmanuel Xuereb
Rodrigo Ruiz Esquide	Nadia A. Seoud	Katharina Steinlein	Isabelle Trink	Matthew Vincent-Betts	Vitaliy Yanchevsky
Edurne Ruiz Zuniga	Enrico Sereno	Jakub Stelmach	Athina Tsekoura	Valerio Visaggio	Vivien Siaw Lee Ying
David Rycken	Emilios Seretakakis	Michal Stelmach	Pavel V. Tuganov	Bastiaan Visser	Susanna Yli-Urpo
Rolf Rymann	Jean-Louis Sergent	Dmitry Stepantsov	Marco Turiello	Jelle Jan Visser	Tariq M. Yusuf
Beat Rysler	Oscar David Serrano Fuente	Marylou Stephan	Philippe Turin	Johannes Visser	Melissa Zackon
Mauro Sacchi	Massimo Serroni	Mark Stevenson	Ibrahim H. Turki	Zauna Visser	Ioannis N. Zagorakis
Maria Saenz Perez	Stephan Seybold	Werner Steynberg	Nick Turton	Pavel E. Vixne	Ahmed Taher M. Zahran
Daniel Saladin	Mohamed A. Shady	Max Stiller	Mattias Twedmark	Regula Vogt	Mehdi Zaman Fashami
Saad Salah	Nazirullah K. Shah Omer	Trudi Stoakley	Rene Umbricht	Ernst Volkov	Rolf Zander
Anees Salah Wahdan	Ali S. Shaharkani	Jens Stoebe	Alexs Ustugov	Serhiy Vorobyov	Emma Zandt
Abass L. Saleh	Haitham Shami	Fiorella Stoeckl	Rainer Utz	Thomas Vorwerg	David Zapater Armansa
Ezzelden M. Saleh	Ahmed Shamooun	Manuel Strasser	Carlo Stephane Uzan	Andriy Vovk	Miljan Zekovic
Al Shafea S. Mahmoud	Leonid M. Shapirovskiy	Frank Strauch	Tatu Vaarna	Tosca Waeber	Tatiana Zenkova
Ahmed M. Hassan	Brett Sharman	Antonella Strigazzi	Marcus Valentin	Gerrit Wagener	Nicole Zettl
Santiago Salido Martin	Colin Sharp	Chris Stubbins	Ilaria Valentini	Alexander Wagenknecht	Yuan Yuan Zhang
Evelina Salomonsson	Stephen Shaw	Jesus Suarez Jimenez	Stefano Vallani	Falko Walbersdorf	Jimena G. Zibeou
Hector Salvador	Mostafa A. Sheta	Fabio Succetti	David Valldosera Ligeró	Jaroslav Walczak	Osama Zidan
Dirk Salverda	Aleksander Shevyakov	Joaquim Surinach Busquets	Laure Van Den Daelen	Bryan G. Wallbridge	Peter Zimonyi
Mohammed A. Samaco	Dmitriy Shigabutdinov	Irina Surkova	Bart Van Den Gevel	Per Wallin	Dov Zingerman
Frank Samson	Landi Shima	Carl-Johan Svensson	Richard Van Der Mark	Thomas Wallner	Svetislav Zivanovic
Sergey Samulenkov	Ben Shonleben	Iurii Svirskyi	Ton Van Der Net	Mattias Wallqvist	Thomas Zsulits
Antonio Jesus Sanchez	Anthony Siscis	Madeleine E. Swann	Jaap Van Der Sneppe	Andrzej Wardziukiewicz	Elisa Zucca
Madrugá	Stefano Signorini	Berend Swiersema	Maurits Van Der Winkel	Klaus Warmbier	Andrey Zverev
Francesco Sangalli	Jaana Siikavirta	Alain Swinnen	Michiel M. Van Dyk	Cock Warmerdam	
Astore Santoro	Maciej Sikora	Wojciech Szczepanowski	Tonny Van Eck	Adam D. Warner	
Tom Sauerland	Uwe Sildatke	Carlo Tagliabue	Diana Van Eck-Magerman	Ksawery Waslewski	

PADI Five Star Career Development Centers

These PADI Five Star Career Development Centers offer vocational-oriented training to prepare individuals for dive industry careers. Thank you for your commitment to professional development and excellence.

PADI AMERICAS

Anthony's Key Resort	S - 2924	Diving Adventure Limited	S - 6026	Bubbles Dive Centre	S - 22417
Buddy Dive	S - 2784	Diving Express Limited	S - 6600	Buccaneer Diving	S - 3615
Chattahoochee Scuba	S - 19204	Downbelow Marine & Wildlife Adventures	S - 36441	Buddies Dive Cove	S - 3792
Coral Point Diving	S - 22896	Dune Atlantis International	S - 36058	CID Lanzarote	S - 798110
Cozumel Dive School	S - 24794	Jamsil Scuba School	S - 24978	Coral Bay Divers	S - 32425
Dive Oahu	S - 20516	Khaolak Scuba Adventures	S - 34019	Coral Divers	S - 3570
E.A.S.E./Deep Six Watersports	S - 1306	Lanta Diver Co Ltd	S - 6410	Crystal Divers Mauritius	S - 26947
Emerald Coast Scuba	S - 19776	Liquid Dive Dumaguete	S - 22621	Deep Turtle	S - 798941
E.A.S.E./Deep Six Watersports	S - 3106	NB Divers	S - 34057	Dive In Ltd	S - 2034
Oceans Unlimited Costa Rica S.A.	S - 20668	Ocean Dive Shanghai	S - 23884	Dive Point	S - 26861
Phoceia Mexico Playa	S - 18848	Oceans 5	S - 21849	Dive Systems (WS), Ltd.	S - 2399
Pro Dive International	S - 21370	Perth Scuba	S - 36034	DivePrim	S - 22000
Rainbow Reef Dive Center	S - 15179	Pro Dive Cairns	S - 8014	Divers Down	S - 32339
Rich Coast Diving Co.	S - 18677	Quiver Dive Team - Perhentian Island	S - 36202	Divewise	S - 2080
Sandals Ochi Beach Resort	S - 7110	Sanya Dragon	S - 24676	Diving Club Akvanavt	S - 3260
Sea Experience	S - 2224	Savedra Dive Center	S - 18652	Ecole de Plongée Isanthéa	S - 798985
Sunshine Scuba	S - 2358	Sawasdee Divers	S - 24932	Emperor Divers - Sharm el Sheikh	S - 2242
Underwater Vision	S - 16953	Scuba In	S - 17289	Fins Scuba	S - 7891
Utila Dive Centre	S - 19941	SCUBAINFO	S - 36443	Fuldas Tauchertreff	S - 9555
Utila Lodge-Bay Island College of Diving	S - 16535	Sea Explorers - Dauin	S - 18408	Haliotis - Peniche	S - 798901
		Sea Fun Divers Co Ltd	S - 2802	Kappi-Divers	S - 26386
		Taiwan Dive	S - 36179	London School of Diving	S - 2742
		Temple Adventure Dives India	S - 36486	Medusadive S.C.P	S - 22814
		Thresher Shark Divers	S - 36055	Mio Palmo plongée	S - 798572
		Trawangan Dive	S - 36107	Ocean Turtle Diving Limited	S - 32106
		UDIVE	S - 23346	Orca Diving Center	S - 799028

PADI ASIA PACIFIC

Abyss Scuba Diving	S - 6366
All 4 Diving Academy	S - 6006
Asia Divers Inc	S - 2736
Atmosphere Resorts	S - 36479
Bali Crystal Divers	S - 6073
Bali Diving Academy	S - 21589
Ban's Diving Resort	S - 2645
Beijing Dragon Diving	S - 36290
Black Turtle Dive	S - 26203
Blue Corner Dive	S - 22557
Blue Dream Dive Center	S - 22869
Blue Season Bali	S - 6570
Borneo Unlimited Marine Sports S/B	S - 22057
Cebu Joy Dive	S - 6533
Crystal Dive	S - 6467
Dive Otago Ltd.	S - 4569
Divers Den	S - 8010

PADI ASIA PACIFIC - JAPAN

Coconut	S - 5641
Diving School Marea Ikebukuro	S - 5993
Diving School Marea Miyakojima	S - 5998

PADI CANADA

Ocean Quest Dive Centre	S - 4479
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PADI EUROPE, MIDDLE EAST AND AFRICA

Acquasport	S - 9019	Bubbles Dive Centre	S - 22417
Andark Diving	S - 2296	Buccaneer Diving	S - 3615
Balkysub	S - 799290	Buddies Dive Cove	S - 3792
		CID Lanzarote	S - 798110
		Coral Bay Divers	S - 32425
		Coral Divers	S - 3570
		Crystal Divers Mauritius	S - 26947
		Deep Turtle	S - 798941
		Dive In Ltd	S - 2034
		Dive Point	S - 26861
		Dive Systems (WS), Ltd.	S - 2399
		DivePrim	S - 22000
		Divers Down	S - 32339
		Divewise	S - 2080
		Diving Club Akvanavt	S - 3260
		Ecole de Plongée Isanthéa	S - 798985
		Emperor Divers - Sharm el Sheikh	S - 2242
		Fins Scuba	S - 7891
		Fuldas Tauchertreff	S - 9555
		Haliotis - Peniche	S - 798901
		Kappi-Divers	S - 26386
		London School of Diving	S - 2742
		Medusadive S.C.P	S - 22814
		Mio Palmo plongée	S - 798572
		Ocean Turtle Diving Limited	S - 32106
		Orca Diving Center	S - 799028
		Pisces Divers	S - 32444
		Pro Dive - PE	S - 3354
		Red Sea Diving College	S - 1968
		Reef Oasis Dive Club Beach	S - 22108
		Scuba Ibiza Diving Center	S - 798322
		Scuba Connection	S - 26630
		Scubaversity	S - 32457
		Sea Spirit Diving Resort	S - 23630
		Spiros Kartelias Dive Center	S - 32290
		Subaqua Diving Centre	S - 22474
		Super Dive Tossa de Mar	S - 26117
		Tauchen-Hamburg	S - 798367
		Unisub Estartit	S - 25517

Note: This includes PADI Members renewed by 15 January 2023. If you have questions, please contact your PADI RHQ Customer Relations at: Americas - membersvcs@padi.com; Asia Pacific - memdep@padi.com.au; EMEA - pros.emea@padi.com.



Founded in 1972, Euro-Divers Worldwide offers exciting recreational and professional scuba diving courses and activities in some of the world's best diving destinations, with a network of PADI® Five Star Dive Centers and Resorts in the Maldives, Egypt, Thailand, Mauritius, Spain and the Canary Islands, Japan, and Oman. Euro-Divers has built an impressive reputation for setting high standards of diving safety, professionalism and customer relationship management to offer their global community of ocean lovers fun and memorable dive experiences.

"Euro-Divers have played a pivotal role in putting the Maldives on the map as one of the premier scuba diving destinations in the world, and their contribution to the industry can't go unmissed," says PADI EMEA Senior Director Richard Somerset. "Congratulations on reaching this huge milestone and thank you for choosing to do this with PADI."





PADI Mermaids Save Diver's Life

In October 2022, PADI Mermaid Instructor Trainer™ Elle Jimenez (MIT - 520890), PADI Master Scuba Diver Trainer™ and Mermaid Instructor Elaina Thomas (MSDT - 356598) and PADI Freediver Instructor™ and Mermaid Instructor Great Chin Burger (FDI - 528052) saved a scuba diver's life off Catalina Island, California, USA. The group was conducting rescue exercises as part of the open water component of the PADI Advanced Mermaid™ course, when two scuba divers ascended nearby - one was screaming for help and splashing at the surface to keep his unresponsive buddy afloat. The three women, with tails on, swam over and put their PADI training to use - they ditched the diver's weights and gear, and while Garcia provided life-saving rescue breaths to the unresponsive diver, Jimenez and Burger helped get the dive buddies to shore and out of danger. Emergency responders on land credited the mermaids' quick action, selfless skills and training for the diver's revival. One of the divers in the group later sent a message to the mermaids saying, "Real-life mermaids to the rescue. You made me believe in fairytales again. Thanks again for all you did."



PADI President and CEO Drew Richardson to Receive NOGI Award

The Academy of Underwater Arts and Sciences (AUAS) announced that PADI President and CEO Dr. Drew Richardson will receive a 2023 NOGI Award. "The NOGI Award is the oldest and most prestigious award in the recreational diving world, recognizing individuals who have made significant career contributions to the sport, the industry and the world in the Arts, the Sciences, the Environment, Sports/Education and through Distinguished Service," said Dan Orr, AUAS President. Considered the "Oscar of the ocean world," the NOGI Award recognizes Richardson's work in Sports and Education and will be presented to him at the annual NOGI Awards Gala Banquet in New Orleans, Louisiana, USA, on 15 November in conjunction with the annual DEMA Show.



All-Female IDC in Saudi Arabia

In February, PADI Course Director Tamador Bait Al Mal (CD - 280917) - who became a Course Director in 2022 - conducted Saudi Arabia's first all-female IDC along with a female IDC Staff Instructor course. "As the first female Saudi Course Director I was very excited to conduct my first IDC," she says. "My IDC candidates, now PADI Open Water Scuba Instructors, will focus on teaching female divers in Saudi because most women want to be taught by female instructors." The country's "Vision 2030" program was developed to empower women to unlock their potential, to have more choice and to raise their level of economic participation. "Many women in Saudi Arabia are now taking the opportunity to have a career and it's important they have as wide a choice as possible. All sports are being heavily promoted for female inclusion, and now I can assist and support any women who want to become dive professionals."





PADI Americas Regional Managers Conference

The PADI Americas' Sales and Field Services team descended on PADI Americas Regional Headquarters to attend a four-day in-person Regional Manager Conference for the first time since before the pandemic. On day one, the Instructor Development department ran various trainings including an inwater rescue refresher clinic to get the team motivated and in the water. By the close of day four the field team left pumped, motivated and armed with tools to help PADI Members succeed in 2023 and beyond.



Mermaids in Malaysia

PADI Asia Pacific conducted two mermaid events in February. The first, held in Kuala Lumpur, Malaysia, was a PADI Mermaid Instructor Workshop; 20 mermaid instructors attended and learned new tips and techniques to boost PADI Mermaid programs. One day later, more than 70 people attended an event co-organized by PADI Asia Pacific and PADI Mermaid Instructor Trainer Ng Ser Ling (MIT - 450366). Hosted by PADI Dive Center Nautilus Dive Center (S - 28775), those in attendance were treated to informational sessions, free mermaid tryouts conducted by local PADI Mermaid Instructors, as well as lucky draws and mermaid tail fittings by manufacturer Braveer. "There were a few bookings of PADI Mermaid courses," said PADI Regional Manager for Malaysia, Mark Hedger. "The PADI Mermaid Instructors are very motivated to host more mermaid events in Malaysia and to keep pushing the brand."



Instructor Examinations in North America

In March, PADI welcomed 52 new instructors to the fold after an Instructor Examination in Destin, Florida, USA, and two IEs in Cozumel and Playa del Carmen, Mexico. "Congratulations to the new PADI Instructors and their Course Directors who attended the PADI IE," said Instructor Examiner Jeff Loflin (CD - 18604), one of two examiners who handled the Destin IE along with Course Directors Scott Cole (CD - 421787), Mark Hammer (CD - 387614), Keith Chestnut (CD - 9288) and Todd Yarbrough (CD - 175816). "Everyone had a fantastic time. Thanks to the staff of Vortex Springs for their support on the dives."



Destin



Cozumel



Playa del Carmen

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PADI

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SAVE THE OCEAN.™**

Exceeding Expectations

Celebrating PADI Professionals from around the world who inspire one diver at a time.

Fantastic Teacher

JULIE FERRARA [FI - 175213]

Julie (aka Jewels Diver) was my Mermaid Instructor Trainer in Cozumel, Mexico, and is the model of what a fantastic teacher should be. She was patient, encouraging and knowledgeable. She was open to suggestions on how to make things better and is the gold standard of someone I hope to emulate when I start teaching my mermaid classes.

– Victoria Tapscott

Rich Learning Experience

GREY NURSE CHARTERS [S - 24989]

TONY STRAZZARI [MSDT - 107435]

My husband and I recently completed the PADI® Open Water Diver course with Grey Nurse Charters in Newcastle, New South Wales, Australia. Our dive instructor, Tony Strazzari, provided a rich learning experience. He took us to places to dive that built on our desire to explore the ocean but that also broadened our experience of where you can dive. Before, we only thought you dived off a boat; now, we have dived offshore and near a bridge. He also took his time to explain different details about diving, to ensure that our knowledge was deeper and that we didn't just know the right answers to the important questions. He also ensured that we slowed down and did not rush our training and dives. We will definitely dive with Tony again and look into doing more diving courses with him in the future. His stories and experience helped us to feel confident in the water, and the gear he provided was exceptional.

– Rami and Lisa

Extreme Proficiency

DIVING ALEGHERO [S - 27087]

MARCO D'ALESSIO [IDCS - 516361]

I obtained my PADI Open Water Diver certification and would like to express my high satisfaction with the course instructed by Marco D'Alesso at Diving Alghero in Via Porto Conte, Italy. Marco managed to show extreme proficiency while still making the course a lot of fun. Even though we didn't have perfect weather, he managed to plan the course perfectly so that we were able to finish on time. I'm confident that I can dive safely and discover a new world that is new to me. I feel that I have a good grasp of all the concepts covered in the course, and I am motivated to plan my next diving trip soon. Moreover, the location of the diving school was amazing, as it directly faces the iconic Capo Caccia. I would visit again and highly recommend my instructor.

– Karim Janou

Top Notch

ANCHOR BAY SCUBA [S - 2235]

SARAH E. GREWE [IDCS - 421816]

Anchor Bay Scuba in Fair Haven, Michigan, USA, is amazing and top notch in all aspects of the scuba world. From classroom to pool to open water, safety is their number one priority. They not only looked after our safety, but also the safety of any aquatic life we encountered. Sarah, the instructor for our PADI Advanced Open Water Diver course, was so professional. She made the dives, predives and post-dives so fun and exciting.

– April M. Brockitt and Tyler L. Cratt

Professionally Conducted

NO LIMIT DIVE CENTER [S - 24157]

DOUGLAS DOCHERTY [MSDT - 364950]

My Tec 40 Diver course at No Limit Dive Center in Pattaya, Thailand, was very professionally conducted. My instructor, Douglas Docherty, presented classroom sessions that supported the training dives. What I learned followed a logical progression and allowed me to build up my knowledge so that when I got in the water I knew what to expect. There were also ample opportunities for surface drills, clarification and rehearsals on aspects of the dive. Douglas is very knowledgeable and shares passionately about the challenges of tec diving. There was heavy emphasis on the need to have the right mindset and attitude. I am very happy to have taken the Tec 40 Diver course.

– How Whye Keong

Really Encouraging

SCUBA DIVING SCOTLAND [S - 2240]

I wanted to share the great experience I recently had in two courses run by Scuba Diving Scotland in Glasgow, Scotland. The first was a refresher for EFR® Primary Care, and the whole team was extremely professional and made the course a fun experience. Everyone was very knowledgeable, and I felt really comfortable. After the EFR refresher, the team managed to convince me to take the PADI Dry Suit Diver Specialty course – something I had been thinking about for a long time and which I do not regret at all now. The instructor and divemaster were really encouraging and professional with a great sense of humor, which is essential and often lacking. I always felt safe, and I will most definitely consider doing more courses with Scuba Diving Scotland.

– Ingrid Skowronski

In Memoriam: Chuck Nicklin



Chuck Nicklin, a pioneer in underwater video and photography whose work spanned magazines, Hollywood movies and documentaries, passed away in December 2022 at the age of 95.

A Massachusetts native, Nicklin ended up in San Diego as an early teenager. Though he didn't want to move, that feeling didn't last long and Nicklin soon became enamored of the waters and kelp forests of Point Loma and neighboring sites.

An adventurer and a creator, Nicklin wanted to try this "new thing called SCUBA," so he acquired a gas bottle, attached a gas mask to it, tied a rope around his waist and gave the other end to his father saying, "If you see me stop moving around, pull me in."

Well known in the freediving community, in 1959 he opened one of

the first scuba shops in San Diego, The Diving Locker, in Pacific Beach. Eventually, the store became a hub for underwater enthusiasts and professionals, and he offered diving classes, equipment repair and dive trips.

In January 1963, Nicklin was heading out to dive La Jolla when the boat crew spotted several spouts from a Bryde's whale entangled in a gill net. Nicklin went into the water and climbed on the whale to free it, while a friend snapped photos. Nicklin's life changed forever, as became "the man who rode a whale." The photos were featured in newspapers and later in *Time* magazine. He appeared on TV shows, and his fame extended so much that National Geographic hired him to shoot photos for a project on whales.

Nicklin started receiving job offers and traveling the world for magazine

assignments and movie shoots. He provided camera work for two James Bond films, *For Your Eyes Only* and *Never Say Never Again*, as well as seminal movies *The Abyss* and *The Deep*, and was a photographer and videographer for National Geographic for many decades.

Nicklin founded the San Diego Undersea Film Exhibition and co-founded the San Diego Underwater Photographic Society. He received a NOGI, DEMA "Reaching Out" award, and was inducted into the International Scuba Diving Hall of Fame.

Chuck Nicklin felt at home underwater, running trips into his early 90s, coaching photographers and other industry professionals. He was a kind man with no reservations about helping others, especially when it came to achieving their imagery goals. He loved people, and will be greatly missed.

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CONSERVATION

Encouraging your divers and employees to be passionate marine conservationists is an investment in ensuring a healthy ocean environment, the very foundation of our global ecosystem.



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PADI AWARE

The PADI AWARE Foundation is doubling down on investing in local initiatives and programs, for a better planet.



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PADI PEOPLE

PADI Master Scuba Diver Trainer™ Jennifer Dowling has breathed new life and enthusiasm into eco initiatives in Koh Tao, Thailand.



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TORCHBEARER AWARDS

PADI Course Director Pato Cartelli is making an impact in all three of PADI's Pillars of Change.



HEART AND SOUL

The PADI AWARE Foundation is doubling down on investing in local initiatives and programs.

BY DANNA MOORE, GLOBAL DIRECTOR, PADI AWARE FOUNDATION



In 2021, PADI AWARE Foundation™ changed its mission: to drive local action for global ocean conservation. To ensure advancement of that mission, the organization has invested heavily in community programs, adding two new cornerstone initiatives in the past 18 months: Adopt the Blue™ and Community Grants. The Foundation's two other ever-green programs, marine debris and sharks and rays, have directed resources to regional advocacy campaigns and projects. This year, another citizen-science program – the Global Shark Census – will also join the menu of action options at Adopt the Blue sites, tracking marine species in their local waters. These investments, made because of public donations to PADI AWARE Foundation, have substantially accelerated critical work addressing the key threats facing the marine environment.



The common denominator of all PADI AWARE™ programs is they drive support directly to the local level via PADI® Dive Centers and Resorts (PADI Mission Hubs). The Adopt the Blue program challenges members to commit to protecting their local dive sites, enabling the Foundation to gain visibility on regional needs and priorities. This allows

PADI AWARE to galvanize campaigns and community projects quickly when political and funding opportunities arise.

The Community Grant program even further accelerates the great work already being done through direct financial support. Citizen science, the organization's bread and butter, ensures that data collected at dive sites are represented in global scientific research. This data also helps inform national governments and drives policy decisions that take the marine environment into account. Most importantly, PADI AWARE conservation courses educate and engage recreational divers (Ocean Torchbearers™) to participate and dive locally with operators actively engaged in conservation.

Community Grants

In its first annual cycle, the Foundation allocated 24 percent of its public funds, reaching a total of \$400,711 US, to 51 community projects. Grants have been

awarded to initiatives and projects that directly advance the PADI Blueprint for Ocean Action in the following areas: climate change, marine debris, marine-habitat loss, and marine-species protection. In 2023, the Foundation will give more than \$1 million USD with a goal of \$5 million US by 2025. Grants are intentionally dispersed across geographies and issues to ensure a balance of support:

- 16 percent of grantees from Asia Pacific, 22 percent Americas, 13 percent Europe, Middle East and Africa
- 9 percent tackle climate change, 31 percent deal with coral reefs, 18 percent focus on marine debris, 25 percent handle Marine Protected Areas, 17 percent confront vulnerable species protection

These are just a few examples of the grantees funded in 2022. Visit padiaware.org to read the full list of inspiring stories.





Marine Protected Areas: Community grantee PADI Five Star Dive Resort Beqa Adventure Divers (S - 36032)

The project works to rehabilitate Fiji's Shark Reef Marine Reserve as a marine protected area. The grant funds fish population surveys as well as restoration of both coral density and giant clam population. "It would give us hope that biodiversity could be restored, and Shark Reef Marine Reserve could once again be a sanctuary not only for sharks but [for] every creature calling the reef ecosystem 'home,'" says Beqa Adventure Divers' Director of Conservation Natasha Marosi.

Coral Reefs: Community grantee Gili Shark Conservation/PADI Five Star IDC Resort Oceans 5 (S - 21849)

The project works in a win-win collaboration by empowering the women of Indonesia's Gili Islands to care for the coral reefs. "Our ultimate goal is to create a community of women who are united in advocating for healthy oceans, and who are working together to restore the reefs in Indonesia," says the program's founder and director Rose Huizenga. "To give someone the opportunity to realize their dream is the most fantastic feeling in the world. It takes courage, passion, and dedication to follow your dreams and get off the beaten track to become a Coral Catch Superwoman."



Marine Debris: Community grantee PADI Five Star Dive Resort Seattle Dive Tours (S - 27843)

The project trains and increases participation in Dive Against Debris®, to not only remove underwater trash but also help drive waste-management

decisions and policy changes. "We are seeing the continued growth of the conservation or stewardship mindset, and to be a part of that is rewarding," says owner Scott Flaherty.



THIS PAGE, CLOCKWISE FROM LEFT: COURTESY, SEATTLE DIVE TOURS; GILI SHARK CONSERVATION; BEQA ADVENTURE DIVERS; GILI SHARK CONSERVATION; OPPOSITE PAGE, FROM TOP: COURTESY, SEATTLE DIVE TOURS; KOSAMARE



Climate Change: Community grantee Kosamare/ PADI Resort Fiskardo Divers (S - 35525)

The project monitors seagrass meadows for permanent eco-moorings and restoration work in Greece. “Posidonia oceanica [commonly known as Neptune grass or Mediterranean tapeweed] is one of the most important ecosystems in the Mediterranean,” says program representative Alex McMaster. “It’s protected under the EU Birds and Habitats Directive but still faces major threats, including significant impacts from recreational boating.” The work Kosamare is undertaking will “demonstrate the ability of small organizations and communities to mobilize for change in the face of the climate crisis,” he says.

National Campaigns and Projects

Building on the momentum of the Community Grant program, PADI AWARE Foundation is kicking off 2023 with a plan to heavily invest resources in advocacy and conservation projects at the national level. Through the Adopt the Blue network, PADI AWARE will be identifying and elevating opportunities in key regions across the globe. For example, in the Dominican Republic, Brazil and South Africa, the Foundation has collaborated with PADI Members and community-based nonprofits to drive successes in shark protection and marine-debris monitoring. PADI AWARE is continuously replicating, learning and improving in order to reach more communities in the years to come.

In partnership with Swiss timepiece brand Blancpain, PADI AWARE is committed to 30 percent ocean protection by 2030. This can’t be achieved without the power of both PADI Mission Hubs and Ocean Torchbearers, as they are the “boots on the ground” that will ultimately protect and sustain these initiatives over time. PADI AWARE Foundation’s role is to accelerate their impact by:

1. Elevating the economic worth of the dive industry to drive sustainable tourism and marine conservation.
2. Representing the dive industry at the international policy level.
3. Actively seeking funding opportunities for local projects and national campaigns.
4. Growing conservation education through the PADI training system.
5. Building programs that engage Torchbearers to take action at Mission Hubs.

Every year, PADI AWARE Foundation tangibly advances its mission of local action for global ocean conservation. The hope is that you will join PADI AWARE by Adopting the Blue, applying for a grant and participating in citizen science. Together, we are truly a force for good.





2023 PADI® Elite Instructor Award

Be recognized for your hard work and passion.

The PADI Elite Instructor Award distinguishes PADI Professionals by highlighting your dedication to teaching the world to dive. The award gives you the means to promote your elite status to student divers, potential students and prospective employers.



PADI®

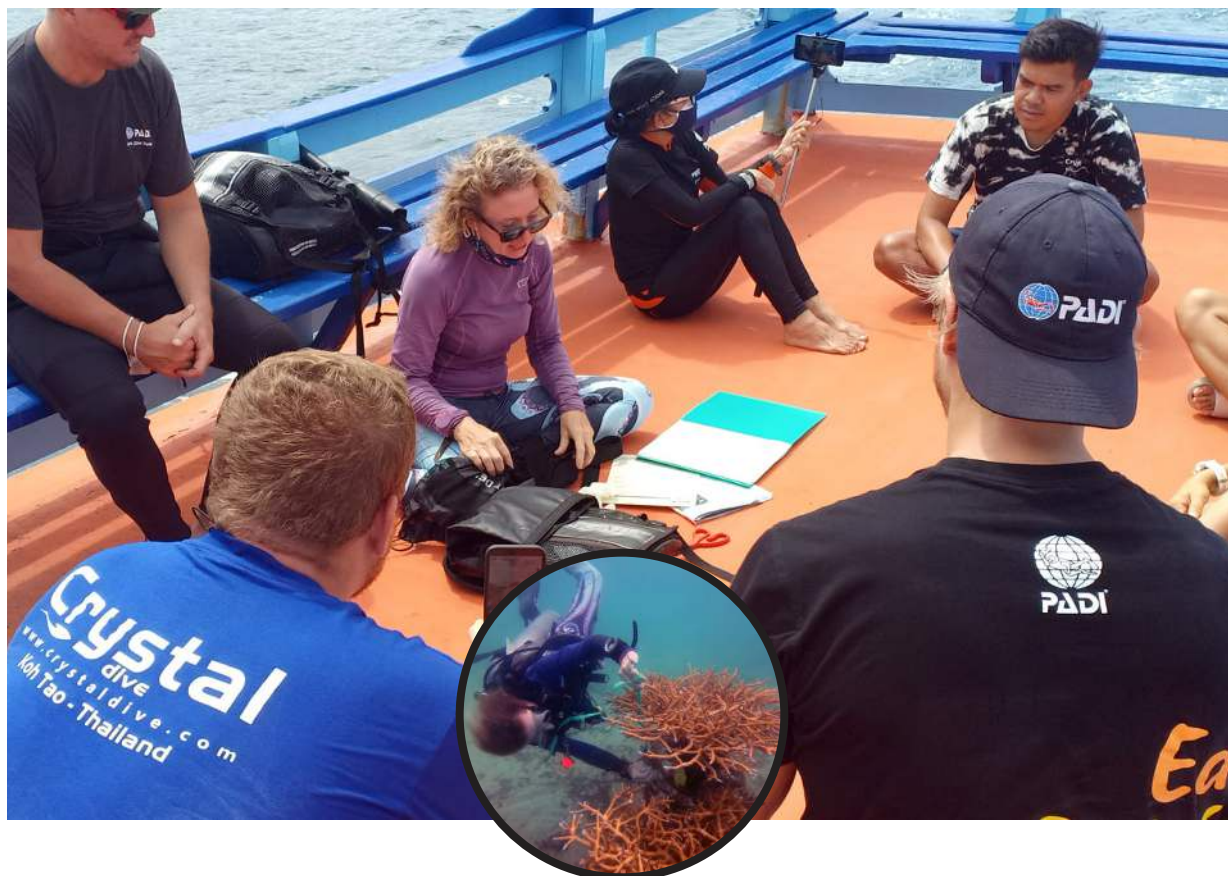
**SEEK ADVENTURE.
SAVE THE OCEAN.™**

Find out more



Igniting Conservation Passion

PADI Master Scuba Diver Trainer Jennifer Dowling has breathed new life and enthusiasm into eco initiatives in Koh Tao, Thailand.



Prior to 2020, PADI Master Scuba Diver™ Trainer Jennifer Dowling (MSDT – 250506) operated as a marine conservationist in Koh Tao, Thailand. Diving twice daily, she worked with PADI® Instructors, Divemaster trainees and interns for PADI Five Star IDC Resort Crystal Dive (S – 6467) across a myriad of projects ranging from the maintenance of the resort’s amazing artificial reef structure, “Junk Yard,” and teaching conservation courses to working with citizen-science programs including Reef Check, Coralwatch, Microplastic Survey, ReefWatch and Greenfins.

The lockdown period during the pandemic offered Dowling the chance to engage the Koh Tao community with long-term conservation activities in a new way. The two-month local diving ban saw her pivot to land-based

citizen-science projects, conducting micro plastics surveys, beach and snorkel cleanups, as well as collaborating with local businesses on methods for reducing or repurposing plastics.

“The period [of lockdown] was a struggle for everyone financially, but that didn’t mean we should stop caring or trying to conduct as many conservation activities as possible,” said Dowling. “I found alternative solutions and just got on with the job at hand.”

A new sense of enthusiasm for eco activities was fostered on the island, with residents participating in a way that allowed for social distancing and other COVID-safe ways. “It gave them purpose to be involved, out of the house, and escape the boredom,” says Dowling.

As restrictions eased, Dowling and her team continued their commitment to conservation. “Once allowed to dive

again, we continued working on our coral restoration projects, with more assistance from these new volunteers that had gained a passion for marine conservation from the land-based activities” she says. “Additionally, training a handful in the Reef Check Eco diver methodology enabled us to complete more surveys around the island to gain supplementary research data about the health of our reefs.”

Dowling’s momentum shows no signs of slowing down. Building on her success over the past three years, Dowling recently launched her newest project, “The Coral Tribe.” This new marine-conservation organization offers a wide range of eco programs, courses and internships aimed at educating divers and the upcoming generation to protect and preserve the underwater ecosystem.

The Grant Application

The ins and outs of applying for a 2023 PADI AWARE Foundation grant.



The 2023 application cycle for PADI AWARE® grants is opening soon. With more than \$1 million US available to fund projects around the globe, this is your chance to make a difference with a project that directly advances PADI AWARE's mission to drive local action for global ocean conservation. If you've ever wanted to apply but didn't know how, this Q&A should help you get started.

Who is eligible?

PADI® Dive Centers and Resorts, small non-profits and NGOs (non-governmental organizations). All non-profit organizations must submit a recent financial statement confirming your organization's annual budget is less than \$1 million US to be considered.

How much does the PADI AWARE Grant Program fund?

The maximum amount to be funded is \$10,000 US.

When can you apply in 2023?

The second grant cycle window for applications is 2-20 October.

How can you apply?

Step 1: Complete an initial eligibility quiz available at padi.com/aware/community-grants. If your organization meets the requirements of the eligibility quiz, you will be sent an email with a link to the application. Note: The eligibility quiz is only accessible during an active grant application window.

Step 2: Complete the Community Grant Application in its entirety and submit with a Project Budget Worksheet online via the link provided to you. No applications will be accepted via email.

What type of projects are considered?

Grants will be awarded to ocean-protection initiatives and projects that directly advance PADI AWARE's mission to drive local action for global ocean conservation. Project proposals should focus on the following areas:

- Ridding the Oceans of Marine Debris
- Multiplying Marine Protected Areas
- Protecting Endangered and Vulnerable Marine Species
- Accelerating Coral Reef Recovery and Restoration

- Reducing and Offsetting the Dive Industry's Carbon Footprint

Visit padi.com/aware/grantees to learn more about existing grantees around the globe already doing urgent work to save our ocean.

How is your application assessed?

Each proposal will be assessed on the following evaluation criteria:

- Project's alignment with PADI AWARE Foundation goals
- Ability to meet project goal and objectives
- Clearly defined needs and plans with measurable outcomes
- Organizational capacity/experience
- Your local partners, the project's feasibility, and budget

How can the PADI AWARE Foundation support you?

Please contact PADI AWARE at grants@padiaware.org with any questions, to get help with developing a project plan, or to obtain clarification about which of your existing conservation programs are the right fit for a grant.

OCEAN TORCHBEARER AWARDS

Pato Cartelli



CERTIFICATION LEVEL: PADI Course Director (CD - 174610)
LOCATION: Puerto Madryn, Chubut, Argentina
CAUSE: Community leader and ocean ambassador

What drives you to take action that advances PADI's Pillars of ChangeSM?

Living in Argentine Patagonia and being surrounded by an abundance of international heritage and protected natural diversity like southern right whales, sea lions, Magellan penguins etc. I dream that my children, friends and future generations can enjoy this beautiful environment and recreational diving profession, striking a balance between humanity and the ocean.

As a PADI AWARE™ supporter, what are your proudest achievements in ocean conservation?

A: My dive center, PADI® Five Star Resort Bucea Hoy (S - 22855), and I have organized six major clean-up days in different locations, bringing together more than 180 divers. At each event we

fundraise for PADI AWARE and raised over \$1,000 USD on our first event. Outside of these events we monitor our local sites constantly.

In recent years, we partnered with Salesforce (software company) and pitched the idea of a conservation event involving Salesforce employees; we were surprised by the positive reaction and desire to participate. Initially there were 12 participants involved in monitoring the impact of invasive species of kelp (Undaria) on our stone reefs.

Beyond generating awareness, the main purpose of this partnership is to get people involved and encourage action. For the next event we have more than 35 divers interested in participating from Salesforce, a growth of over 400 percent!

On our new project for this year, we are working with the state and local governments, local biologists, and different

companies on the creation of artificial reefs, imitating the natural stone reefs that we have in our gulf and reducing the pressure on current diving parks.

What actions have you taken to improve the sustainability of your dive center?

A: Our dive center has always been strongly committed to environmental policies, so that our success went hand in hand with protection and responsible management of our natural resources. To us, this seemed like the best way to guarantee the long-term viability of our business and the marine ecosystems we visit for future generations.

At our dive center we've incorporated reusable bags, bottles, holders, and containers to avoid using disposable or plastic ones. We then started making cotton bags with PADI AWARE, which we delivered for free to Puerto Madryn



citizens to reduce the use of plastic bags at stores and supermarkets. Our initiative encouraged the local government to set a regulation that supermarkets can no longer offer plastic bags, instead enforcing 100 percent recyclable and reusable bags.

Through PADI Green Star Award [Editor's note: relaunching in April as PADI Eco Center] we performed a series of changes and general improvements in system controls and resource management, like using ecological marine motors and modifying the use of energy; with regards to energy, we have a system to measure and manage our consumption. Changing all our light bulbs to LED helped us achieve lower consumption, and we make use of natural light wherever possible. We recycle plastic, glass and metals, and have implemented digital forms through "JotForms," reducing our use of paper by up to 80 percent.

Our city doesn't have much fresh water, so we began washing our equipment with 200 litres or less, then sending that water to the municipal processing plants to get cleaned for reuse in irrigation.

What about your community achievements?

A: In 2012, I created Fundación Bucea Hoy ("Dive Today"), dedicated to the inclusion

of people with disabilities in the aquatic environment and diving; we are one of the leaders in adapted diving and adaptive techniques in the region. I am proud to have been part of the training team of 50 new PADI Adaptive Techniques Instructors, together with PADI Course Director Fabian Garcia (CD - 169502) and PADI Five Star IDC Resort Océano Scuba (S - 21132) in Colombia.

Do you have any advice for other dive professionals looking to make a difference locally?

A: Take action, teach, assume responsibility. Small attitudes make a difference. The simple act of raising awareness day by day is a challenge but it has a real impact. Set an example of responsible behavior. Let's all assume our role as ocean ambassadors.



The Ocean Torchbearer Awards recognizes PADI Members who are leaders in their communities, actively working toward a better balance between humanity and the ocean. Nominated by their Regional Headquarters, each Ocean Torchbearer Awards winner receives a Seiko Prospex SRPD43 watch.

PADI® TORCHBEARER AWARDS



"Doing something new.
That's the adventure."

— Adventure, Naomi Uemura

Keep Going Forward
PROSPEX



© 2021 Seiko Watch of America



PADI® Torchbearers believe there is a **better and more responsible** way for humanity to live in **balance with nature** and inspire others to bring about **meaningful change** by turning **passion into purpose** for the ocean.

LEARN MORE ABOUT BEING A
TORCHBEARER AT
padi.com/conservation-torchbearer-five

The Undersea
JOURNAL

PROSPEX
SEIKO

Local Action, Global Change

PADI AWARE™ supporters around the world are taking local action to protect the oceans.



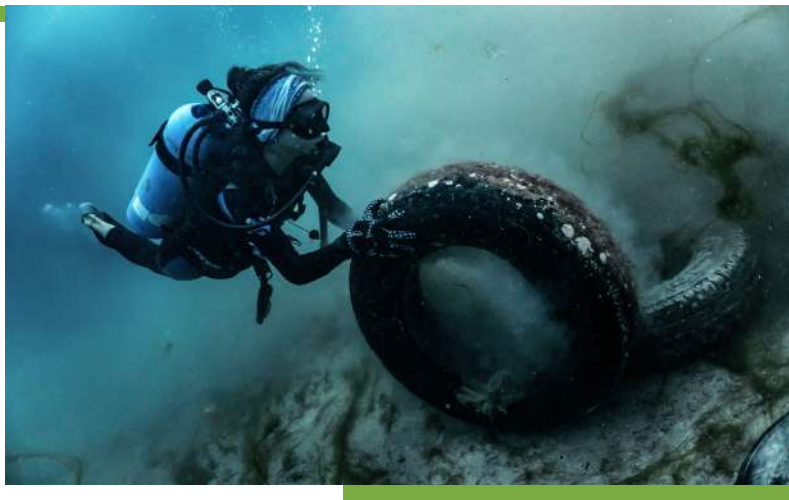
1 AQUAMARINE DIVING BALI

In its support for the PADI® Blueprint for Ocean Action, PADI Five Star Dive Resort AquaMarine Diving Bali (S – 6344) has taken its commitment of the PADI AWARE™ Adopt the Blue™ program to the next level: The resort’s “Blue Project” initiative takes staff and divers to critical coastal habitats, where they conduct turtle and mangrove surveys. “Our life depends on what we seed,” says Ara O, AquaMarine Diving Bali’s (AMD-B) Environmental Officer, about the need to conserve at the start. AMD-B is also keen to contribute more to protect vulnerable species by reducing marine debris with Dive Against Debris® actions each month. Since 2019, AMD-B’s Dive Against Debris program has removed more than 500 kg/1,100 lb of debris and 329 kg/725 lb of debris at just its two adopted sites. In addition, AMD-B staff has presented their findings

to local schools in support of the Blue Project – helping the community understand its local environment, it’s how AMD-B is empowering others to make a difference.

2 CABO PRIVATE GUIDE

Based in Cabo San Lucas, Mexico, PADI Five Star Dive Center Cabo Private Guide (S – 28078) believes being a 100% AWARE partner means more than protecting a dive destination with heavy tourism; it helps to also raise critical funds to support PADI AWARE’s mission. Cabo Private Guide has created a marine conservation dive package that focuses on AWARE certification courses while also adding a visit to their Adopt the Blue site and local marine protected area, Cabo Pulmo National Park. “As a 100% AWARE supporter, we want to lead by example and give equal exposure to AWARE conservation courses and regular certifications,” says owner Laura Tyrell. Cabo Private Guide dives even deeper into community action, leveraging valuable training around marine debris and conducting monthly Dive Against Debris cleanup dives. In nine months, Cabo Private Guide has recovered more than 300 pieces of plastics and metals, totaling more than 70 kg/154 lb.



3 TSK DIVE

“At TSK, we want to train every diver to be an AWARE diver and care for our blue planet. That’s why we are proud to be 100% AWARE,” says Annick Den Harder, head of PADI Five Star Dive Center TSK Dive (S – 26045), with centers in Zürich and Bern, Switzerland. Being 100% AWARE has allowed TSK to create better trainers in marine debris and, as a result, they have trained more than 80 new specialty instructors. These passionate trainers have gone on to teach 75 more Dive Against Debris specialties to a motivated community looking to take action. To aid in their mission, every Advanced Open Water Diver student becomes a Dive Against Debris diver free of charge. Since the start of this initiative, TSK has collected, recorded, reported and properly disposed of more than 160 kg/353 lb of waste from their local waters in 36 cleanup dives.

ADVENTURE AND EXPLORATION

Caring for our planet means first getting to know it a bit better. Whether it's seasoned divers heading to exotic ports of call or your dive center's club planning a dip at the local quarry, travel cements the commitment to dive.



100

TRAVEL

The PADI Mermaid Program™ provides another outlet for water enthusiasts to explore their underwater passion.



106

INSPIRATION

Sea lions of the UK's Farne Islands, plus vivid colors off the coasts of Mabul (Malaysia) and California.





MAKING A SPLASH

The PADI Mermaid program provides water enthusiasts another outlet to explore their underwater passion. For PADI Members, providing the mermaid experience will bring in the customers.

BY TED ALAN STEDMAN

In the realms of mythology, you can make a strong case that mermaids are the most beloved, enduring, familiar and fascinating creatures to have ever resided in the imaginations of people across the globe. In European folklore, female mermaids, sometimes called sirens, and their male counterparts, mermen, were natural beings much like fairies, and had magical and prophetic powers.

Perhaps the most famous mermaid right now is Ariel, the star of Disney's upcoming 2023 live-action version of *The Little Mermaid*, by Danish author Hans Christian Andersen. Beyond the Disney film, there's a mermaid buzz that's been building for years as people take to the water to indulge in a fanciful expression some compare to cosplay culture, where individuals dress up and act out characters from video games, books and movies. Even more, mermaid-speak has infiltrated our language with puns and one-liners – "What do you call a clever mermaid? So-fish-ticated" – that help create a sense of community among practitioners.

Since its introduction, the PADI Mermaid Program™ has grown rapidly and at a faster pace than other types of diving. Those not familiar with it often find this surprising, seeing it as a form of cosplay, or a freediving fringe. And while escapism and fantasy are part of the phenomena, they are – perhaps unintuitively – not the main drivers. Mermaid diving is a skills-based activity with broad appeal because it is an expressive form of diving, often compared to underwater dance or gymnastics. While it applies to many freediving techniques (just as all forms of diving share methodologies), it is not a freediving fringe: mermaid diving has its own community and practices.

YOU MERMAID TO GO FAR

"The PADI Mermaid Program was created because PADI Members kept asking for it," says Eric Albinsson, PADI® Instructor Development Specialist. "There had been mermaid-related distinctive specialties for years, but in 2021, with growing interest and requests, the PADI Mermaid Program launched."

"Statistically, a 28-year-old female makes up the largest segment of certified PADI Mermaids currently," says Albinsson. "But that's just the top of the curve and doesn't really paint a complete picture. Mermaid diving is very inclusive activity and appeals to a wide range of interests – everyone from those who want to just want to see what being a mermaid is like, to a growing segment who want to participate in underwater choreography and games, to those who want to perform as mermaids professionally."

Mermaids include both genders, all ages and almost every culture. "The only reason we say 'mermaid' is that it's the word everyone knows. 'Meranyone' would be more accurate, but it doesn't really roll off the tongue," he says.

"This is not a dive specialty," says Albinsson, "it's its own form of diving. You can become a PADI Mermaid Instructor™ without being a PADI Open Water Scuba Instructor or PADI Freediver Instructor™, or even a scuba diver or freediver. But PADI Members are finding they can leverage mermaid diving to get new customers, reenergize existing ones, and add equipment sales, training and fun activity events to their offering."

MERMAIDS MAKE A SPLASH

"Mermaid diving is a massive market in China and gaining popularity in



Asia,” says PADI Course Director and Mermaid Instructor Trainer Suki Hung (CD – 487361) of PADI Five Star IDC Resort Crystal Dive (S – 6467) in Koh Tao, Thailand, who started teaching PADI Mermaid™ courses in 2021. “It’s a fun program that gives customers more diverse options outside of scuba diving or traditional freediving,” she says, and it’s only going to get bigger. “With the right push I believe this will become one of the most popular courses PADI has to offer.”

If there’s any concern that mermaid culture is a passing fad, consider the annual California Mermaid Convention, which bills itself as “A shellibration of everything mermaid.” The three-day mermaid extravaganza held every May started in 2011.

“The community is great, but for me it (the convention) was like an escape,” says merman Onyx, who goes by a single name. “So, don a tail and celebrate all things under the sea.”

Another show-goer is mermaid Echo, who calls Wisconsin home. “All mermaids you meet will love aquatic ecosystems and animals,” says the wildlife specialist who works for her state’s Department of Natural Resources as an educator, and sometimes entertainer. “I can have a 20-minute conversation with somebody to explain that, no, it’s not crazy (to be a mermaid). I don’t actually think I’m a real mermaid, but this is a tool I use to teach kids.”

“Mermaids have a unique opportunity as educators and look approachable, friendly and fun, and people want to ask questions,” says mermaid Rachel, a co-organizer of the California Mermaid Convention. Then we have a platform to answer all these questions.

MERMAIDING AS AN OCCUPATION?

“There are a lot of reasons that divers sign up for mermaid courses,” says Hung. “Some want to have nice photos to show their friends on social media; others enjoy being in the ocean and might want mermaiding to be a new hobby. Many have plans to become professional mermaids and work in an aquarium or become a mermaid instructor and make a career out of it.”

Mermaiding is in fact listed by job seeker and employer website ZipRecruiter, which says pros can earn “up to \$75,000 US a year” in various roles. As career opportunities go, there are at least five occupations where tailfins are in. Mermaid show performers are the most visible to the general public.



With its famous water-based stage, “O” by Cirque de Soleil recruits performers who possess underwater skills. Public aquariums, water parks and other water-based attractions often feature mermaids. Mermaid entertainers are popular for children’s parties and corporate events. Mermaid divers are ocean ambassadors/conservationists, which can tie into professional duties for those who work with natural resource departments and environmental non-governmental organizations (NGOs).

Being involved in promotions, media projects, film, television and video/photography for advertising, entertainment and promotional campaigns is yet another mermaid-connected career trajectory. “Being a PADI Mermaid Instructor is probably the most accessible way to earn income mermaid diving,” says Albinsson. “That’s because you can branch into whether mermaid diving is a hobby, or if you’re doing it professionally in some way. Quite a few mermaid divers branch-off to open their own business and create mermaid schools as PADI Mermaid Instructors.”

GLOBAL SHELL-ABRATION

During the COVID-19 lockdown when travel was all but impossible, PADI IDC Staff Instructor Ingrid van Gerven (IDCS – 291113) of PADI Five Star Dive Resort Dive InC (S – 28626) in Sassenheim, Netherlands, saw the PADI Mermaid Program and immediately knew it was her calling. “I was already a PADI Instructor and had the opportunity during COVID to become a PADI Mermaid Instructor and began offering courses in 2021,” she says. When COVID precautions relaxed and pools reopened, student enrollments swelled “because everybody wanted to

COURTESY PADI/COURSE DIRECTOR SUKI HUNG (46/COURTESY APNEAZONE (3)



have some fun again,” she says. Mermaid diving interest grew as scuba diving started to resume post-pandemic period. “Literally everybody from age six on can learn, and it combines serious skills, is fun and is a wonderful form of self-expression.”

Van Gerven’s students include Mermaid Instructor candidates who are also freediving instructors who see future business opportunities, and swimming teachers who want to add value to their lessons. “Another group is the professional performers, and some are freedivers, who want to add a little fun to their regular training. The interest among non-freediving adults is also growing rapidly.” In fact, the discipline is growing fast throughout the Netherlands and Belgium, both on the consumer and professional levels. “A lot of people come for a Discover Mermaid™ experience and get hooked. Bachelor and bachelorette parties, family outings on the water – I see all kinds of groups, and it also results in people wanted to become scuba certified,” she says.

In Dubai, UAE, PADI Freediver Instructor Trainer and Mermaid Instructor Trainer Bassel Ounah (FDIT – 397915) works for PADI Five Star Dive Resort Apnea Zone (S – 26965) at Movenpick Hotel Jumeirah Beach. A little more than a year ago, Ounah launched the PADI Mermaid program to meet the demand of customers asking about mermaid diving. In only months, the program became an integral part of his business.

Ounah says mermaid diving appeals to a wide range of students, from recreational divers eager to expand their underwater knowledge to industry pros seeking to upgrade their skills. “It also draws individuals fascinated by the enchanting world of mermaiding.”

Ounah says his courses are fully equipped with essential gear, such as monofins, tails and outfits suitable for both kids and adults. “Instructors must use technical skills, creativity and imagination

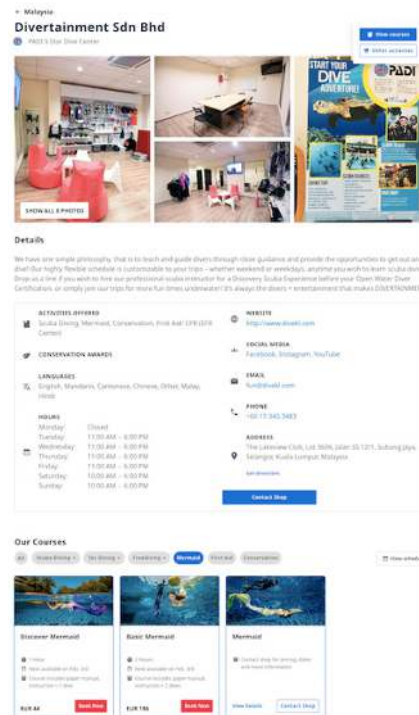
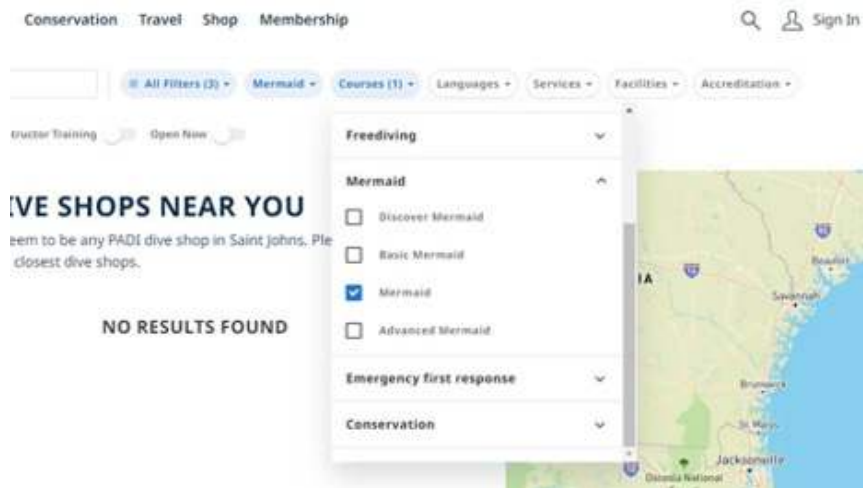
to impart the joy of mermaiding to their students.” Mermaid diving requires students to perform complex, aesthetic activities not found in other forms of diving. “Handshaking, blowing bubbles and gesturing kisses to the audience can be difficult – especially without masks and nose clips.”

In the big picture, Apnea Zone says that offering the PADI Mermaid courses is an investment that unlocks new opportunities. “Many of our students have progressed to become instructors. The PADI Mermaid certification opens the doors for those with a talent for performance, enabling them to earn extra income in entertaining. And for our business, PADI Mermaid is open to certified divers and non-divers alike, which expands our role as a gateway to the underwater world.”



Selling the Mermaid Experience

Are you reaping the benefits of offering mermaid activities through PADI's online booking system?



In recent years, mermaiding has become a popular activity for people of all ages. This trend has gained significant momentum, as folks young and old seek out new and engaging ways to interact with water.

PADI's global marketing efforts and member support have played a key role in driving interest in mermaiding, and in actively promoting this activity as part of attracting and retaining new and occasional divers. Enhanced features in newly integrated digital PADI® ecosystem represent a significant opportunity and competitive advantage for those PADI Dive Centers and Resorts that provide mermaiding activities within their offerings. You can now reach a wider audience, both in terms of quantity and quality.

By taking advantage of PADI's online booking platform, you can immediately monetize the integration between your shop information included in your Dive Shop Locator (DSL) profile and the online booking system offered by PADI

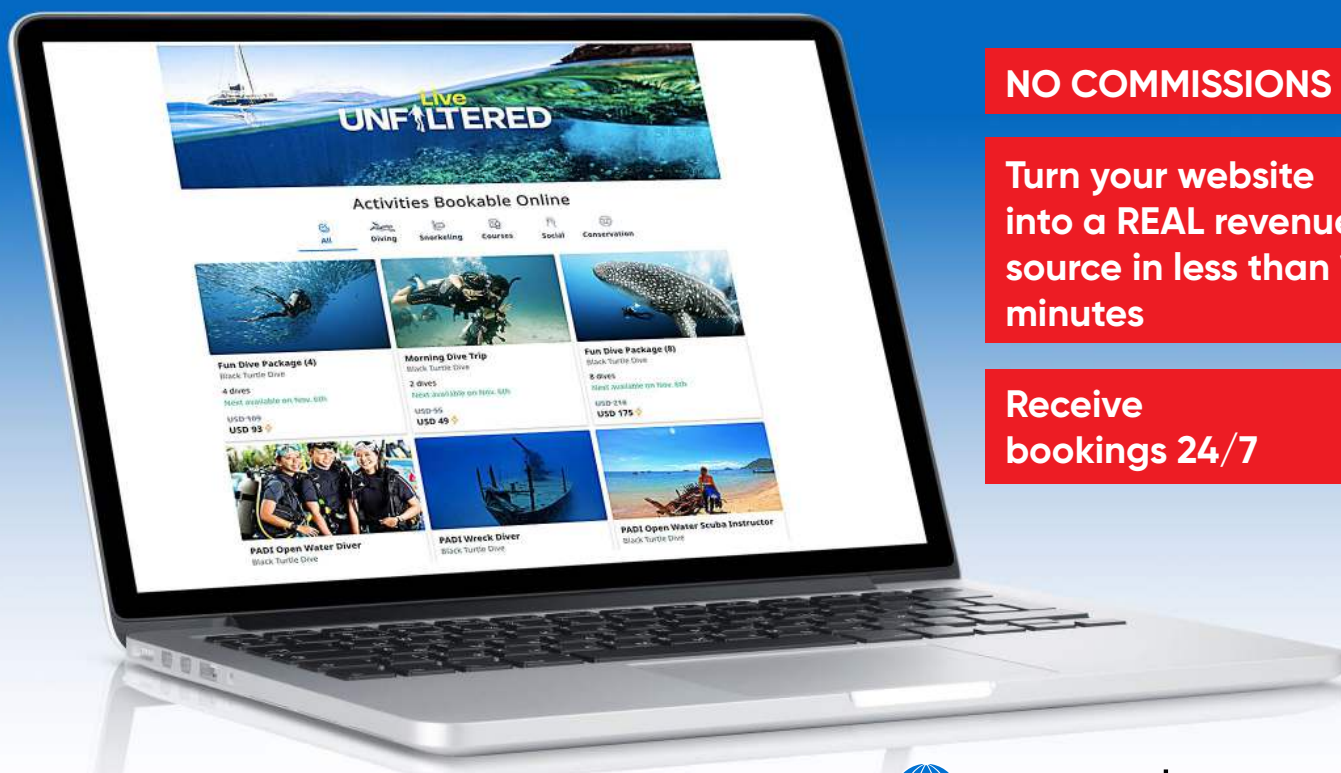
Adventures™. Now padi.com features a comprehensive page that provides a geographical breakdown of all centers that offer [mermaiding activities](#). Additionally, customers can use the DSL to filter course types and select "Mermaid Courses" from the Courses types menu dropdown, and "Mermaiding" from the Activity Types menu dropdown.

To meet the global demand for mermaiding activities, PADI Members need to include mermaid offering in their product listing on PADI Adventures. If you haven't become a mermaid activity provider yet, don't miss out on the chance to reach a wider audience. Contact your PADI Regional Headquarters to learn how you can expand your services and reach new customers by adding mermaiding to your bookable activities. If you're already a mermaid activity provider and need guidance on uploading your activities for online bookings, simply email padiadventures@padi.com with the subject line "Mermaiding."



FROM TOP: PADI (2); COURTESY RENATA ROMEO

GET DIRECT BOOKINGS TODAY WITH THE NEW PADI ADVENTURES WIDGET



NO COMMISSIONS

Turn your website into a REAL revenue source in less than 10 minutes

Receive bookings 24/7

powered by  **PADI Adventures™**

MANY DIVING BUSINESSES HAVE INVESTED IN THEIR OWN WEBSITE, BUT...

still take reservations via emails and phone calls, and can't accept bookings and payments online

ARE YOU ONE OF THEM?

You're missing out on booking opportunities!

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COMPLETE DIVE
SHOP PROFILE
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CREATE/UPDATE
YOUR ACTIVITIES
LISTING



COPY AND PASTE
THE CODE IN YOUR
WEBSITE



UNITED KINGDOM

Located off England's Northumberland coast, the Farne Islands are a stone's throw from the Scottish border and a popular checkpoint for divers traveling up into Scotland. While the islands are surrounded by wrecks and beautiful reefs, the attraction here is encounters with one of the thousands of playful gray seals in the area.

AVERAGE WATER TEMPERATURE 8-14°C/46-57°F **WHAT TO WEAR** 7 MM WET SUIT OR DRY SUIT

AVERAGE VISIBILITY 5-10 METRES/15-33 FEET **LOCAL TIP** WHO DOESN'T LOVE A CASTLE? BAMBURGH CASTLE HAS GUARDED THE NORTHUMBERLAND COAST FOR THOUSANDS OF YEARS, AND MAKES FOR AN EXCELLENT DAY TRIP OR AS A STOPOVER ON THE WAY INTO SCOTLAND.



MALAYSIA

Colors collide as a gaudy spinecheek anemonefish finds shelter in a neon-green bubbletip anemone off Mabul Island, a popular macro destination off Sabah, Malaysia.

AVERAGE WATER TEMPERATURE 28-30°C/82-86°F

WHAT TO WEAR SKIN SUIT OR 3 MM WET SUIT

AVERAGE VISIBILITY 5-15 METRES/15-50 FEET

LOCAL TIP ON THE WAY TO OR FROM MABUL ISLAND, SPEND A COUPLE DAYS IN SABAH TO TAKE IN THE AMAZING NATURE VIEWING ON LAND, LIKE THE EDUCATIONAL SEPILOK ORANGUTAN REHABILITATION CENTER WHERE YOU CAN WITNESS REHABILITATED ORANGUTANS UP CLOSE.

An underwater photograph of a Monterey kelp forest. The scene is dimly lit, with light filtering down from the surface, creating a blue-green hue. In the foreground, several sea stars are visible on a rocky, algae-covered bottom. One prominent sea star is orange with white spots, and another is white with dark spots. Other sea stars in shades of red and orange are scattered around. Kelp stalks and leaves are visible in the background and foreground, adding to the complexity of the underwater environment.

CALIFORNIA

A variety of sea stars (mainly bat stars) crawl over the rocky bottom of a Monterey kelp forest in search of food. Though the kelp forests are dark, the creatures found within sport vivid colors perfect for photographers and divers alike.

AVERAGE WATER TEMPERATURE

11-16°C/51-60°F **WHAT TO WEAR**

7 MM WET SUIT OR DRY SUIT

AVERAGE VISIBILITY 5-8 METRES/

15-25 FEET **LOCAL TIP** THE NEARBY TOWN OF CARMEL OFFERS A WEALTH OF SHOPPING AND DINING OPTIONS PERFECT FOR A DAY OF OFFGASSING.



Quality Management Statistics

FOURTH QUARTER 2022

The PADI® organization's commitment to providing divers with consistent, first-rate training has made the PADI name synonymous with quality diver education. PADI Dive Centers, Resorts and Professional Members continually embody this commitment by demonstrating excellent service and maintaining a high level of customer satisfaction. The PADI Quality Management program takes proactive and measurable steps to ensure that diver safety is paramount in PADI courses. An engaged quality management system preserves the integrity of PADI course along with the reputation of PADI Members who strive for training and customer service excellence.

The Quality Management Report features the number and types of investigations and actions the Quality Management Department and Committee conducts. It publicizes the names of individuals and businesses that have been suspended or expelled from PADI membership. (See the listing at padi.com for PADI Members who are currently suspended.) The Special Notices section lists the names of individuals and businesses that have never been or are no longer (due to failure to renew or termination) PADI Members, but have been found to be improperly claiming an affiliation with PADI. The following statistics reflect the worldwide membership from all PADI Regional Headquarters.

Members Expelled	5
Members Suspended.....	0
Members Requiring Retraining or Reorientation	5
Members Terminated.....	7

BREAKDOWN BY TYPE OF RETRAINING/REORIENTATION REQUIRED

IDC/IE.....	0
OWSI/IE	1
IDC or OWSI.....	0
Status Update	4

Members Placed in Review Status	5
Standard Compliance Agreement	46
Members Requiring Counseling.....	98
Closed with No Further Action	164
TOTAL.....	332

MEMBERS EXPELLED FROM PADI®: OCTOBER - DECEMBER 2022

- ▶ **Chen Kai Li (#405445)**, Shanxi Bao Ji, China. 6 October 2022
- ▶ **Carlos Lopez (#234349)**, Trois Rivières, QC, Canada. 3 November 2022
- ▶ **Ecole de Plongée Sous-Marine Carlos Lopez (S - 25249)**, Trois Rivières, Quebec, Canada. 3 November 2022
- ▶ **Kevin Cooper (#398663)**, Okinawa, Japan. 7 December 2022
- ▶ **Yun-Shiang Tsai (#443058)**, Pintung City, Taiwan, China. 7 December 2022

SPECIAL NOTICES: OCTOBER - DECEMBER 2022

- ▶ **Julio Andres Canete (#330817)**, Salvador, Brazil. Has not been a PADI Member since 2020 and is not authorized to represent himself as a PADI Member at any level.
- ▶ **Salman Media Group (S - 27927)**, Al Hawiyah, Saudi Arabia. Has not been an Emergency First Response® Center since 2021 and is not authorized to represent itself as an EFR Member at any level.
- ▶ **Raed Ayidh Ruddah Alotaibi (#416571)**, Jeddah, Saudi Arabia. Is no longer an EFR Instructor. 3 December 2022
- ▶ **Abdulaziz S. Alsulait (#456146)**, Jazan, Saudi Arabia. Has not been an EFR Member since 2020 and is not authorized to represent himself as an EFR Member at any level.
- ▶ **Michael A. Ragsdale - USA**. Please note that some PADI certification cards for individuals certified by Michael A. Ragsdale (OWSI -194861) may be invalid. Please verify any certification cards bearing his name as the instructor using Dive Chek® on the PADI Pros' Site. If you are unable to locate a diver's certification using Dive Chek, the certification is not valid.
- ▶ **Aquastrophics - USA**. Please note that neither David Holt, Aquastrophics, SDA (Scuba Divers of America) nor OnlineScubaLessons.com have been PADI Members at any time. Please also note that the academic program offered by these three entities is not valid for PADI Open Water Diver referrals or certification.

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For a complete list of contact information for all offices, go to the PADI® Pros' Site and click on the Contact Us link at the top of the page.

Professional Influence



Business leaders and career consultants increasingly identify *professional influence* as a central attribute in career growth. Professional influence is defined as the ability to positively persuade, convince and engage others in supporting ideas and participating in specific efforts. It is associated with successful salespeople and higher performers. Developing

professional influence is not only identified as a fundamental leadership skill, but central to mentoring and developing yet other leaders.^{1, 2, 3, 4}

Career development experts and business educators say that professional influence is a set of skills that can be taught and learned, with the following attributes commonly noted:^{2, 3, 5, 6}

- Wide professional contact network
- Expertise in specialized areas
- Available, with good listening and communicating skills
- Reliable and consistent
- Shares vision assertively, but flexible and open to ideas that build it
- Helps and enables others
- Accepts criticism constructively

TAKEAWAYS FOR THE DIVE INDUSTRY:

- Professional influence inside and outside the dive community can be enhanced by teaching and developing personal influence fundamentals in up-and-coming pros.
- Career growth through personal influence can help diving retain experienced pros, enhance their abilities and expand the expertise available.
- Enhancing professional influence can further enable dive leaders in their roles of encouraging safe diving practices, advocating for the ocean and transforming lives through diving.

1. <https://www.euruni.edu/blog/professional-influence/>
2. <https://betterup.com/blog/building-influence#:~:text=People%20with%20influence%20can%20help.degree%20of%20respect%20at%20work>
3. <https://www.ccl.org/articles/leading-effectively-articles/fundamental-4-core-leadership-skills-for-every-career-stage>
4. <https://kornferry.com/insights/this-week-in-leadership/influence-emotional-intelligence>
5. <https://www.ccl.org/articles/leading-effectively-articles/three-ways-to-influence-people>
6. <https://skylineg.com/resources/blog/the-nine-critical-steps-to-influencing-others>