

RICK C. LAIR,  
President  
Challenge Specialties Inc.

2315 Sharpshire Ln  
Arlington, TX 76014

Office 817.832.1002  
fax 817.764.6467  
therampman@gmail.com

Professional History:

- |                |   |
|----------------|---|
| 2021-2022      | Started Chalspec.com for special needs equipment sales.   |
| 2020- 2021     | Certified Hardware Asset Management Professional (CHAMPS)   |
| 2016-present   | Consulted on product specifications and product design for two national special needs hardware companies. Worked with three different products and have worked with other products/companies on Ad Hoc basis in the past.   |
| 2010-2012      | Certified Active Adult Special Housing (CAASH)  |
| 2010-2012      | Certified Aging in Place Specialist (CAPS)  |
| 2008 – 2012    | Company Representative for Arjo-Huntleigh Medical Manufacturer in the states of Texas, Oklahoma, Louisiana, New Mexico, Arizona, and Arkansas   |
| 1986- Present  | President, Challenge Specialties Inc.<br><br>Special Needs Construction Coordinator.<br><br>Responsible for construction practices, specifications, and consulting for insurance companies, state agencies, city agencies, Bank Trusts, and national services, involving medical remodeling, Special Needs Housing, and equipment for people with disabilities. |
| 1998 – Present | Certified Environmental Access Consultant (CEAC)  |
| 2001 – Present | Registered Accessibility Specialist, State of Texas, #60 (RAS)  |
| 1998-2003      | Vice Chair, Arlington Mayors Committee on People with Disabilities  |
| 1998           | Member of Tarrant County Coalition for Universal Access   |

1982- 1985            Property Management- Apartment, Town home, and Apartments  
1981                    Certified Apartment Property Supervisor (CAPS)  
1980                    Real Estate Appraisal Certification (RAC)  
1979- 1981            Residential Real Estate Sales, Houston (Realtor)  
1973-1978            Retail Management Building Supply, Door Company, Department Store.

Education and Certification:

2010                    Certified Active Adult Special Housing (CAASH) Certification  
2010                    Certified Aging In Place Specialist (CAPS) Certification  
2001                    Registered Accessibility Specialist, State of Texas #60  
1993                    Certified Environmental Access Consultant (C.E.A.C.)  
1983                    Certified Apartment Property Supervisor (C.A.P.S.)  
1980                    Real Estate and Residential Appraisal Certifications  
1978                    B.A. Psychology, (Engineering and Human Factors)  
New Mexico State University, Las Cruces.

2015 Started Challenge Rentals for institutional grade Lifts, Therapeutic Surfaces (hospital beds), and Sit to Stand Movers.

2013 Consultant with ArjoHuntleigh at CMSA Case manger convention to answer home modification questions from Case Managers. Booth received outstanding booth of show.

2012 In-service with/for Best Bath group for bathroom modifications.

2010 In-service for VA Hospital Spinal Cord Injury PTs, OTs, Prosthetic Care. (Dallas, Florida, Louisiana)

2004 Spoke to the Area Meeting of Case Mangers for Financial Trusts- Medical remodeling for Special needs.

2003 Spoke to the Southern Association of Reverse Mortgage Lenders on Home Modification for Special Needs.

2003 Spoke to Case Mangers Regional Convention (Insurance) Home Modifications.

2002 Spoke at the National Convention of Spinal Cord Nurses, Doctors, and Psychiatrist. -Home Modifications for Special Needs.

2001 Spoke at Texas Housing Coalition Convention State Meeting- Home Modifications for Special Needs.

1999 Spoke at the AASCIN (American Association of Spinal Cord Injury Nurses) National Convention in Las Vegas on Home Modification for Special Needs.