

A ROUNDUP OF BEST FORENSIC PRACTICES

San Antonio, Texas • March 20-22, 2015

Pre-Registration Closes March 6, 2015

Whether you are an experienced forensic expert or aspiring to be one, come on down to the ABVE Conference in San Antonio. Speakers will cover a wide range of topics, from running a successful business to honing your skills and learning about new developments in forensic practice. Here is a sampling of the presentations.



San Antonio Market Square

Marketing and Operating a Business: Rosalie Hamilton returns to ABVE to discuss how to position your practice and market your services. She will cover ways to create an image, engaging in promotional activities, use of social media, and maintaining a web site. Terry Leslie will focus on practices to run an efficient business, expand your business, and evaluate your strengths and weaknesses so you can become more successful as a forensic expert.

Basic Tools and Skills: Julianne Frain and Michael Frain will present an overview of the latest standardized testing and discuss a variety of instruments that would comprise a comprehensive vocational evaluation. Kenneth Manges and Rona Wexler will discuss how to evaluate a reasonable work attempt. Izabela Schultz will focus on the vocational evaluation of high achievers. Larry Sinsabaugh and Estelle Hutchinson will lead a workshop on report-writing that will provide samples for attendees to critique.

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Winter 2015
Volume 30, No. 1

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President's Message

By Cynthia Grimley,
President, 2013-2015

The goal of education is the advancement of
knowledge and the dissemination of truth.

~John F. Kennedy



It really is hard for me to believe that this will be my last President's Message to all of you. My two year term will expire March 2015. It has been a pleasure to serve as your President. I will be still be a board member and remain active as Past President assisting with The International Psychometric Evaluation Certification (IPEC).

The IPEC Grandfathering phase has begun. **Please see Scott Whitmer's article in this newsletter on page 4.** This is only the beginning and there is much more to do.

We have many people calling and offering their assistance. The forward momentum with ABVE is strong, unlike I have seen before. I have been a member of ABVE and certified Vocational expert for twenty five years. Yes, this is really dating me! I have said it before that at one time I was one of the youngest, if not the youngest member of ABVE. I had some great mentors over the years. We are all here for you and to help you learn to grow as a professional testifying expert.

Our mentoring program is off to a great start. I am happy to report that we have five people who are being mentored by dedicated ABVE members. The applications for this program are on the ABVE website.

You all should have received your copy of the Journal of Forensic Vocational Analysis. Special thanks to your Co-Editors, Chad Duncan and Chrisann Schiro-Geist for getting the journal to the quality it is today. There is a collaborative effort for ABVE and IARP to publish a journal together. This journal is planned for 2015. ABVE currently publishes two journals a year. We have articles waiting to be published. If this impetus continues we hope to increase the number of journals annually. This is another example of the energy happening with ABVE!

You may be wondering why you have not seen the candidate voting ballot for new board members. The reason is because we had the exact number of candidates as we had openings. There was no need for a formal vote; however, all of the new candidate's appointment to the ABVE board will be formally ratified.

Continued on the next page.

A Roundup of Forensic Best Practices –Continued from Front Cover



Majestic Theatre – San Antonio, Texas

Mark Remas and Elana Zagorsky will review Standards of Practice. A panel of medical, vocational and legal experts (David Altman, M.D., Dan Bagwell, R.N., Brad Coffey, M.Ed., M.B.A., and Todd Trombley, J.D.) will discuss their roles in the Life Care Planning process.

Working with Economists: Everett Dillman, Ph.D., will examine the interface between the vocational expert, life care planner, and forensic economist. He will describe the information sought by the economist in order to assist the other members of the interdisciplinary team in laying a proper foundation. Malcolm Cohen, Ph.D., and Laura Steiner, M.B.A., will present the Wanted Technologies database of on-line help wanted ads and how it can be used by vocational experts to access historical data going back to 2005.

And More! Our keynote speaker, Attorney Jennifer Brandt, will discuss the use of forensic experts from the perspective

of attorneys. Philip Doyle and Cindy Duzan will describe how the SSA and BLA are working together to develop a new Occupational Information System. Dean Tong will discuss how to maintain credible testimony in high-conflict he-said, she-said cases. Stephen Mandacina from the Hanger Corporation will demonstrate advancements in upper limb prosthetics. Jeffrey Kiel will introduce attendees to the vocational implications of the hydraulic fracturing industry.

This year is the third year in ABVE's three-year CEU cycle so the conference is a great opportunity to reach the 42 CEU's you need for renewal. The two hands-on workshops on Friday morning offer additional learning opportunities and CEU's. One workshop will introduce participants to the CareerCode and the other will engage participants in learning about the VDARE 14.0 Computer Software Program.

The Knowledge Enhancement Seminar will run on Thursday, March 19th and the certification examination will be administered on Thursday afternoon.

All in all, the conference will be packed with informative and stimulating presentations that you won't want to miss! Nor would you want to miss the chance to catch up with long-time ABVE friends and meet new members!

– Estelle Hutchinson,
2015 Conference Chair & President Elect (2013-2015)

President's Message Continued

The outgoing board members and those whose positions are changing as per the By-Laws and length of term of office are:

- Gray Broughton
- Richard Hall
- Eileen Delzell
- Scott Whitmer
- Howard Caston
- Estelle Hutchinson
- Cynthia Grimley

The new board members will be: Cynthia Grimley – Past President, Estelle Hutchinson – President, and Scott Whitmer – President-Elect. Trevor Duncan, DT North, and Scott Beveridge are all filling the Director-At-Large positions. Kourtney Layton will be your new Secretary.

When you see these people in San Antonio, please stop and thank the outgoing board members for their time and dedication to serving on the board. We also welcome the new board members who have stepped up to assist with the management of your organization.

I hope to see you all in San Antonio. Estelle Hutchinson and her conference committee have outdone themselves once again. See you in Texas!

– Cynthia P. Grimley,
President ABVE (2013-2015)

IPEC Grandfathering Applications Now Available!

By Scott A. Whitmer, M.Ed., CRC, CDMS, ABVE/D, Director-At-Large, Membership Chair

ABVE is now ready for your application for the International Psychometric Evaluation Certification (IPEC)! I have just recently completed the application myself, and you will find that it is very straight forward in this Grandfathering process. It is the mission of IPEC to build the foundation of competent Forensic Evaluators from many disciplines, starting with its own cherished ABVE membership. We know through surveys and many handshakes, that there is estimated to be about 50% of our membership who are competent in selecting, administering, scoring, analyzing and interpreting psychometric instruments. It is those individuals that we wish to encourage to complete the application by following the criteria that is spelled out in the application on our website www.abve.net/IPEC.htm. We will also be selecting those qualified for IPEC to participate in becoming trainers at conferences. We estimate that there is an additional 25% of our membership who are likely qualified to be Grandfathered as IPEC now, but who wish to gain current training to enhance their skill set and broaden their testing domain skills. And finally, there are roughly 25% of our members who closely align with

the qualifications or wish to build their knowledge and competence level to become IPEC. IPEC will be Grandfathering applicants until 2017. Regardless, if you are not sure you are IPEC qualified, I highly encourage you to fill out the application and provide the supporting documentation because even if you fall short, we will give you explicit direction as to who and where to get the training and knowledge to reach the level of competence that IPEC has set forth. Here are some pointers in filling out the application:

1. List the Masters level coursework in the Transcript Interpretation (Section 2) even if they do not have an exact fit by course title. There will be some flexibility in coursework titles, specialized training, research experience, practicum, and internship experience because of differences across institutions and time variable.
2. This is the Grandfathering Phase of the IPEC, so please get involved now so your participation is included in data collection for the validated exam.

3. Fill out the application now and send it in even if your transcripts are en-route to ABVE because we will build a file for you and it will give our peer reviewers time to prepare.
4. ABVE will have some training hours that will serve as IPEC CEU's beginning at the ABVE Conference in Spring 2016.
5. If you are a Psychologist or a past or current CVE, we have made it a quicker process in this application process, acknowledging your training and education. Review the checklist at the front of the application.
6. If you can scan and email the completed application and supporting documents, please do so or you may fax or mail as an alternative method of submittal.

The past 3 years have been eye opening in researching the value of competency for psychometric evaluation. It turns out the research illustrates that many disciplines, not just our Forensic field

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ABVE MENTORING PROGRAM

CONNECTING FUTURE LEADERS

SEEK A MENTOR ★ **BECOME A MENTOR**

WITH THE LEADERS OF TODAY!

WWW.ABVE.NET/BENEFITS.HTM

IPEC Grandfathering Continued...

is calling for competency in psychological evaluation of examinees or clients. Here are some critical and foundational steps you will see from IPEC in the next 3 years that will ensure our continued presence and impact in the industry, public, court systems and legislature:

- Ongoing Psychometric Evaluation training through conferences
- Creating a Role and Function Study
- Developing a work of what Evidenced-Based Assessment means to Forensic Evaluators
- Developing a work on Culturally Diverse Psychometric Evaluation
- Developing a work on Ethics and Guidelines for Forensic Psychometric Evaluation
- Develop a peer review exam item analysis to prepare for a validated IPEC exam
- Validate an IPEC Exam through quantitative and qualitative measures
- Seek accreditation through ICE/NCCA
- Create Legal Competencies & Psychometric Evaluation Competencies through the IPEC Exam and Accreditation process

Although ABVE/IPEC is not starting the CEU process for the IPEC until 2016, we are offering some fabulous sessions at the conference in San Antonio. Some examples are:

- a. The Increasing Value of Standardized Testing in Re-employment Assessment
- b. Neuropsychological, Psychological and Vocational Assessment in High Achievers: Challenges and Solutions in Forensic Contexts.
- c. What Humans Crave: Satisfying Work Through The Application of RIASEC & CareerCode Techniques.

We believe through the IPEC process and competency plan, you as a Forensic Expert/Forensic Evaluator will open up your business to more business streams of revenue, be empirically supported in your methods, be able to offer a more sound product to your clients, examinees, the public and court systems. We strive to be the premiere organization leading our profession in the industry because we see our members as premiere professionals who deserve the best!

If you have questions please call ABVE Headquarters at 831-464-4890. Please get that application in today! We will see you in San Antonio! YeeHaaa!

Are You Displaying Your ABVE Credential?

If you are a Diplomate or Fellow, don't miss an opportunity to add to your credibility by listing ABVE/D or ABVE/F on your CV, expert witness listing or marketing material.

Would you like to add the ABVE logo to your website?



Email abve@abve.net subjct line "ABVE logo" and we will send you a high resolution logo to add to your website.

DO YOU HAVE YOUR 42 CEUs?

Don't get caught at the end of the year scrambling for CEUs!!

GOT CEUs?

GET UP TO 32.25 ABVE CEUs AT THE ABVE CONFERENCE IN SAN ANTONIO, TX!

REGISTER TODAY!
WWW.ABVE.NET/CONFERENCES.HTM

Future ABVE Annual Conferences



The Value of Service

It has been an honor to be permitted to serve as ABVE Secretary for the last three years and prior to that two years as a board member. Serving on the board; as well as being permitted to give presentations at ABVE conferences, has been a labor of love. The knowledge and experience gained far outweighs the time and work required to serve this organization. Serving on the board has given me a different perspective and greater appreciation of ABVE.

Organizations like this do not run themselves, but requires hard work and dedication as well as a great deal of time. In order to fully benefit from membership in ABVE, I encourage new members, as well others to volunteer to serve on the ABVE Board or serve on a committee. There is always a need for help in areas of conference planning, credentialing, marketing, training and presentations, research, contributions to the journal, etc. The benefit that you will receive from serving in this manner will far outweigh the time and effort dedicated to that activity. There is a strong need to continue to add members, especially younger members to this organization and for older and more experienced members to mentor newer members. By serving in some capacity you will enhance your overall professional competency and professionalism.

– Howard Caston, Ph.D.,
Secretary ABVE (2012-2015)

Upcoming ABVE Board Meetings

Board of Directors:

- March 19, 2015 in San Antonio, Texas

Membership Business Meetings:

- March 21, 2015 in San Antonio, Texas
-



American Board of Vocational Experts
General Membership Meeting
March 21, 2015 | 12:30 pm – 1:30 pm
Menger Hotel
San Antonio, Texas

AGENDA

CALL TO ORDER

Opening Remarks

Estelle Hutchinson, President

OLD BUSINESS

2014 Minutes

The 2014 Annual Meeting minutes were made available to all members in handout form and electronically. Motion to approve & vote to accept/reject.

NEW BUSINESS

Financial Status of ABVE

Jeff Lucas, Treasurer & Glenn Zimmermann, Executive Director

Farewell to Glenn Zimmermann, Executive Director

Estelle Hutchinson, President

Awards Presentation

David S. Frank & Scott E. Streater – Estelle Hutchinson, President

Presidential Citations – Cindy Grimley, Past President

2015-2018 Election Results

Cindy Grimley, Past President

IPEC Grandfathering Rollout

Cindy Grimley, Past President

ABVE Social Justice Trip to Cuba

Estelle Hutchinson, President

Open Discussion with ABVE Members

Closing Announcements

Adjournment

Motion to adjourn meeting

Goodbye for Now....

By Glenn Zimmermann, Executive Director

When BTF Enterprises was first hired by ABVE 16 years ago, we were told this organization attracts unusual people. By their nature they are giving, hardworking and very intelligent people.

As I look back over the years it is has been my good fortune to work with ABVE. I realize there are so many people who have made a difference that I'm afraid by naming some that I will miss others, and I don't want to take the risk of hurting the feelings of people who have made this journey so special. Let me speak globally. Over the years ABVE has been the corner stone for the Forensic Field. This is a result of an endless team effort by ABVE members, board members, volunteers, speakers, vendors, and staff.

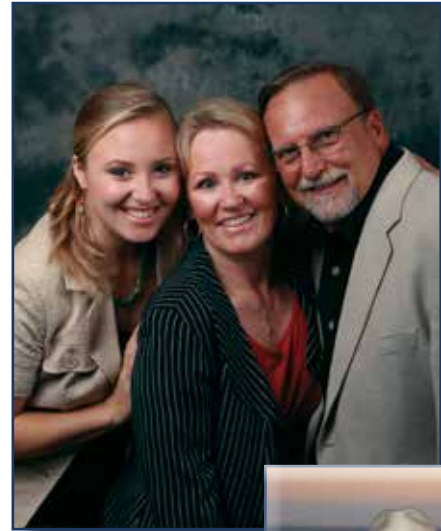
ABVE is constantly striving to improve its systems, programs and methods of educating and supporting its members. This is evident every year at the ABVE conference, which gets better and better due to the passion of our board and members.

ABVE never stops working to provide new avenues for the dissemination of information and to improve the ability to serve its members. An example of this is the most recent development of a new IPEC Certification (The International Psychometric Evaluation Certification).

In 1999, BTF Enterprises was hired to manage the association's daily business. At that time my wife, Julianne and I owned BTF Enterprises. I then became the Executive Director of ABVE and continued in that position for the last 16 years.

Serving as your Executive Director has been a dream job. I have had the opportunity to work with such creative people, who worked diligently, cared about others and were generous, contributing time and energy to ABVE because they believed in our mission. Thanks to the amazing ABVE team and its many accomplishments, we are well-recognized throughout the nation. We are financially sound and have developed many new programs that reach out to our members and those of other organizations.

As I reflect on the past 16 years, I realize my life has been rewarding because of my affiliation with ABVE, and I realize just how much I will miss. I am retiring this April and will miss seeing all my friends; I will miss the excitement of being involved in the everyday business of ABVE. I will miss working with the board to create our annual conferences.



I leave knowing that ABVE is in great hands. Stephanie Munoz and Shiela Locatelli-Wallace as the new owners of BTF Enterprises will continue the work seamlessly. I look forward to seeing where ABVE goes next.

It has been my privilege and good fortune to have been a member of the ABVE family for more than a decade. Thank you for allowing me to be part of something so special.

– Glenn Zimmermann,
ABVE Executive Director (1999-2015)

Welcome New ABOVE Members!

New Certified Diplomate Members

David Soja

CRC Services, LLC
Longmeadow, Massachusetts

Scott Beveridge

The George Washington University
Washington DC, District of Columbia

New Associate Members

Mara Biasotto

Mandel & Associates Ltd.
Calgary, Alberta

Allan Billehus

SouthEast
Doraville, Georgia

Craig Bock

Bock Consulting
Bellevue, Washington

Elizabeth Broten

Reigel Vocational Consulting
Portland, Oregon

Susan Chase

Blackstone, Massachusetts

Robin Cook

Disability and Workforce Consulting, LLC
Highland Ranch, Colorado

Kelly Cowger

Department of Labor & Industries – Washington
State
Portland, Oregon

Joséphine Doherty

Comprehensive Assessment & Rehabilitation, Inc.
Dunmore, Pennsylvania

Felicia Ferrara

Ferrara & Associates, PA
Tamap, Florida

Justin King

Metropolitan Rehabilitation Services
Minneapolis, Minnesota

New Associate Members Continued

Zack Langley

Zack Langley Consulting
Fayetteville, Arkansas

Lori Levin

Career Options
Van Nuys, California

Howard Marnan

Howard Marnan Inc.
Shavano Park, Texas

Charles McBee

Charles H. McBee & Associates
Toledo, Ohio

Melissa McNair

Mirfack Associates, Inc.
Walnut Creek, California

David Patsavas

Independent Rehabilitation Services, Inc.
Naperville, Illinois

Ty Pennington

Rehabilitation Inc.
Pelachatchie, Mississippi

Teri Pereira

T. Pereira and Associates
Ajax, Ontario

Cassandra Townsend

FOCUS Resources, LLC
Summerville, South Carolina

Anne Wein, Ph.D., LPC

Denver, Colorado

New Student Members

Matthew Winship

Winship & Associates
West Seneca, New York





**CONVERGENCE WILL HELP YOU STAY ORGANIZED
AND BE MORE PRODUCTIVE, EVERYDAY, ANYWHERE**

GO FROM THIS



TO THIS

Store and manage all your cases all in one place. Built in time tracking tools and billing features. Medical and legal reports accessible anywhere you go. Integrated calendar for your entire office. All of your correspondence accessible anywhere you go. Secure and encrypted. Call us today for more info.

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Plenty to do and see in San Antonio!

The 2015 ABVE Conference will be held in beautiful San Antonio! Don't miss your opportunity to escape the cold and come see all that San Antonio has to offer!!!

San Antonio Riverwalk: Take a stroll along the San Antonio River Walk. This 2.5-mile-long network of walkways, along the banks of the San Antonio River, is lined with an eclectic mix of shops, bars and more.

Historic Market Square: For a distinctly Mexican feel, hit up the Market Square. Also known as El Mercado, this historic shopping district in downtown San Antonio is home to the largest Mexican shopping center in the city, along with plenty of festivals and exhibits.

Mission Concepcion: Visit the oldest unrestored stone church in America. Established in 1716, Mission Concepcion was originally meant to be a base for converting Native Americans in (present-day) eastern Texas. Founded by Franciscan friars, this church also endures as the best preserved of the Texas missions.

Botanical Gardens: Nature lovers will want to check out the San Antonio Botanical Garden. This 33-acre garden is home to a conservatory housing an array of plants (alpine, aquatic and more), as well as native area vegetation such as East Texas piney woods, plus a carriage house built in 1896.

SeaWorld San Antonio: Mammal and sea life can be found at SeaWorld San Antonio, a 250-acre marine mammal park and oceanarium in the city's Westover Hills District. The park is also the largest of the 3 parks in the SeaWorld chain.

The Alamo: Get your Texas-history fill at the Lone Star State's most iconic landmark. The Alamo stood its ground for 13 days in March 1836 – the deaths of a small band of Texans here has since come to symbolize will and fortitude in the pursuit of Texas' independence.

San Antonio Museum of Art: Just about every kind of art is housed within the San Antonio Museum of Art. Art of the Americas, along with Egyptian, Greek and Roman artifacts, as well as Chinese ceramics, 20th-century European paintings, photography and more, all find their home within the famed museum, located on the River Walk.

Majestic Theatre: Enjoy a show at San Antonio's oldest and largest theatre. Built in 1929, Majestic Theatre showcases the latest Broadway shows, as well as concerts, comedians and other live acts. The Majestic is also a visual treat -- just take a look inside the 2,500-seat theatre.

La Villita Historic Arts Village: Explore San Antonio's very first neighborhood. Established in 1939, La Villita Historic Arts Village is home to nearly 30 galleries and shops, all contained within 1 square block, featuring oil paintings, sculptures, watercolors and more by local and regional artists.

Japanese Tea Garden: The Japanese Tea Garden is a public park with more than 90 years of rich history. Located near Brackenridge Park and the San Antonio Zoo, the Japanese Tea Garden is quiet, shaded, and lush with exotic vegetation. It contains a large open-air pagoda, sprawling koi ponds, and a waterfall.



Vocational Rehabilitation Expert - (JOB POSTING)

Our small, highly respected, and established vocational and health consulting firm is seeking an experienced vocational rehabilitation expert to join our team. The desired candidate will have a M.A. or Ph.D. degree in vocational rehabilitation or a closely related field, preferably with life care planning training, CRC, VE, and CLCP certification, and at least 5-10 years of courtroom testimony experience.

For the position, the ideal candidate will:

1. Have an established reputation as an ethical professional who demonstrates integrity in all professional, business, and related activities
2. Enjoy the opportunity to develop and present independent, objective, and unbiased opinions
3. Be highly competent in all phases of the vocational rehabilitation evaluation process
4. Be confident, comfortable, and persuasive in presenting expert opinions in depositions and trials
5. Be prompt, efficient, and well-organized in all case management, retainer agreement, fee advance, billing, and collection practices
6. Cherish the opportunity to work on highly complex cases while developing empirically-based opinions that benefit all parties
7. Have excellent report writing skills combined with voice recognition skills to generate reports, letters, and other documents
8. Enjoy the excitement of providing the highest quality services on multiple cases simultaneously under strict deadlines with results that benefit all involved parties
9. Relish the opportunity to join and contribute to a highly respected and successful rehabilitation firm
10. Enjoy the opportunity to staff cases with highly competent and experienced professional colleagues
11. Understand and work effectively as an expert witness in multiple jurisdictions, e.g., personal injury, employment law, workers' compensation, medical malpractice, and others
12. Be interested in monitoring changes in state and federal laws and court decisions that impact evaluation and testimony activities, and making necessary adjustments in evaluation and reporting methodologies
13. Have a successful track record of participating in and contributing to the profession as an author of published, peer-reviewed journal articles, holding leadership positions in professional associations, teaching, and others
14. Welcome and appreciate a long-term employment or independent contractor relationship with our firm
15. Enjoy the opportunity to set and manage your own schedule while completing expert witness activities and accommodating personal commitments
16. Enjoy personal control over your income through our compensation structure
17. Enjoy the camaraderie inherent in working in a small, congenial professional office environment
18. Appreciate the value of confident, dedicated, and loyal rehabilitation assistants through all phases of an evaluation and testimony
19. Be willing to make a long-term commitment to our firm
20. Enjoy working in a small, professional office building that is readily accessible to restaurants, theaters, stores, public transportation, and freeways in the San Francisco Bay Area

If the above sounds appealing to you, please submit your CV to the following address.

Mirfak Associates Inc.
577 Ygnacio Valley Road
Walnut Creek, CA 94596-3801
Phone (925) 296-0300 • Fax (925) 296-0301 • www.mirfak.com

Also include in a cover letter a statement as to why you feel you would be the best candidate for our firm. Please reply to address on letterhead and/or to: s@mirfak.com