3D PRO

Proudly serving a global community of 3D/CG/FX professionals since 1998

Behold our glorious manual.

The latest PDF version of the 3D-PRO Manual can always be found at:

- Primary (Amazon s3): http://s3.3dpro.org/3d-pro-manual.pdf
- Secondary (3DPRO.org): http://3dpro.org/3d-pro-manual.pdf

3D-PRO Roster: http://s3.3dpro.org/3d-pro-roster.pdf (password protected PDF)

SIGNIFICANT CHANGES SINCE THE LAST SIGNIFICANT CHANGES:

To accommodate the new PDF format (as of March 22, 2014), *nearly everything* in the 3D-PRO Manual has been reviewed, rewritten, elaborated on, and re-organized.

SHORTCUT:

HOW TO INVITE SOMEONE TO 3D-PRO (Please follow exactly):..31

Clicking any line in the **table of contents** below will take you directly to the particular subject in this document.

Table of Contents

ABOUT 3D-PRO:

Founded in 1998, 3D-PRO is a private community and global network of 3D/CG/FX professionals and others working in related/complementary fields from around the world.

The 3D-PRO community includes:

Academy Award winners	TED speakers
Animation and Visual FX studios	Computer gaming companies
CG related authors & educators	Software & plug-in developers
Artists & Programmers	...

3D-PRO is a private community and only accessible through a personal invitation from the list owner, Zero Dean, or an invitation/endorsement from an existing member. This restricted membership mechanism has allowed 3D-PRO to slowly, but steadily grow since 1998, without sacrificing the quality and close-knit community feel of 3D-PRO membership.

The primary form of interaction for 3D-PRO is done through an *interactive discussion list*. 3D-PRO has a very high member retention rate with nearly every member remaining indefinitely.

3D-PRO is used in a variety of ways, including industry networking, announcements, 3D/CG/FX related discussion including hardware, software, techniques, technical issues, problem solving, beta testing, and more.

A few of the *dozens* of companies from around the world represented on 3D-PRO:

Pixar	ILM	Valve	Autodesk
PDI/Dreamworks	Weta Digital	Epic Games	The Foundry
Walt Disney Animation	MPC	Blizzard	Side Effects
Blur	Embassy Effects	Rockstar Games	Shotgun Software
Double Negative	Chaos Group	Digital Domain	Fabric Software
Framestore	Allegorithmic	Sony Imageworks	Pixologic

The friendly & helpful atmosphere and very low noise/high substance ratio make 3D-PRO an excellent discussion list which has proven to be a valuable resource for the professional 3D/CG/FX community for the past 18 years.

LIST TOPICS:

3D-PRO is not limited to a single subject or software. The general guideline for discussions is that "if it is likely of interest to people in the 3D/CG/FX industry, then it is on topic", so discussions may occasionally stray from 3D/CG/FX specific topics to things like photography or travel.

THINGS THAT MAKE 3D-PRO UNIQUE:

- 3D-PRO is a private invitation-only community.
- 3D-PRO is an independently operated non-commercial entity
- All new 3D-PRO members are required to introduce themselves.
- There are no hidden or anonymous members of 3D-PRO. The 3D-PRO Roster (available at 3DPRO.org — and updated ~monthly) contains a complete list of all people currently subscribed to the mailing list.

3D-PRO OWNER BIO / ADMIN CONTACT:

3D-PRO was founded and is moderated by Zero Dean. (That's me). Yes, Zero is my **real** name.

Most of my experience in the CG industry is in *gaming* as a modeler and texture artist — mostly architecture. Here's my LinkedIn profile for reference. Feel free to connect.

In May 2009, I left gaming (documented here). And in May 2010, I began an unconventional journey pursuing my other passions, including: writing, photography, and travel.

I'm *still* on that journey and keep a blog where I share "humor & life" related posts as well as "motivational life lessons" I've picked up along the way.

HOW TO CONTACT ME FOR ADMIN RELATED ISSUES:

3dpro.admin@gmail.com

If you have some other address of mine, it will probably work, but I only review a select number of email addresses on my phone, and the admin address is one of them. Other emails may not be read until I am on my laptop.

3D-PRO's ONLINE ARCHIVES (1998-present):

The entire post history for 3D-PRO — from 1998 to the present day — is available via 3D-PRO's online archives. 3D-PRO's web interface not only allows you to easily jump to any point in 3D-PRO's history to read messages, you can also **perform searches** and post to the list.

*** PLEASE TAKE NOTE ***

The 3D-PRO web interface at ICORS also provides subscribers with the ability to manage their own list settings (email address, digest, header…). Alternatively, you can use LISTSERV commands (see that section in this document) to update your subscription settings.

To access the 3D-PRO archives, go here: http://listserv.icors.org/archives/3d-pro.html

If this is your *first time* visiting the 3D-PRO online interface, you will need to register a listserv password before you can gain entry. You can do this easily:

Step 1)
Go to http://listserv.icors.org/SCRIPTS/WA-ICORS.EXE?GETPW1

Step 2)
Enter the email address you have subscribed to 3D-PRO and then choose a password.

After doing so, an email will be sent to the address you entered. You will need to confirm receipt of the message by clicking on the link provided in the email or by replying to the email with the work "ok" in the body of the message.

After you have done so, you will be given full access to the 3D-PRO archives each time you login with that account information. You may choose to save your login information in a cookie on your computer (which means you won't have to enter it when you visit the web interface), or you can simply enter your email and password each time you would like access to the archives.

If these steps don't provide you with access then the chances are good that the email address you are entering is not actually the email address you have subscribed to the list.

For example, you may have subscribed when your company domain name was "spimageworks.com", but the domain name may have changed to "imageworks.com" and you are still receiving mail through your old domain.

If you have any problems accessing the archives after following these steps, please feel free to contact me: 3dpro.admin@gmail.com

ABOUT THE 3DPRO.ORG WEB SITE

As the 3D-PRO Manual is now an independent entity, 3D-PRO.org currently serves no purpose other than to highlight those who have helped support 3D-PRO by making a contribution to the 3D-PRO Support Fund.

USING 3D-PRO TO GET OR GIVE EXPOSURE

It is entirely acceptable to use 3D-PRO to gain or give exposure to something, including jobs, products, people, promotions, projects...

Here's what you need to know:

Job postings:

While most on the list are employed, many of us know people who aren't — and some may actually be looking for a career move.

Job postings should have the **JOB:** subject header key in the subject.

*** PLEASE TAKE NOTE ***

While asking for additional information is ok, please do not "hijack" **JOB:** posts with commentary about the post, the company, or similar which takes the post in a direction other than what is intended.

If you wish to discuss something of interest related to the **JOB:** post, please create an entirely new thread.

Plugs & self promotion:

You are welcome to use 3D-PRO to **PLUG:** your projects, books or other products in order to get exposure and make members aware of your offerings.

You are also welcome to mention your product, project, or services any time a discussion "invites" your contribution and mentioning your product *makes sense in the context of the conversation*.

> *** PLEASE TAKE NOTE ***
>
> Please do not hijack others' **PLUG:** posts to promote your own works. Instead, create a new thread so that each person can get the exposure they're looking for.

Please do not plug products excessively.

"Excessively" means that your PLUG: or self-promotion is either mentioned *out of context* in a conversation — or you are repeatedly posting news about your product at a frequency that makes it feel like a marketing campaign and not real and/or important news.

> *** PLEASE TAKE NOTE ***
>
> While it is ok to draw attention to crowd-funded projects (kickstarter, gofundme, indiegogo) for support, please do not use the list for anything requiring "internet votes" or "likes" from the general internet-at-large to "win".

When in doubt about using the list to gain or put exposure on something, simply contact me at 3dpro.admin@gmail.com regarding whatever you are thinking about posting. I'm usually pretty quick to respond and getting the okay to post your plug or announcement will give you "immunity" in the event anyone complains.

Announcements:

Announcements of various types (product updates, user group meetings, classes, etc) are also welcome on 3D-PRO as long as they are intended to provide timely information that may be of significant interest to subscribers. This includes special hardware or software promotions.

These types of "promotional posts" should be limited in frequency — if in doubt, contact me first. Please note that all announcements should be written in a straight-forward fashion (i.e. not "sales speak") and should NOT resemble advertisements or spam.

Please just tell it like it is, even if that means pointing people to a page with more information.

USING 3D-PRO FOR SOFTWARE OR TECHNICAL SUPPORT

While 3D-PRO is not a software or technical support group, posting to the list is often the quickest and easiest way to get an informed response because of the combined knowledge of the group and the enthusiasm of members who are happy to share their knowledge.

3D-PRO members include a number of people who helped "write the book" (or the format, the renderer, the plugin, the process, or the article) on board.

As long as these types of posts do not become disruptive — and folks make an effort to search for answers in more appropriate places first (I.e. manual, software support forums, etc) — then software (hardware, etc) support and technical questions are welcome.

WHAT IS AGF? (ANYTHING GOES FRIDAY)

"Anything Goes Friday" (AGF:) exists to help encourage lurkers and others to post topics of discussion that they consider interesting or funny. It is also an invitation to post personal works (blog posts, photos, personal projects).

AGF: posts should be restricted to Fridays (with some flexibility for those folks in other parts of the world).

It is also important that all off-topic posts submitted to the list on Fridays should include "AGF:" in the subject header (Example: AGF: Fun drawing web site) so that readers can tell at a glance that the subject is an AGF/Off-topic post.

Really off-topic posts on days other than Friday should be indicated with "OT:" in the subject.

*** PLEASE TAKE NOTE ***

Please **avoid posting anything related to POLITICS or RELIGION.** Even if you think it is harmless and/or funny. These topics are simply too polarizing and too off-topic for the list.

COMPLAINTS & FEEDBACK

I rely on feedback from members like you to make sure that people are satisfied with all aspects of the list.

If at any time you have something positive or negative to say about the list, or if you have concerns about something that is posted — or a particular person who posted it (*including me*) — email me directly at 3dpro.admin@gmail.com

I will either discuss the issue with you directly, take action, or introduce a topic for discussion back to the list so that a general consensus can be made.

*** PLEASE TAKE NOTE ***

While I value everyone's input, if I only receive a complaint from one person — from a group of over a thousand — I may simply keep an eye on the "issue". But if I receive complaints from multiple people, then I am far more likely to take action.

I**f you care enough about something in a positive or negative way so much that it is influencing how you feel about the list, please send me feedback.** Positive feedback is just as important as negative feedback.

Please know that I am always open to new ideas, suggestions, and general feedback. If you have an idea that you think might make 3D-PRO better — or provide a benefit to members, let's discuss it.

3D-PRO RULES & GUIDELINES:

3D-PRO RULES & GUIDELINES

A note about moderation and rule enforcement

My primary goal as moderator is to encourage thoughtful, logical, open-minded, solution-oriented high-quality discussions while also encouraging a friendly, fun, and tolerant atmosphere. Not every post or thread will be of interest to every member — so please be tolerant of those to whom it is.

My *preference* for moderation is to be as invisible as possible, handle things behind-the-scenes, and let threads die a natural death (which they nearly always do) instead of constantly stepping in to "enforce the rules".

That said, don't mistake my lack of "presence" as not being around — **I *do* monitor the list in near-realtime *most* days** and read nearly every post.

If you feel a rule or guideline is being abused, please **do not step in to moderate** on my behalf. Instead, contact me so we can discuss the issue and I can address it (if it needs to be addressed): 3dpro.admin@gmail.com

---

*** PLEASE TAKE NOTE ***

Please know that the guidelines of 3D-PRO are up to no single list member to interpret or enforce. As moderator, I enforce the list rules and guidelines based on a number of factors — including feedback (or complaints).

These rules & guidelines are intended to help keep the list running as smoothly and productively as possible. No particular rule or guideline exists without the allowance of exceptions.

THE RULES & GUIDELINES

1. Trim your reply text

Please trim your reply text so that it *only includes what you need to make sense*. This means trim everything else, including lengthy signatures as well as 3D-PRO's footer when it appears.

*** PLEASE TAKE NOTE ***

Reply Quoting Only Highlighted Text in Gmail (from About.com article)

To quote only what you have highlighted in the original message when replying in Gmail (instead of the entire email):

1. Click Settings in Gmail.
2. Go to the Labs category.
3. Make sure Enabled is selected for Quote selected text.
4. Click Save Changes.

Now, to reply with highlighted text quoted:

---

2. Top posting

"Top posting" (posting on top of a message you are replying to) **is discouraged**, but *acceptable*.

If you must top post, please TRIM your reply text. Seriously. There are many good reasons to do this, not least of which is it is a part of the **TERMS OF SERVICE** that allow us to operate 3D-PRO on ICORS' server.

Please note that "top posting vs. replying inline" is considered one of those "holy" issues that many members are passionate about. What is most important is that when members reply to messages, they do so in a fashion that allows readers to easily make sense of what they are responding to.

Posting below the snippets of trimmed text you are replying to is encouraged.

3. Make subjects descriptive

Please title your posts with a subject that *directly pertains to the content of your message* so that readers can tell at a glance whether a topic may be of interest.

Incorrect:
Subject: OMG this is awesome!

Correct:
Subject: New X-feature video from X company is amazing

*** PLEASE TAKE NOTE ***

When a message thread veers *significantly* away from the original topic in the subject, please re-title a thread (if it makes sense to do so — otherwise, just let it run its course).

Exceptions to this guideline are when a thread is so active that splitting it will simply lead to two threads that are discussing the same thing. Sometimes this can be difficult to determine.

How to re-title a subject:

Subject: The old subject
Subject: The new subject (was: The old subject)

---

4. Use subject header keys (when applicable)

Subject header keys are specific "tags" in a subject that allow people to easily filter and sort incoming messages or tell at a glance what kind of content a message contains.

Here are existing subject header keys which include a specific phrase of text traditionally followed by a colon (:) and then a subject that indicates the contents.

TAG: Followed by the subject

*** PLEASE TAKE NOTE ***

For the sake of 18 years of consistency, **please do not use [BRACKETS]** for your subject header keys on 3D-PRO. For some reason, 2014 has seen a sharp increase in the number of people using brackets for their subject header keys. Try not to do that.

SUBJECT HEADER KEY DEFINITIONS (ADMIN: AGF: NM: JOB: PLUG: REF:)

- **ADMIN:** Important or informational posts from the list admin.
- **AGF:** Anything Goes Friday — as the name implies (and defined in a section above)
- **OT:** Off topic. Anything that might be considered straying significantly away from what may be of general interest to people in the 2D/3D/CG/FX business is OFF TOPIC.
- **NM:** New member introductions.
- **JOB:** Available job postings.
- **JOBSEARCH: or JOBSEEKING:** Person is looking for work
- **REF:** Anything that might be considered good reference material for CG artists/programmers
- **PLUG:** Blatant self-promotion (probably)
- **MAX: MAYA: MODO: ZBRUSH: PHOTOSHOP:** etc… Software specific posts and/or support questions

*** PLEASE TAKE NOTE ***

To clarify **proper usage of OT:** (off topic posts), it is important to note what is actually **ON TOPIC on 3D-PRO:**

Any discussions revolving around work-related hardware or software, industry employers, jobs, 2D/3D/CG/FX related techniques, and work habits, issues, or concerns are **on topic.** The general rule of thumb is that if it's the sort of thing you talk about at your 2D/3D/CG/FX related workplace, then it is probably ON TOPIC.

5. Quality content vs. noise

Have something to say, don't just say something.

A casual, relaxed, and fun environment *is encouraged*, but please help to reduce low quality list noise by limiting off-topic posts and one-line replies. **Yes, humor is welcome now and again** — but please don't be "that guy" who *always* does it.

6. "Acceptable noise"

While we pride ourselves on a high quality content/low noise ratio on 3D-PRO, not all noise is bad. Some noise helps add to the friendly atmosphere & vibe of a list that can be quite serious and cerebral at times.

This includes NM: (New Member) introductions (and their replies), AGF: (Anything Goes Friday) posts, as well as the occasional bout of silliness, one-liners, puns, or threads that go off-topic. Part of what makes 3D-PRO work so well is the general level of friendliness and tolerance of others (and their posts).

Of course there's a delicate balance between quality content and humor, but I prefer to see some "nonsense" now and then to help offset some of the depressing or controversial topics discussed on 3D-PRO.

7. Direct your replies accordingly

When replying to posts, please consider whether it would be more appropriate to reply to the individual only as opposed to sending your comments to the entire list. Your one-line reply may be best suited for the individual you are replying to if it doesn't really add anything of substance to the discussion.

> *** PLEASE TAKE NOTE ***
>
> When sending **private replies** to people on the list, please be clear that your response is intended as private and should not be reposted (as reply text) to the list (or elsewhere).

8. Use discretion or get permission when sharing posts

Anything you personally post to 3D-PRO, you can freely share elsewhere. It's your work, share it as you see fit.

But because 3D-PRO is considered a **private list** (and not a public one), if you wish to share someone else's post (with friends or around the workplace), *please ask them for permission* (or at least use common sense / discretion). Obviously some posts are more significant or potentially sensitive than others.

Please know that some people give special consideration to this list when posting to it and share information that *isn't* common or "public" knowledge. Or they share opinions with *this* group that they wouldn't feel comfortable sharing openly.

This indicates a fair level of faith and trust in fellow list members.

So when sharing other people's posts, please take that into consideration and if there's any doubt, just get permission.

> *** PLEASE TAKE NOTE ***
>
> In the event you would like to incorporate someone's words in a blog, article, or talk, **always get permission** from the author.

9. Tolerance of people & posts

Please be tolerant. Not every message posted to the list will be of interest to you. Please be tolerant of the others to whom it is. Please do not attempt to moderate the list by posting "end this thread" messages. If you have a case for discontinuing a thread, please write to me directly: 3dpro.admin@gmail.com

10. Be solution-oriented not problem-focused

Please be positive. Logical observation and constructive criticism is ok, so long as your intention is to inform people and your goal is an overall positive result. If you find yourself with a conflicting opinion, try to express yourself in a positive (or at least non-confrontational) fashion. And if you're on the opposite end of someone who may disagree with you, don't take it personally.

11. Keep an open mind

Please keep an open mind. Email can easily be misinterpreted. If you're unfamiliar with the personality or writing style of someone posting a message, be aware that your perception of this

person's "tone" may be quite different that what was actually intended by the author. Don't take it personally.

12. Lead (posts) by example

You are in control and responsible for the quality of 3D-PRO content. If you're concerned about the direction or quality of messages on the list, you are always in the position to post and direct topics that are of interest to you. 3D-PRO is intended to cover a gamut of 3D/CG related topics, from simple to complex and from artistic to technical. If you think there is too much of one thing and not enough of another, take action and contribute. You don't have to wait for the off chance that someone else will eventually talk about something that interests you.

13. Respect your audience (and do not moderate)

Respect your audience. When you post to 3D-PRO, you are putting your words up in front of over 1,000 3D & CG related professionals from studios and companies around the globe who, despite having an open mind, may form judgments about you based on what you say and how you say it. Many people on 3D-PRO hold a great deal of influence within their companies, the industry, or certain circles.

> *** PLEASE TAKE NOTE ***
>
> **Do not attempt to moderate posts or people.** Do not post "end this thread" messages or tell others to stop posting.
>
> If you are bothered by a thread, post, or other member, please do not step in to moderate a person or thread. Instead, write to me directly (3dpro.admin@gmail.com) so that I can address any issues on your (anonymous) behalf (if necessary).

14. Do not speak for others

Do not speak for or intend to represent the company you work for unless it is very clear that this is acceptable by your employer.

This is a big deal. People have been fired from companies for doing this without thinking.

15. Don't send "test" messages to the list

A "test" is a message sent to the list that has no purpose other than to test whether the list or an email address is working. Test posts often include simply the word "test" in the subject and/or the body of the message.

If you must test to see if the list is working for you, then *please post something that may be of possible interest to others* (which will be your test in disguise).

A link, an opinion, some feedback, a review, anything of some possible value other than "test".

All "tests" do is create noise. At least if you post a link or something else, it may actually be of interest and you'll get your answer whether the list is working or not.

The other solution is to simply log in to the online archives and confirm that you have all the latest messages.

Alternatively, you can email me.

16. Do not use the list for "data mining"

Please know that 3D-PRO is intended to be a platform for the **exchange** *of ideas and information*, not just a gold mine for data collection.

While using the list to compile information and stories for an article or book is acceptable, folks who do so should clearly announce their intentions (ie. "Hey, I'm writing an article/book — or doing a "TED talk" — and seeking information about...").

And if such information is collected and used — WHETHER ON THE LIST OR PRIVATELY COLLECTED FROM MEMBERS — if you use the 3D-PRO as a resource, it is hoped that any data gained from members is "returned" to 3D-PRO in one form or another — be it with an announcement of the published article/book in which the information can be found, or a post back to the list that provides some kind of "summary"/sorted data.

THINGS TO REMEMBER

THINGS TO REMEMBER

1. The spirit of the list

The spirit of this list is to **share knowledge and help people** in a friendly, easy-going, positive, and non-judgmental atmosphere.

Some people are experts in one area, but novices in another. Some are just beginning their careers, others are at the end of very distinguished ones. But *everyone* here has something to offer and respect should be given accordingly.

2. Be tolerant of topics

Not every topic will be of interest to every person. The best way to make sure topics of 3D-PRO are and remain of interest to you is to *participate* in and contribute those types of topics.

This is a level playing field.

If a topic is "hot" and generating a lot of posts, that means it is of high interest to many people and equal respect should be given those people to whom it *is* of interest to, even if whatever is being discussed is not of interest to you.

> *** PLEASE TAKE NOTE ***
>
> Whatever you focus on only grows stronger. If all you are focusing on is how much a topic or thread annoys you or how many times someone has said or mentioned something that you don't like, it's only going to magnify how you feel about it.
>
> When considering how to respond, it may help to take a moment and ask yourself, *"Is this going to matter a week from now?"*

One of the best things you can do is learn to simply ignore and/or delete threads or messages that are of no interest to you — and move on.

If you *really* don't like a particular thread — or take issue with someone or someone — please send me feedback directly 3dpro.admin@gmail.com and tell me what's up.

3. Don't take it personally and don't make it personal

Due to the nature of text, the unique personalities of members, language issues (*English is not every member's first language*), cultural differences (3D-PRO is a *global community*) and (potentially strong) opinions being expressed, **miscommunication is going to happen**.

There will be times that things are expressed in a way that *sound personal* — and yet they are *rarely*, if ever, intended as such.

Please keep this in mind when reading posts that may sound as if they are being personally directed at you (or at "you" through criticism of your company or product). It is suggested that if you have an issue with a post, consider writing to the person directly to address it (and *not making it personal* in the process) — or write to me so I'm aware of your thoughts on the matter.

> *** PLEASE TAKE NOTE ***
>
> People have a tendency to casually state things like "Autodesk is evil", for example, without considering the fact that **Autodesk is not a single "entity", but a huge company** made up of individuals (who are *not evil*) who bust their asses to provide a quality service to users.
>
> And, like many 3D/CG/FX related companies, a number of people who work there are *on the list.* Please keep this in mind when making blanket statements and generalizations.
>
> You are entirely welcome to discuss your opinion — just remember to be respectful and realize that the primary reason that 3D-PRO exists is to be a force for good and not a dumping ground for negativity.

4. Use non-offensive language (slurs)

Please remember that the list is made up of a diverse group of individuals with a wide range of personal & cultural preferences, lifestyles, backgrounds, etc. from all over the globe.

Please use non-offensive language and avoid using slurs when referencing people or groups.

5. The expertise and experience of members varies considerably

While 3D-PRO consists of many distinguished professionals, this is *not* a community consisting of only "masters".

3D-PRO consists of members who run the gamut of experience across a wide range of software and disciplines. As such, all topics that are of general interest to 2D/3D/CG/FX professionals are considered fair game and welcome here.

6. Complaints & criticism

If you have comments, questions, or complaints, I am always very open and receptive to what list members think and if I feel something is an important enough issue, I present it to the list.

And if you disagree with me, some way I've handled something, or simply think I'm an ass, I'm not going to boot you from the list for that. So please, if you have feedback, I'm listening.

ADDITIONAL INFORMATION

ADDITIONAL INFO:

About the relationship between 3D-PRO and ICORS

The backbone of the 3D-PRO mailing list is run via ListServ (a commercial service) hosted by ICORS (a non-profit charity).

"ICORS is a registered non-profit charity dedicated to assisting individuals and groups (clients) which offer support, information, and community to those in need, including those affected by disability, family issues, health issues, and other similar needs."

Originally founded in 1998, 3D-PRO was hosted by St. Johns' Maelstrom ListServ service. When that service was discontinued for *hundreds* of lists on Feb 1, 2006, ICORS stepped in to accommodate many of those lists.

Although 3D-PRO did not fit within the realm of mental & physical health or disability topics, **we were given special consideration** and grandfathered into a hosting relationship with ICORS, provided we abided by the terms of service (one of which is **trimming text** — which is *why* I make a big deal out of it).

3D-PRO's daily message threshold is 100.

There is a daily message threshold applied to the list by our host. This message limit is set at 100 based on their preferences.

When posts to the list reach 100 on any given day, the list delivery is frozen until the next day or I manually unfreeze the list (which is usually the case).

While it may seem like message volume exceeds 100 messages daily, this isn't the case. I think we near 100 messages only a few times a month, but don't usually exceed it.

In any case, you don't need to do anything. Messages that are sent when the list is frozen are placed into a queue and then released when unlocked.

This is strictly an admin related issue — and I do receive a notification when the list threshold is exceeded and the list locked.

"Daily message threshold (100) exceeded for the 3D-PRO list. The list has been held and will stop processing messages until a "FREE 3D-PRO" command is received from you."

Then I go about unlocking it as quickly as possible.

Getting booted from 3D-PRO

It takes an extreme set of circumstances for me to remove someone from the list. If you ever find yourself no longer subscribed to 3D-PRO and you did not have a very clear conversation with me about it, then you were not booted by me.

In most cases, anyone who stops receiving messages from the list has been *automatically removed* from the list (by an automated system) due to a high number of email delivery errors (even if you don't see these delivery errors).

In the past, this most commonly occurred with HOTMAIL, YAHOO, and AOL addresses and was the primary reason I started requiring folks use a GMAIL address in 2009.

Those services were requiring a disproportionate amount of my time to admin.

In the unlikely event you do receive an email that says I removed you from the list (and you did not ask to be removed from the list), and we have not had a conversation, please wait until we have a conversation about the circumstances before freaking out — even if you are feeling guilty or responsible for something.

This will spare you the embarrassment of telling me off for removing you from the list only to have that completely shut down a conversation about possible options (and whatnot).

How 3D-PRO policy changes are made

My primary concern is for the long-term health and integrity of our community and the needs of list members as a whole. As such, I reserve the right to make changes to the list as I see fit while abiding by the principles I had in mind when I founded it.

Having said that, I try to be as transparent as possible with regard to how I run the list — and I believe that all *significant* 3D-PRO policy changes should be made democratically as a *group*.

This means that, typically, every member has a say in major policy changes.

The Six Chicken Rule

All members are responsible for having no less than 6 chickens in their possession and/or vicinity.

In some cases, the 3D-PRO chicken requirement will be waived as long as you keep an undisclosed amount of monkeys. It is important to never disclose how many monkeys you actually have. If you do, then **you must meet the 6 chicken prerequisite** for list membership.

Anyone who contributes to the [3D-PRO Support Fund](#) is exempt from the Six Chicken Rule.

If you need to purchase chickens, see C Marshall. Chicken rentals, see P Doyle. If you need eggs, see K Aldis. For monkeys, E Harriss.

Chicken vicinity clarification:

Chicken distance applies to your home life, and not work life. So it's not necessary to bring your chickens to work with you.

But if you work in TV or Motion Pictures, it's likely that your IT staff has (secretly — or not) several chickens available for sacrificial and/or egg laying purposes. You know, just to keep things running smoothly around the office and/or because fresh eggs are amazing.

But when you are home, any distance that you can still hear a rooster crow is considered acceptable. This also means that if you, personally, do not own chickens, but you have a neighbor who does, you are [probably] covered.

But again, anyone who contributes to the [3D-PRO Support Fund](#) is exempt from the Six Chicken Rule.

The 3D-PRO Support Fund

Having run the list since February 1998, in November 2013 I finally created a means by which people who want to support my efforts in maintaining the list — or just want to say "thank you" — can do so by contributing to the 3D-PRO Support Fund.

3D-PRO ON SOCIAL MEDIA

3D-PRO ON SOCIAL MEDIA

LinkedIn (group)

3D-PRO has an official LinkedIn Group exclusive to 3D-PRO members which you are encouraged to join. This allows us to easily stay in touch with one another if you are ever "lost" from the list or if your email changes, etc.

[To be frank, we've had the group for years, but don't use it. So you're not missing much by not joining. One thing I have found it useful for is reviewing list demographics.]

To join the 3D-PRO LinkedIn group, go here:
https://www.linkedin.com/e/gis/1784/14BB7D1BDED5/

If you are not automatically accepted, it means I haven't added you to the approved list, so contact me and I will add you.

WHAT YOU SHOULD KNOW ABOUT THE 3D-PRO LINKEDIN GROUP:

Can you view fellow members' connections?

No. Joining a group does not allow you to see a fellow member's network. It only allows you to see other group members. This is because membership in a group does not necessarily mean that you have a strong relationship with the other members in your group. Once you have developed a strong relationship with a fellow member, you can request to be connected to him or her and subsequently be able to see their network of connections

Who can see you in the system?

Once you join the 3D-PRO group on LinkedIn, your profile becomes visible to all fellow members. However, they will not be able to see your network of connections unless you are personally connected to them (via an accepted personal invitation).

Who can contact me from the 3D-PRO group?

You can customize how your fellow members can contact you. You can choose to receive direct contact from fellow members without referral, or you can choose to be contacted only through your network.

Who can you contact from the 3D-PRO group?

You can contact any of your fellow members directly as long as they have not opted out of being contacted by group members. Also, when you conduct searches, you can limit your searches to only your group members.

Google+ (community)

As with LinkedIn, folks on the list don't really use the G+ community (yet), so you're not missing anything by not being a member (probably).

Private: 3D-PRO
https://plus.google.com/u/0/communities/104133006989378803692

Public: 3D/CG/FX Professionals
https://plus.google.com/communities/105036165158998640915

Facebook (page)

Public page:
https://www.facebook.com/3D.CG.FX.professionals

Twitter

- @3dpro
- @3dcgfxpro
- @ZeroDean

3D-PRO TIPS & TRICKS

3D-PRO TIPS & TRICKS

LISTSERV Commands (How to unsubscribe, etc)

How to manipulate your subscription settings via email for maximum benefit.

Listserv commands should be included in the BODY of your message and sent to:
listserv@listserv.icors.org

Common Listserv Commands:

SIGNOFF 3D-PRO

This ends your subscription to the list and stops list mail from being sent to you.

SET 3D-PRO SUBJecthdr

Some subscribers may desire to have the system automatically identify mail from the List by adding the Listname to the subject line.

Turning this on will put [3D-PRO] at the beginning of all posts sent to the list.

SET 3D-PRO NOMAIL

You would use this if you were going on vacation, for instance, and did not wish to have messages delivered while you were away. On your return, when you wanted 3D-PRO to start sending you mail again, you would issue the same command except with MAIL replacing NOMAIL at the end of it.

> *** PLEASE TAKE NOTE ***
>
> The **SET 3D-PRO NOMAIL** command is the setting I use to subscribe email addresses that you want to post to the list from, but don't want to receive email at.

SET 3D-PRO DUALHDR

If your e-mail reading software does not reveal the senders' names on your incoming e-mail, invoke this command. It causes Listserv to include relevant header information in the text body of incoming 3D-PRO messages sent to you.

Note when replying this information should be deleted.

SET 3D-PRO DIGEST

This causes the 3D-PRO to stop forwarding incoming messages to you as it processes them. Instead, it sends you one large message on a basis that contains any individual messages of the period strung together end-to-end.

This is useful for subscribers who do not wish to be bothered by the arrival of random messages, or who find it time-consuming to open, read, and close individual messages.

To stop digest delivery and resume "instant" message delivery, just send the same command except with the word NODIGEST instead of DIGEST at the end.

Receiving a copy of your own posts

*** PLEASE TAKE NOTE ***

Please note that while the list is configured to send members a copy of their own posts, using GMAIL actively negates this option (it's a GMAIL thing). So if you use GMAIL, you will not receive a copy of your own posts.

If you are using GMAIL, you won't receive a copy of your own post, but you can set your subscription options to receive a confirmation of any posts you send to the list. If you want to adjust this setting by email, you can do this:

Send a message to listserv@listserv.icors.org from the address you currently have subscribed to the list. In the body of the message, put:

SET 3D-PRO ACK

The above command will send you an email notification that your message was received by the list. If you try it out and don't like it, you can send this command to turn off notifications:

SET 3D-PRO NOACK

Alternatively, if receiving an actual copy of your own post is important to you, you can:

- Subscribe an additional address to the list. You will then receive a copy of your post at your secondary address. You can also choose to be able to post from one address (but not receive email at that address) and receive email at another.
- You can use your email software to automatically BCC: you on any emails you send.

How to update the email you have subscribed to 3D-PRO:

Option #1.

Send a message to listserv@listserv.icors.org from the address you currently have subscribed to the list. In the body of the message, put "Change 3D-PRO newaddress" (no quotes, and replace "newaddress" with your new address).

For some reason, many people enter an "infinite loop" when trying to change and confirm their email. So option #2 is probably easiest for most...

Option #2.

Email me 3dpro.admin@gmail.com with the address you want to update and I will do it for you.

DIGEST OPTIONS:

Receiving the "digest" version of 3D-PRO. With a "digest" subscription, you receive larger messages (called "digests") at regular intervals, usually once per day. These "digests" are collections of individual list postings.

> *** PLEASE TAKE NOTE ***
>
> **Digest mode is NOT RECOMMENDED** and those who try this usually switch back. Rather than digest mode, I suggest creating a separate GMAIL account so you can "set it and forget it" and simply read it at your convenience.

THREE FLAVORS OF DIGEST (change your list settings to suit your preference):

Digest (traditional)

This is a text only format. When people request that I set their subscription to "digest", this is the one I choose. However, there are two other options...

Digest (MIME format)

With mail clients that understand MIME digests, this option "bursts" the individual messages out of the digest so that you can read them separately.

Digest (HTML format)

All messages sent to the list are currently converted to a text only format, regardless of their original status. I haven't tried the HTML digest option, so I'm not exactly sure what the resulting messages look like.

Making 3D-PRO Manageable

FILTERING MESSAGES

Some people are sometimes overwhelmed by the amount of messages posted to the list. Setting up an email filter to move 3D-PRO messages into their own mailbox is an easy way to deal with this so that regardless of how many messages are posted to the list, you can easily read messages at your leisure without having them take over your inbox.

Filtering Option #1:

You can easily filter 3D-PRO by the "to:" field using the list's address:

3D-PRO@LISTSERV.ICORS.ORG

Filtering Option #2:

You can change the subject header of incoming 3D-PRO messages to include the listname. This means if you want to create a subject tag by which you can filter messages (or simply identify them at a glance), you can.

For example, messages I receive from 3D-PRO have "[3D-PRO]" at the beginning of the subject.

OTHER OPTIONS:

GMAIL. This is the option I recommend for everyone and has been a requirement for getting onto the list since 2009.

Gmail not only offers an ample amount of message storage, it also provides automatic message sorting by thread and POP3 and IMAP download options. This makes reading 3D-PRO simple, portable, and effective.

Consider creating a Gmail account specifically for 3D-PRO. This allows you to read 3D-PRO via a web browser, but also on your local machine by using Gmail's POP3 or IMAP options.

About HTML and attachments

3D-PRO is setup to reject (or strip) HTML posts and attachments. While some posts that are in HTML format — or have HTML included in their content — will simply be stripped of the code and posted, other posts will simply be rejected.

Attachments including images or files are rejected (stripped from the content) when sent to the list. If you would like to reference an image or file, simply include a link to it

The best way to make sure that messages sent to the list are delivered is to send them in plain text format — or at least make sure any links are simply text and not in HTML format.

About the Reply-to-sender default

When you reply to a message you receive from the list, **the default is to reply-to-sender** and not the list. This is by design and is very unlikely to change.

At least twice in 3D-PRO's history, the reply-to-sender default has been questioned and brought up to the list with the option to change the default to reply-to-list. Both times, by overwhelming majority, the reply-to-sender won out as the default.

One of the reasons behind this is that most list members would rather accidentally send a public email to an individual by accident than a private email to the list.

The simple workaround for any inconvenience caused by the default is to hit "Reply-All" instead of "Reply". This will then send a message to both the person you are responding to and the list. Although it is also easy to remove the extra address.

3D-PRO INVITATIONS

ABOUT 3D-PRO INVITATIONS:

3D-PRO is always looking for new members and there is no restriction on the number of people a person can invite to the list. However, please put some thought into who you wish to invite to this list and know that you are essentially providing an endorsement for those you invite.

However, if you know anyone working as a computer graphics professional or technical person in games, film, or some CG related industry, or if you know of any non-professional who clearly

produces "pro level/quality" work, please consider inviting them to 3D-PRO.This includes friends (if they are in the industry) & co-workers, as well as business contacts & talent.

Yes, it's fine to invite folks you don't know to 3D-PRO, so long as their work and work experience speaks for them (in a good way).

Although the "buddy system" (i.e. inviting someone you know) works best, I also consider "talent scouting" a viable means of recruitment for 3D-PRO. This means if you run across amazing work (such as a posting on CG Talk, etc) done by an individual you think would make a good additional to the list, even if you don't know them, you can still refer them to me and I can send them an invitation to join the list.

> *** PLEASE TAKE NOTE ***
>
> Since it was founded in 1998, news of 3D-PRO has reached journalists, magazine editors, and HR people throughout the 3D/CG/FX industry — many of whom have requested to be added to the list.
>
> We decided — as a group — that it was in the best interest of 3D-PRO to deny access to these types of people as members expressed discomfort that their freely exchanged ideas and information would simply being collected by others for personal or commercial gain (see: **16. Do not use the list for "data mining"** above).
>
> While 3D-PRO *does* include authors, bloggers, podcasters, magazine contributors, and a couple HR people, these are generally people with deep roots and a long history working within the industry. So yes, **occasionally exceptions are made** (on a case by case basis) — and most often because it is felt that these people have something of value to offer the list..
>
> Anyone who is added to 3D-PRO is done so based on their merits and/or the recommendations and endorsements of others.

HOW TO INVITE SOMEONE TO 3D-PRO

HOW TO INVITE SOMEONE TO 3D-PRO (Please follow exactly):

Please note, the most effective way to invite someone to the list is to personally send them an invitation. This way if you know them, they will recognize your name and not question the validity of the email or invitation.

I assume that the reason many of the invitations I've sent haven't been answered is because they've been disregarded as spam.

The easiest way for you to invite someone to the list is to send them the text from the "3D-PRO INVITATION EMAIL" (BELOW) and have them follow the enclosed instructions.

3D-PRO INVITATION EMAIL (copy & paste)

Example of what to include in a 3D-PRO Invitation:

SUBJECT:

Invitation to 3D-PRO

BODY:

This is a personally sent invitation to join a private & highly regarded, invite-only network of 3D/CG/FX professionals.

ABOUT 3D-PRO:

Founded in 1998, 3D-PRO is a private and highly esteemed community global network of 3D/CG/FX professionals and others working in related/complementary fields from around the world. 3D-PRO includes members from animation and Visual FX studios, computer gaming companies, CG related authors & educators, software & plug-in developers, multimedia companies, artists, programmers, and more.

3D-PRO is a private community and only accessible through a personal invitation from the list owner, Zero Dean, or an invitation/endorsement from an existing member. This restricted membership mechanism has allowed 3D-PRO to slowly, but steadily grow over 18 years, without sacrificing the quality and close-knit community feel of 3D-PRO membership.

The primary form of interaction for 3D-PRO is done through interactive discussion list. 3D-PRO has a very high member retention rate with nearly every member remaining on the list indefinitely.

3D-PRO is used in a variety of ways, including industry networking, announcements, 3D/CG/FX related discussion including hardware, software, techniques, technical issues, problem solving, beta testing, and more.

WHAT IS AN EMAIL DISCUSSION LIST?

An email discussion list is a way for members of that list to communicate with each other via email. When a member of the network posts to the list by sending email to a specific email

address, that person's email is then distributed to all other members of that list. Any of those members can then respond to that email by replying directly to the sender or by broadcasting their response back to the entire list. Interactive discussion lists are a very good way to reach a specific audience (in this case, 3D/CG/FX professionals) as well as provide a sense of community.

HOW TO JOIN 3D-PRO

If you're interested in joining 3D-PRO, you will need to provide one or more email addresses that you wish to subscribe to the

 3D-PRO mailing list. One of these email addresses should be a GMAIL based account.

Unless you are confident that you can handle the incoming email volume from the list (up to 100 messages per day), it is recommended that you create an address specifically for the list.

If you are interested in joining 3D-PRO, please follow these instructions carefully:

Email the 3D-PRO Admin **from your GMAIL account.**

Send this email to: 3dpro.admin@gmail.com and CC the person who invited you.

The email should include: **SUBJECT OF EMAIL:** 3D-PRO INVITE

THE BODY OF THE EMAIL SHOULD INCLUDE:

1. Name of the person who invited you (also CC'd in recipients).

2. Your First Name and Last Name

3. The GMAIL based address that you will be subscribed with in the following format (including the less than < and greater than > symbols around your email address):

FirstName LastName <email@GMAIL.com>

4. Please note that you can only post to the mailing list from email addresses you are subscribed with.

If you would like to be able to post from multiple addresses (such as your work email and home email), but only wish to have email delivered to one of them, please provide additional emails to subscribe and specify your subscription preferences in your reply. Otherwise, all email addresses you provide will be subscribed to the list with email delivery turned on.

5. Your Job Title & Employer (or freelance...) or a link to your LinkedIn profile (preferred).

6. A bio covering some of your history and interests.

This is optional if providing a LinkedIn profile above, but please note **you will be required to post an introduction to the list within 48 hours after you are added.**

Failing to do so will result in your prompt removal. There are no "hidden" or anonymous 3D-PRO members. We take pride in the close-knit community feel.

Instructions for writing your introduction will be provided in the list welcome message that will be sent to you immediately after your email address is subscribed.

COPY OF THE 3D-PRO WELCOME MESSAGE (latest)

> I'm providing a copy of the list welcome message here so members are aware of the information new list members are being presented when they are added to the list. After several attempts at writing a list welcome message that kindly asked folks do a couple things — only to have them *not do it* — I rewrote the list welcome message to make it a little less "friendly" and a little more "do this".
>
> I'm happy to report it gets the point across and works now. Even if it's a little less welcoming that I would like it to be.

> **Subject:** Welcome to 3D-PRO! (Read this or risk being removed from the list)
>
> **Body:**
>
> This email signifies that you have been added to the 3D-PRO Mailing List. Welcome!
>
> Please be aware that YOU MUST SUBMIT A NEW MEMBER BIO within 48 HOURS of reception of this message or you will be REMOVED from the list. If for whatever reason you will not be able to accommodate this request within this time frame, please let me know at 3DPRO.ADMIN@gmail.com
>
> Detailed instructions on how to write your new member bio are included below.
>
> ++++++++++
>
> That's your highest priority. Beyond that, please take a moment to download and review the 3D-PRO Manual. The manual contains all kinds of useful information about the background of the list and general guidelines.

You can get it here: http://s3.3dpro.org/3d-pro-manual.pdf

++++++++++

THE 3D-PRO INTRO BIO:

One of the things we take pride in here is the sense of community that 3D-PRO has. So all new list members are required to post a short (or long) bio. This is a polite and friendly way to let people know that you've "entered the room".

HOW TO WRITE YOUR BIO:

Write a few lines about yourself, what you do, what your interests are (personal or professional or both). If you have a personality, feel free to show it — people like personality. Basically, your intro is a friendly introduction to our members. People read these.

HOW NOT TO WRITE YOUR BIO:

This is not a press release and not a copy & paste job from your company website written in the third person. This is meant to introduce you as a person.

++++++++++

POSTING YOUR BIO:

When you're you ready to post your bio, please modify the following to be your subject:

NM: YourName, position, company

(NM: stands for "New Member:" — please include the "NM:" (without the quotes) with the colon and a space after it. This allows easy filtering later.)

EXAMPLE SUBJECTS:

NM: Zero Dean, 3D-PRO Admin, 3D-PRO Inc.
NM: Zero Dean, Generalist, Freelance
NM: Zero Dean, Modeler, between jobs

BODY of your message:

The short bio you wrote and anything else you wish to say to list members. Everyone will read your bio and people enjoy reading these.

++++++++++

WHERE TO SEND YOUR BIO:

Send your message to: 3D-PRO@LISTSERV.ICORS.ORG (that will distribute it to the list — all 1,200+ subscribers).

While "NM:" intro/welcome messages (and threads) do cause some list "noise", they tend to be appreciated by both new and existing list members and are also a great way to see if others you may know are on the list.

If people you know recognize you, they will probably reply with a "welcome" or "Hey, I thought you were already on here!" or something — so yes, there may be some noise, but it's "friendly noise" and part of the atmosphere.

When you do receive your first email from the list, it would be a good time for you to setup any email filters to filter the list.

You can also reply to whatever list message arrives, but be sure to hit "REPLY ALL" or note the list's email address (3D-PRO@LISTSERV.ICORS.ORG). Otherwise, your message will be sent to the original author by default. Yes, this is by design. Yes, this has been debated a few times since 1998. No, I don't see it changing to default to sender — so just get used to hitting REPLY-ALL.

++++++++++

NOTE: Once you have submitted your NM: intro to the list, your 3DPRO.org web site registration will be approved and you will gain access to the member's only section of the site.

++++++++++

Again, failing to do the above items within 48 HOURS days of receipt of this message will result in your removal from the list.

Thanks again for your interest in the 3D-PRO community. And welcome.

If you have any additional questions, please don't hesitate to contact me at:
3dpro.admin@gmail.com

Cheers!

Zero Dean | Founder & Admin of 3D-PRO (1998-2015)
http://zerodean.com

Special Thanks

A sincere thank you to all members of 3D-PRO who take an active role in contributing to our community by taking the time to post and/or participate in threads, invite new members, and provide feedback.

3D-PRO depends upon your active involvement to make it what it is and it wouldn't be the same without you. **Thank you.**

Zero Dean
Founder 3D-PRO

SPECIAL THANKS & SIX CHICKEN EXEMPTIONS

2016

Christian Bloch	www.hdrlabs.com	Nick Porcino
David ten Have	Andy Jones
Nathan Rusch	Vladimir Koylazov	Chaos Group
Jorge Mario Medina Alix	Exocortex Technologies, Inc.
Kevin Margo	Thomas Mansencal
Todd Perry	Jill Smolin
Juan Jose Gonzalez Diaz	Alex Scollay
Juan Canada Garcia	Pauline Koh
Ciaran Wills	Nicolas Burtnyk
Joseph Ardent	John Velazquez
J R Butler	Robert Blau
Srinivas Mohan	Francisco DeLaTorre
James Cunliffe	Youen Leclerc
David Nix	Stephen Schick
Todd Akita	Aron Hjartarson
Darin Grant	Ed Manning
Mike Wong	Artixels	

2015

William Tucker	Benoit Maujean
Ciaran Moloney	James De Colling
Paul Doyle	Fabric Engine	Kristian Rydberg
Alex Huguet Paredes	Vladimir Koylazov	Chaos Group
Thomas Mansencal	David Nix
Adam Watkins	Grey Matter Visual Effects GmbH
Erik Strauss	Kevin Margo
Emile Ghorayeb	Andy Jones
Juan Rafael Henao	Todd Akita
Franz Palomares	Martin Chatterjee
Jens Lindgren	Nicolas Burtnyk
Dorian Fevrier	John Velazquez
Ciaran Wills	Robert Blau
Chris Johnson	Francisco DeLaTorre
Oliver Hotz	Youen Leclerc
Paul Sultan	Stephen Schick
Tim Crowson	Aron Hjartarson
Snowball VFX	Ed Manning

2014

Eric Enderton	Adam Watkins
Alan Fregtman	Christopher Janney
Gong Myung Lee	Stephen Blair
Jorge del Valle Gracia	Jorge Mario Medina Alix
Gustavo Sanchez Perez	Wong Kin Ming
Todd Akita	John Goodman
Andy Lomas	KS Thurmond
Michael Pirso	Grey Matter Visual Effects GmbH
David Lo	David Stripinis
Nicolas Combecave	Reid Baker
Nick Cannon	Jill Smolin
Arild Anfinnsen	TJ Galda
Jeff Wagner	Jan Walter
Halfdan Ingvarsson	Francisco DeLaTorre
Chad Dombrova	Youen Leclerc
Fredrik Brännbacka	Chantal Bumgarner
Matthew Ebb	Stephen Schick
Guillaume Laferriere	Aron Hjartarson
David Nix	Ed Manning

2013

Rigging Dojo	IR-Entertainment Ltd
Brian Ward	FX Review
Nico Sanghrajka	Ed Manning
Eric Deren	The Embassy VFX
David Nix	Juan Cañada	Next Limit Technologies
Aron Hjartarson	Gus	Next Limit Technologies
Youen Leclerc	Exocortex Technologies, Inc.
Mike Wong	Artixels	Chantal Bumgarner
Mark Wurts	Nicolas Galan	Banzai Pipeline Ltd.
Douglas Brooks	Arash Keissami & Andrew Johnson	dRaster, Inc.
Stewart Pomeroy	Stephen Schick
Juan Rafael Henao	Giancarlo Lari