



Registration coming soon for the Spring ABVE Conference!



NEW IDEAS WITH AN  
OLD FAMILIAR TWIST

SAVE THE DATE!  
April 12-14, 2013

Join us in beautiful Scottsdale, AZ for the  
ABVE Annual Conference.

Start the CEU cycle off on the right foot and earn CEU's at the ABVE Annual Conference. Did you know if you attend just 2 out of the 3 ABVE Conferences in the 3-year cycle you have the ability to earn the 42 CEU's you need to maintain your certification?

We know many of you are frantically trying to send in the last bit of CEU's you need for the end of the 3-year cycle – don't put yourself through the stress of doing this in 2015. Be sure to register for the ABVE Spring Conference and earn CEU's you know are approved for ABVE – and start the cycle off on the right foot!

Another benefit of getting CEU's at ABVE is that we give 1.5 CEU's for every hour, instead of 1.0! (This only applies for ABVE CEU's) ABVE also applies for the conference to be preapproved for CEU's by: CRC, CDMS, CCM, CHCC, CLCP, NBCC, APA, RRP, RCSS, and RVP.

Scottsdale has many attractions to offer you while you are visiting:

- ◆ Nearly 200-Golf Courses
- ◆ 7 Stand Out Museums
- ◆ Shopping
- ◆ Spas
- ◆ Dessert Hiking



The Scottsdale Culinary Festival & Cyclefest will be happening while we are in Scottsdale as well!

Keep a look out in the mail for the Conference Brochure with more details of the conference. We hope to see you in Scottsdale!

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## ABVE Board of Directors

### President (2011 - 2013)

Gray Broughton | *Richmond, VA*  
<mailto:bai@broughtoninc.com>

### President-Elect (2011 - 2013)

#### *Election Chair*

Cynthia Grimley | *Lexington, SC*  
<mailto:cpgrimley@gmail.com>

### Treasurer (2010 - 2012)

#### *2012 Conference Chair*

Estelle Hutchinson | *Providence, RI*  
<mailto:erhutchinson@cox.net>

### Secretary (2012 - 2015)

#### *The Vocational Expert Editor*

Howard Caston | *Cincinnati, OH*  
<mailto:hcaston@castonassociates.com>

### Director-At-Large (2010 - 2013)

#### *Communications/Technology Chair*

John Berg | *Seattle, WA*  
<mailto:johnberg@nwlink.com>

### Director-At-Large (2010-2013)

#### *Canadian Advisory Chair*

Robert Lychenko | *Mississauga, Ontario*  
<mailto:robertlychenko@primus.ca>

### Director-At-Large (2011-2013)

#### *CEU Chair*

Rosalyn Pierce | *Philadelphia, PA*  
<mailto:rosalyn.pierce@rpvocrehab.com>

### Director-At-Large (2011-2013)

Richard Baine | *Blue Bell, PA*

<mailto:rjbainemarminc@earthlink.net>

### Director-At-Large (2012-2015)

#### *Certification Chair*

Richard Barry Hall | *Portland, ME*  
<mailto:alpaca@maine.rr.com>

### Director-At-Large (2012-2015)

#### *Membership Chair*

Scott Whitmer | *Yakima, WA*

<mailto:scott@whitmerandassociates.com>

### Director-At-Large (2012-2015)

#### *Ethics Chair*

Eileen Fredrickson | *Bend, OR*

<mailto:eileen@aspenvocational.com>

### Executive Director

Glenn Zimmermann

<mailto:glenn@btfenterprises.com>

### Account Manager

Stephanie Munoz

<mailto:Stephanie@btfenterprises.com>

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3540 Soquel Avenue, Suite A

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<http://www.abve.net>

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Association Management Company



## President's Message

*By H. Gray Broughton, President, 2011-2013*

I hope everyone had a prosperous and enjoyable summer! The ABVE Board is addressing several matters at this time. One of them is developing a new professional certification that will offer an opportunity to people in our field, who do not have a Master's Degree, to grow professionally and become a valuable member of our

organization. This professional certification will be for our Canadian prospective members as well as our USA members. The Board will be presenting the proposal in December 2012. The membership will then be able to address the proposal by email or letter. Any comments or ideas will be considered, and we will send the final proposal out to the membership for any further comments. We will then discuss it at the 2013 Annual Conference in Scottsdale, Arizona, and then after the conference, send it out to the membership. This will ensure that all members, even ones who did not attend the annual meeting, will have the opportunity to vote.

The purpose of this study is to develop a new professional certification in order to grow our membership and develop vocational expert professionals. This will ensure that our organization will continue to exist. Our membership is aging (people are retiring), and it is difficult to find qualified applicants for membership.

We are looking forward to an excellent annual conference which will be held in Scottsdale, Arizona on April 12-14, 2013. Cindy Grimley, our President Elect, volunteered to head up this conference, and she is doing an excellent job. The theme for this conference will be New Ideas with an Old Familiar Twist. The presenters will be excellent. Please plan to attend.

Have a wonderful fall and upcoming holiday season!

H. Gray Broughton

*Upcoming Board of Directors Meetings*

December 12, 2012

February 13, 2013

April 11, 2013 (Scottsdale)

Annual Membership Business Meeting

April 13, 2013 (Scottsdale)

# Treasurer's Message

**By Estelle Hutchinson, ABVE Treasurer, 2010-2012**

Financial reports for the fiscal year ending 6/30/12 were approved by the ABVE Board of Directors during the September 13, 2012 Board Meeting. The Balance Sheet showed Total Assets of \$101,900. Net income for the year was \$486, with total income of \$161,170 and total expenses of \$160,684. We were able to include expenses for the test validation study in last year's budget as the study was completed in June.

Of note is the fact that membership dues in 2011-2012 exceeded budget by over \$5,000.

We are now about 3 months into the 2012-2013 fiscal year which began on July 1st. This is usually a quiet time of year from a financial perspective because we are not yet seeing any significant revenues from membership dues or our annual conference. These will come later in the fiscal year.

We look forward to another year of stability and growth for ABVE!

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## Call for Nomination for Awards

### ***Nominate a Colleague for David S. Frank Award or Scott A. Streater Award***

Nominations are open for the David S. Frank and Scott E. Streater awards. Nominations must be sent to ABVE Headquarters by January 28, 2013. Please go to [www.abve.net](http://www.abve.net) and look under *About/Awards* to download the award nomination form. This honor will be awarded at the ABVE Annual Conference in Scottsdale, AZ on April 13, 2013. The recipients of these awards will be chosen by the ABVE Board of Directors from a list of nominees submitted by the general membership.

#### ***David S. Frank Award***

During the 1997 ABVE Fall Conference in Minneapolis, the ABVE Board of Directors established the David S. Frank Lifetime Achievement Award. This award is to be presented to an ABVE member or other, who actively has participated in the organization, freely devoting time, energies and expertise toward the development of ABVE or to the body of knowledge of the vocational expert in a forensic setting. Award recipients will be chosen on the basis of their character, expertise, and professionalism as exemplified by David S. Frank, as well as their efforts to foster a growing knowledge of ABVE as an ethical, credible, and professional body.



***2011 David S. Frank Award Recipient:  
Carl Gann***

#### ***Scott E. Streater Award***

The Scott E. Streater Educational Award was designed in 2006 to recognize that member of ABVE who has made a significant contribution to the learning and educational base of the ABVE membership through one's participation in:

- (1) Active research and publication of substantive issues and underpinnings for the forensic arena in which said membership participates and publishes such information via the organization's journal, newsletter and website, and/or
- (2) Activities contributing to the educational base of the ABVE membership through the development and coordination of ABVE's annual conferences and/or continuing educational presentations and exchange of information and expertise which provide educational underpinnings for its membership.

## Future ABVE Conferences

Mark Your Calendars Now!



**April 12 - 14, 2013**  
Firesky Resort  
Scottsdale, Arizona



**March 28 - 30, 2014**  
Doubletree Hotel  
Nashville, Tennessee

## Call For Nominations 2013 - 2016 Board of Directors

It is time for the 2013 elections. The three year term (2013-2016) for the positions listed below commence at the Board Meeting, April 11, 2013 at the 2013 ABVE Annual Conference in Scottsdale, AZ.

The positions that are open for the 2013 elections are:

- Treasurer (1 Opening)**
- Director-at-Large (1 Opening)**

If you have a desire to work toward the advancement of the goals and mission of ABVE please consider this opportunity to be instrumentally involved in the leadership of ABVE.

### Terms & Conditions for Nominations

Nominees must be either a Fellow or Diplomate in good standing and be willing to attend all of the board meetings (up to six times per year, including telephonic meetings and the annual conference board meeting). See the reverse side for position descriptions. Nomination information may also be found at [www.abve.net](http://www.abve.net).

Diplomates and Fellows may nominate themselves. If nominating a colleague, please obtain a letter for consent before submitting the nomination. **All nominees must complete the Candidate Profile/Statement form located at [www.abve.net](http://www.abve.net).** The Candidate Profile/Statement form will not be edited for spelling or grammar. Return Nominations and the Candidate Profile/Statement form using one of the following methods:

- Email to [abve@abve.net](mailto:abve@abve.net)
- Fax to (831) 576-1417
- Mail to ABVE HQ, 3540 Soquel Ave., Ste A, Santa Cruz, CA 95062

**The Profile/Statement forms must be postmarked, faxed or emailed no later than December 1, 2012, the date which nominations close.**

Direct any questions to:  
ABVE HQ at 831-464-4890 or [abve@abve.net](mailto:abve@abve.net).

## Are You Displaying Your ABVE Credential?



**AMERICAN BOARD OF  
VOCATIONAL EXPERTS**

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](mailto:abve@abve.net) subject line "ABVE logo" and we will send you a high resolution logo to add to your website.

## Call For Nominations Continued

### **TREASURER (2013 - 2016) - One (1) Position Open:**

The **Treasurer** will oversee, but not manage the financial records of ABVE, and ensure that the Board regularly receives quarterly reports of the financial condition of ABVE.

- Assist the Board in the development of a detail annual budget.
- Assist the Board to understand the annual budget before approval.
- Arrange in-service programs for the Board so that Board members will be better able to understand the financial reporting process.
- Chair the Finance Committee.
- Ensure that the Board arranges for an annual review of the ABVE books by outside CPA firm.
- With the management company, establish an in-person financial review by a committee selected by ABVE Board of the ABVE books when a new Treasurer takes office.

### **DIRECTOR-AT-LARGE (2013 - 2016) - One (1) Position Open:**

The Director-At-Large shall serve a three-year term of office.

- Ensure adherence to ABVE's mission.
- Attend and actively participate in all of the Board's meetings, Conference sessions and other functions of the Corporation, and notify ABVE Headquarters or Board President of anticipated absences.
- When absent from a meeting, review minutes and results of the missed meeting to maintain awareness of issues and solutions.
- Do their homework to be prepared to participate fully in Board and committee meetings.
- Serve actively on at least one committee.
- Act only with the full Board, not individually unless authorized to do so by the full Board.
- Speak for the full Board only when the full Board sanctions their doing so.
- Be prepared to vote on all issue motions unless a conflict of interest exists and is stated according to Board policy.

The 2012 Board of Directors Elections will be administered electronically using a **secure online voting** system. Make sure your email address is

## **WELCOME NEW ABVE MEMBERS!**

### **Upgraded to Diplomate:**

**Thomas Wren**  
Wren & Associates  
Spokane, WA

### **Associate Members:**

**James Athanasou**  
James Psychological Consultants  
Maroubra, Australia

**Michael DeMark**  
Coastal Vocational Services  
Portsmouth, VA

**Pamela Marbach**  
VocRehab Consulting  
Atlanta, GA

**Chaddrick Middleton**  
Vision Counseling & Vocational  
Consulting, LLC  
Columbia, SC

**Karen Nielsen**  
Houston, TX

**Connie Standhart**  
Peak Solutions Vocational Services, LLC  
Middleburgh, NY

**Sandra Starr**  
New York City Expert Disability  
Associates, LLC  
New York, NY

**Kathy Thaman**  
Southern Rehabilitation Network, Inc.  
Raeford, NC

## **Want to upgrade your membership? Apply now!**

**Associate members –  
become professionally recognized by earning your ABVE certification.**

Those who would like to take the exam at the 2013 ABVE Conference in AZ  
**must apply no later than January 18, 2013.**

Visit [www.abve.net/certoverview.net](http://www.abve.net/certoverview.net) for more information and requirements.

# Case Study: Judge Rules on Excessive Fees of Experts

**By Robert Lychenko, ABVE Canadian Advisory Board Member**

In a case that will be of interest to vocational experts and others completing expert reports, the Honourable Mr. Justice Mark Edwards expressed concerns regarding reasonability of costs of experts utilized in a personal injury matter, as was heard in Toronto on February 4, 2011, Hamfler V. Mink ONSC 331. By way of background, Damien Hamfler suffered significant injury to his facial area at a nightclub, in the entertainment district in the City of Toronto. He was entirely successful in establishing liability against the defendants. A jury verdict awarded Mr. Hamfler \$90,000.00 in past wage loss, \$30,000.00 in future loss of income, and \$53,000.00 for future

care costs. The total disbursement claim was approximately \$93,000.00 for various experts, which raised concerns that were addressed by the court.

Issues raised by Mr. Justice M. Edwards in determining reasonableness of an expert's fees concerned the following:

1. Did the evidence of the expert make a contribution to the case or was it relevant to the issues;
2. Was the evidence of marginal value or was it crucial to the ultimate outcome at file;
3. Was the cost of the expert or experts disproportionate to the economic value of the issue at risk; and

4. Was the evidence of the expert duplicated by other experts called by the same party?

In this case, the fees of two psychologists were reviewed and compared with each other in terms of report preparation and trial appearance. Fees of one psychologist, which were approximately twice the amount of the other, were reduced substantially. The economist's fee was reduced, reflecting his very limited assistance at trial. The evidence of one doctor to provide psychiatric evidence was disallowed because his evidence was largely going to overlap the evidence of the two psychologists. Mr. Justice Edwards pointed out that counsel cannot simply assume that the court

**CONTINUED ON PAGE 10**

# AREA

# Save the Date!

**American Rehabilitation Economics Association 2013 Annual Conference**

**Thursday to Sunday, May 2-5, 2013 during the New Orleans JazzFest!**

Are you interested in expanding your practice to include the dynamically unique blend of vocational rehabilitation and economic evaluation? Join AREA members at the 2013 Annual Conference in New Orleans to develop and enhance advanced testimony skills, evolve and develop your case presentation and successfully defend your opinions. Experts in these fields will discuss the age-earnings profile, evaluation of economic damages, research and publication, and many more topics.

*Astor Crowne Plaza*  
*739 Canal Street*  
*New Orleans, LA 70130*

For AREA membership information, visit <http://www.a-r-e-a.org/join.shtml>.

QUESTIONS? Email us at [area@gasvcs.net](mailto:area@gasvcs.net) OR call 619.440.2650 or 800.317.2732.

AREA is currently the only certifying body that has the unique blend of professions in loss assessment. As forensic experts, AREA members offer opinions in a wide variety of forensic cases which most often involve some type of injury which has resulted in an alleged loss of the ability to work and earn money, and/or the present value of long-term medical expenses and costs. AREA is the first to establish a Registry of both Forensic Vocational & Forensic Economic Experts.

## Annual Dues Renewal for 2013

It is time for renewal of your personal investment in ABVE membership for continued recognition of your experience and confidence in your practice.

You should be receiving a renewal letter and invoice in the mail. You may also go to [www.abve.net](http://www.abve.net) and “Click Here to Pay 2013 Dues.”

Maintain your place among the best in the industry by renewing your ABVE membership in 2013!

## Reminder about the Continuing Education Requirement for Certified Members

Certified Diplomates, Fellows and Professionals must acquire 42 CEUs approved by ABVE during this period to maintain certification. Active Emeritus members must acquire 14 CEUs. The current CEU period runs from 1/01/10 through 12/31/12.

Certified members can view their up-to-date CEU status at any time. Log on at [www.abve.net](http://www.abve.net) as a member with username and password to view member profile. CEUs are located at the bottom of the profile page.

## AAACEUs.com has NEW courses to offer ABVE members to help satisfy your CEU requirements

As always, ABVE members enjoy a 10% discount on AAACEUS.com.

Login in on your organization’s custom link: <http://www.aaaceus.com/abve>. This link will open to the login / registration page. NOTE: If you wish to view classes first, click on the ABVE logo at the top of the page and it will take you to the HOME page, and then click on the View All Courses button. Call 1-866-850-5999 with any questions.

AAACEUS.com has 55 courses approved for ABVE, totaling 580 contact hours.

CLASSES for October 2012 Prices below do not include your ABVE discount

HM3000 The CRC Desk Reference on Professional Ethics (8 hours – Also approved for 8 hours CRC Ethics Credit) Test and Textbook: \$105.95  
Test Only: \$56.00

HM2011: Life Care Planning in light of Daubert & Kumho (6 hours) Test and Textbook: \$66.95 Test Only: \$42.00

NL0409: Aging with Spinal Cord Injury (12 hours) Course and Test Price: \$84.00

NL0408: Alcoholism and Disease Management Issues (6 hours) Course and Test Price: \$42.00

NL0607: Privacy Rights, eMedical Records and RFID Chips – An Issues Update (10 hours) Course and Test Price: \$70.00

HM3020: Test Review Manual for Vocational Evaluations (10 hours) Test and Textbook: \$91.95 Test Only: \$70.00

NL0109A: Traumatic Brain Injury - Part 1: “The Silent Epidemic” (10 hours) Course and Text Price: \$70.00

# A Members' Opinion/Assessment of the Proposed Third Credential

**By Scott Whitmer, ABVE Membership Chair, 2012-2015**

Hello to members of the distinguished ABVE! And thank you for electing me as an ABVE Board Member. I was appointed as Membership Chairperson, and I look forward to serving you and the organization over the next 3 years.

Since I have been a member of ABVE, I have seen a few changes occur over the years with regard to the organization but we are now faced with a potential change that may have a profound lasting impact on the organization and perhaps at a business level for all Vocational Experts who are ABVE members.

A few years ago it was discussed by the ABVE Board of Directors to explore a third credential for the Canadians. This would have permitted people with Bachelor Degrees to become certified members with ABVE. The ABVE Board of Directors expanded this proposal to also include persons with a Bachelor Degree living in the United States. The goal was to expand the membership of ABVE and to permit those who are new to the field find a way to become certified through ABVE including those with Bachelor Degrees.

A vote was taken electronically by the membership however; there was not adequate discussion with the membership prior to the vote. At the ABVE Annual Membership meeting in Las Vegas, NV in March 2012 many concerns were vocalized by the membership. Members also wrote to the ABVE Board of Directors expressing concerns.

The ABVE Board of Directors has rescinded this third credential pending further involvement permitting the ABVE Membership to voice their opinions.

This purpose of this newsletter article is to bring you up to date as to the discussions that have been ongoing regarding a third credential.

There have been many discussions amongst the ABVE board members and some of its general members as well about the impact of a third credential for a BA level expert. As you might expect there are two primary schools of thought with several issues attached to each school of thought. The first school of thought is based on the premise that the "graying" of ABVE is a serious issue and membership needs now to shift to younger and a broader membership in order to sustain the organization. Creating a third credential for which a BA level vocational consultant would sit to pass or fail an exam would resolve this "graying" of our organization by essentially opening it up to those who have not had the opportunity to enter into the organization before. The second school of thought is based on the premise that creating a third credential for BA level vocational consultants would set the organization backwards in motion by lowering the foundational knowledge and training level requirements, potentially changing the organization from a premiere certifying body to an organization that would require only minimum education and foundation to be considered a Vocational Expert.

The Board members before us and current ones agree that, the "graying" of the organization must be considered a serious issue and we do need to take action to address this. Their thoughts and ideas to date have been extremely valuable and important surrounding this issue. It is with this same serious mentality that I also bring these ideas to your attention. In a short period of time, a survey will be sent to each member asking them for their responses to this important issue. I would like to ask you to please take a few moments to respond to this survey so that we get a robust response from membership. This will allow the Board to do their job to the fullest. We do not want to be in position of making a decision that does not reflect the direction of what our membership wants. So please respond to the survey for the health of the organization. In the spring of 2013 at the ABVE Scottsdale Arizona conference there will be a round table discussion with regard to this third credential and how it will affect the organization. This round table discussion will be important to all members including the Canadian contingent that we currently have. We encourage you to participate in this as well to promote your ideas and thoughts on the subject.

In the meantime, here are some potential and residual issues, Pro, Con and Alternative to consider with regard to the third credential concept if it were enacted:



## Assessment of Third Credential Continued

### Pros

- Membership would likely increase exponentially.
- Financial gains would occur with a larger membership.
- Mentoring to younger members would likely occur.
- The organization would likely become better known nationally.
- The “graying” of ABVE would likely be curtailed.
- ABVE could market BA level college programs.
- BA level experts would then compete for expert work in the labor market filling a need for customers.
- Masters and PhD level ABVE members may choose to abandon this organization and select one that holds to the graduate level minimum academic preparedness.
- Would the courts, customers and attorneys perceive experts who hold a BA/BS degree in a serious light?
- BA level experts would then compete for expert work in the labor market, pitting MA level VE against BA level VE in court.
- ABVE may then be placed in a position of training VE’s to come up to a level of foundational knowledge that otherwise would have been obtained through graduate school.
- BA level VE’s may charge less, driving down what our profession is worth on an hourly basis.
- The BA level VE would most likely not be prepared for a Daubert challenge.
- Create a third credential for the BA level that is in some way limited to specific work.
- Figure out other ways to increase membership and or mentor masters level candidates to come into the organization.
- Re-activate the CVE within the ABVE organization or some other Vocational Evaluator credential by creating a test that would certify an ABVE member as Test Evaluator.
- Create a forensic level membership without a certification for those BA level people who want to become an expert with a mentorship program attached.

### Cons

- We would become one of the very few counseling related organizations requiring only a BA/BS to become certified or licensed professional ultimately lowering our standards.
- There would be no guarantee that VE’s would have the knowledge and understanding of statistics, counseling, testing and measurement at the graduate level.
- The court may not understand the difference between a certified ABVE member with a BA degree and an ABVE member with a higher level degree.

### Alternatives

- Allow a third credential for BA level VE’s but require some select graduate course work within a 2 to 3 year period of being certified or before being certified.
- Create a third credential but have ABVE offer course work that would bring BA level VE’s to a level considered competitive with the MA level. (Tap into our MA/PhD Educators of the ABVE)

A wise ABVE member recently asked me a question: “If you have a Lexus and it is known for its elegance and fine craftsmanship, do you reduce the quality so a larger market can afford and own a Lexus and thereby sell more of them?” While this may be a simple analogy to our issue at ABVE you can draw many parallels. We sincerely need to hear from all members!

**Editor’s note: We welcome members to submit their opinions on this subject, as well as other subjects**

## Judge Rules on Excessive Fees Continued

will allow for the calling of more than three experts, pointing out that trial judges were constantly reminded of how the costs of litigation are so high. Further to the above the cost of a physiatrist, both in report preparation and court attendance was fully allowed, as was the court attendance of the life care planner. However, the cost of a limousine service for transport of these two experts to court, although small, was disallowed and, instead, an allowance for reasonable mileage charge was allowed. The cost of summoning experts was also disallowed, as experts were retained and being paid by the plaintiff to provide their evidence at trials. Regarding hourly rates charged by experts, there had to be some reasonable relationship to prevailing market rates.

This case caught the interest of the Lawyers Weekly which, on April 27, 2012, admonished experts who overcharged for their services to be aware, as no longer will the court rubberstamp disbursements that were normally recoverable against the losing party. The author of this article, Mr. Darcy Merkur, partner at the law firm of Thompson Rogers, noted that in the face of still fairly new rules in Ontario requiring an expert report to be extremely comprehensive, at the same time, there were challenges for counsel that arose from Mr. Justice Edwards' decision to do with establishing the reasonableness of amounts charged by an expert.

## Claim Your Place on the Web!

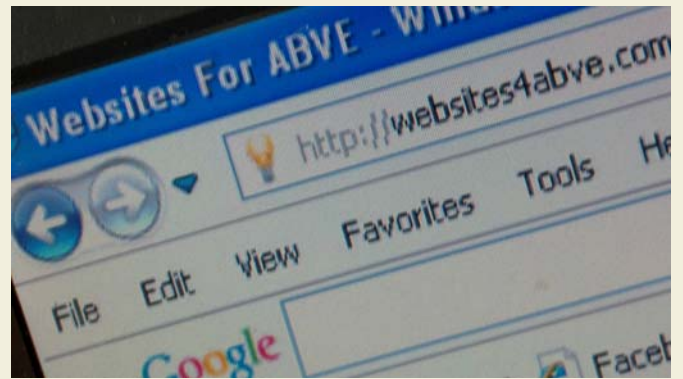
ABVE is now providing a new member benefit – an option for members to **“claim their place**

**on the web”** – by getting a professionally-developed, good-looking web page and get it found by potential clients; **all for just \$500**. ABVE has teamed with Computer Studios, Inc. (CSI), to provide ABVE members with this new benefit.

“We’re always looking for ways to add value to the ABVE membership package,” says Glenn Zimmermann, ABVE’s Executive Director. “A lot of members either have old web pages or no web page at all. We’re excited to provide a high-value, low-cost solution for our members.”

Unlike most web development programs, the one developed for ABVE members is **easy for non-techies to use**. This ABVE member program has its own dedicated website ([www.websites4abve.com](http://www.websites4abve.com)) which will give all the details of the program you need to allow you to easily sign up to start building your new website.

Once a subscribing member has signed up, they use the same website ([www.web4ABVE.com](http://www.web4ABVE.com)) or a Microsoft Word document to collect the words or “content” for their new website. Then, the people at CSI will take those words and pictures and put it in



the member’s new website. Also, if you need it CSI will help you obtain a domain name for your website. The price includes up to two hours of support time to help with the process and the search-engine coaching. Once you approve the proposed site, it gets put on the Internet with your domain name, and you’ll have “claimed your space on the Web!”

**All the details are there on the [www.websites4abve.com](http://www.websites4abve.com) website. Go check it out!**