Tell Your CIH Value Story

ABIH is sponsoring a contest for CIHs to learn about how the CIH credential has benefited your career. Entrants will have a chance to win an Apple iPad mini or an Amazon gift card.

What does it mean to have the CIH credential? Over the years, we’ve learned that many people pursue the CIH for a very simple value proposition – personal satisfaction, peer recognition/credibility and increased job opportunities. But ABIH wants to better understand how the CIH credential has specifically benefited your career after you were certified. Did it help you achieve job promotions? Did it help you secure contracts? How has it been a differentiator for you?

Most if not all of us have a value story to tell regarding our CIH credential. Your CIH Value Story can be a single event or a combination of vignettes. Any and all CIH-value stories are welcome.

Apple iPad mini & Amazon Gift Cards: The top 25 value stories will receive a $10 gift card (to Amazon) and then one of the top 25 will be randomly selected to win the iPad mini. All ABIH CIHs in good standing are eligible to participate, one entry per person. Value stories must be received by June 30, 2013.

Tell us your CIH Value Story today by going to the ABIH web site http://www.abih.org/contest.

The winners will be announced in the Fall newsletter.
CIH Webinars – Recordings Now Available

In 2012, ABIH offered two webinars targeted to CIHs: **CM Program Orientation** and **CM Credit Calculations**. Both of these webinars have been recorded and are now available for review at any time from the ABIH web site at [http://www.abih.org/document-library#CMDocuments](http://www.abih.org/document-library#CMDocuments).

The 58-minute CM Overview webinar touches on the key aspects of successfully participating in the Certification Maintenance (CM) program. Although the target audience is new CIHs, many seasoned CIHs have found the material to be a good refresher of the basic rules, best practices and common mistakes. We are currently evaluating whether the live version of this webinar will be offered again in 2013.

The 48-minute CM Credit Calculations webinar is focused on the method now used for determining CM credit for educational events (in Category 4) - the Diplomate-Calculated method. This is the technique whereby the CIH determines their CM credit in hours rather than in points, using the rules as published on the ABIH web site. The live version of this webinar will not be offered in 2013 unless there is a perceived need.

Rejoignez-nous à Montréal pour la 2013 AIHce & PDCs

For more than 70 years, the AIHce has been the premier conference for industrial hygiene professionals. This year’s conference, held in Montreal from May 18-23, promises to be just as dynamic and rewarding with a special track for Canadian issues and Stewardship 2013, a conference within the AIHce for product stewardship and sustainability professionals. The conference and the PDCs offer world-class education and terrific networking opportunities, all designed to enhance your professional skill sets. Plus, each PDC is backed with a 100% satisfaction guarantee!

In addition to earning CM credit for your participation in the AIHce and PDCs, there also will be several opportunities targeted to ABIH Applicants and Diplomates.

- The ABIH Booth will be open during the Expo hall hours. Stop by, say hello to Pam and Charlotte and get all your questions answered.
- Student Luncheon Discussions, Monday, May 20th, noon-1:30 pm. Informal discussions and Q&A with ABIH Staff.
- Perspectives of Preparation for the CIH Exam v7.0/RT 236, Wednesday, May 22th, 1:30-4:30 pm. Sponsored by Students and Early Career Professionals Committee (SECPC), this roundtable will cover requirements to sit for the exam and information on preparation strategies.
- ABIH Forum, Wednesday, May 22, 10:00 am – noon. ABIH Directors and the Executive Director will discuss certification topics, answer questions, and seek audience input.
- Need to fulfill your ABIH ethics training requirement? Your attendance at one of these two sessions will meet our requirements:
  - The Ethics of Workplace Violence – Understanding the Problem and Creating Solutions, PDC 201, Sunday 8:00 am - noon
  - Ethics: Global & Emerging Issues, RT 226, Tuesday, May 21st, 2:00-5:00 pm.
ABIH Retains Prestigious ANSI/ISO Accreditation

The American National Standards Institute (ANSI) has granted ABIH continued accreditation for 2013. Since 2009, ABIH has been accredited by ANSI for its Certified Industrial Hygienist (CIH) program.

ANSI's Personnel Certification Accreditation Committee (PCAC) determined that ABIH continues to meet the requirements of ISO/IEC 17024 Standard - International Standard Conformity Assessment - General requirements for bodies operating certification of persons. This recognition was achieved following ANSI's thorough annual review and previous on-site assessments of ABIH’s systems and procedures.

ANSI’s continuing accreditation once again provides recognition that ABIH is administering an internationally recognized certification program, making the CIH a highly portable and recognized credential wherever your career may take you. This is great news for CIHs, employers, workers and the general public who rely on ABIH to provide a high quality certification program.

Examinee Survey – Part I

We mentioned in the last Advisor that we were seeking input from our fall Examinees. 286 of them responded to 21 questions posed on a survey conducted for ABIH in November. Here are a few of the many interesting results.

- 40% reported they had learned about CIH certification at the university they attended.
- 58% responding to the survey had been mentored by a CIH.
- 85% indicated their primary reason for seeking CIH certification was personal satisfaction/professional development/credibility.
- 54% hold no other certifications.
- 50% plan to also pursue CSP certification.
- 54% were receiving financial support by their employer to take a certification review course.
- 58% had taken the CIH exam before.
- 75% did not participate in a study group.
- 73% participated in an exam preparation course.
- 44% took the exam preparation course 1 to 6 months before the exam.

We’ll be doing more analysis of the data from this survey and will continue to share it in future Advisors. We offer our sincere thanks to all of you who took the time to contribute your input. Because of the valuable responses we received, we’re planning to send the survey out again in May to those new Examinees for the spring 2013 exam.
Not Yet Certified? – Then Set Your BHAG!

According to Wikipedia, “A Big Hairy Audacious Goal (BHAG)” is a strategic business statement which is created to focus an organization on a single medium-long term organization-wide goal which is audacious, likely to be externally questionable, but not internally regarded as impossible.” Is this the time for you or someone you know to take on the challenge of CIH certification as your own personal BHAG? Applicants will learn a lot about what they do know and what they don’t know in preparing for and taking the CIH examination.

The application and support documentation (e.g., references, transcripts, and IH coursework) for the fall examination must be submitted by August 1st. The testing window for the fall exam is October and November. For approved Candidates, remember that the exam slots at the Prometric Testing Centers fill up fast, especially at the end of the testing window. It is prudent to pay the exam fee as soon as your application has been approved so you’ll have more choices of exam appointments.

Set your BHAG today!

CM Program – CIH Satisfaction Surveys

Since 2010, ABIH has routinely collected satisfaction input for the CM program as a means of gauging our processes and programs for improvement opportunities. The survey is administered to a small, random sample of CIHs who have recently completed their CM cycle.

Input from the surveys has led to many changes to our programs. For example, the CM point review process was discontinued in part based on feedback. And our worksheet audit program has been streamlined in an effort to reduce the impact without sacrificing the program integrity. Even minor suggestions, like worksheet adjustments to clarify the rules, have been made based on the survey feedback. No suggestion is too small or too big.

So if you’re asked to participate, please take 5–10 minutes to respond, we value your input; it really does make a difference.

ABIH strives to achieve a client-satisfaction score of greater than 4 on the process/procedure questions and greater than 4.5 on the service questions.

<table>
<thead>
<tr>
<th>CIH CM Cycle Satisfaction Surveys in 2012</th>
<th>% Change to Baseline</th>
</tr>
</thead>
<tbody>
<tr>
<td>OVERALL, you are satisfied with the CM cycle review process.</td>
<td>4.3 4.6%</td>
</tr>
<tr>
<td>You received enough CM cycle reminders from ABIH?</td>
<td>4.5 8.1%</td>
</tr>
<tr>
<td>Information in the CM cycle reminders was clear.</td>
<td>4.4 4.9%</td>
</tr>
<tr>
<td>The CM cycle reminder information in the ABIH Newsletter was helpful.</td>
<td>4.0 8.5%</td>
</tr>
<tr>
<td>The instructions on the CMW were clear.</td>
<td>4.1 1.3%</td>
</tr>
<tr>
<td>I was able to easily enter CM information into my worksheet.</td>
<td>4.3 -1.5%</td>
</tr>
<tr>
<td>You understood the CM requirements prior to completing your CMW.</td>
<td>4.0 -1.7%</td>
</tr>
<tr>
<td>The CM Handbook was useful.</td>
<td>4.1 -0.3%</td>
</tr>
<tr>
<td>The CM section of the ABIH website was useful.</td>
<td>4.1 1.0%</td>
</tr>
<tr>
<td>The method for calculating Cat 4 Educational CM credit (in hours) was clear.</td>
<td>3.7 -6.3%</td>
</tr>
<tr>
<td>The process for submitting the CMW was easy.</td>
<td>4.4 9.1%</td>
</tr>
<tr>
<td>You received CMW results in a timely manner.</td>
<td>4.7 20.0%</td>
</tr>
<tr>
<td>If you paid a CMW late fee of $100, the payment instructions were clear.</td>
<td>4.1 11.1%</td>
</tr>
<tr>
<td>If selected for a CM Audit, the audit instructions were clear.</td>
<td>4.2 11.0%</td>
</tr>
<tr>
<td>If selected for a CM Audit, the audit results were clearly communicated.</td>
<td>4.1 10.4%</td>
</tr>
<tr>
<td>Your new certificate arrived in good condition.</td>
<td>4.8 14.1%</td>
</tr>
<tr>
<td>If you contacted ABIH, you received an accurate response.</td>
<td>4.6 6.9%</td>
</tr>
<tr>
<td>If you contacted ABIH, you received a prompt response.</td>
<td>4.6 7.5%</td>
</tr>
<tr>
<td>If you contacted ABIH, you received courteous service.</td>
<td>4.8 5.7%</td>
</tr>
</tbody>
</table>

5 = Strongly Agree; 1 = Strongly Disagree.

1 Data collected from 5/1/12 to 12/31/12, after the new CM credit method was implemented
2 The baseline year varies from 2010-2011, depending upon when the question was introduced.
3 A similar question from 2011 was used in order to interpret a possible trend.

Don’t get asked to be part of the survey? Comments are welcome at anytime — Contact Tracy Parsons (tparsons@abih.org)
Board of Directors Announced

Mark Finn, PhD, CIH, has been elected Chair of the American Board of Industrial Hygiene (ABIH) for the 2013-2014 term. Dr. Finn has served on the Board since 2010. He is a Principal Consultant with ENVIRON International, an environmental, health and safety consulting firm. Dr. Finn earned his PhD in Environmental and Occupational Health at the University of Illinois Chicago, where he also serves as an adjunct professor. He has over 30 years of occupational health, safety, product stewardship, and emergency management experience with industry and government. Dr. Finn succeeds Lydia Renton, CIH, ROH.

Dr. Finn will lead a slate of ABIH Directors that includes two new CIH Directors, and eight returning Directors. The new Board was officially installed at the conclusion of the March 2013 Board meeting. Each CIH Director serves a four-year term. The Public Director serves a two-year term.

The new CIH Directors include:

- Tim Paz, CIH, is an Industrial Hygienist for the Department of Veterans Affairs, Office of Research Oversight in Washington D.C. Mr. Paz has M.S. degree in Industrial Hygiene from the University of Central Missouri. He has over 22 years of experience in industrial hygiene settings for both private industry and government programs. In addition, he has been very active in leading and supporting AIHA Local Sections throughout his career.

- David Roskelley, MSPH, CIH, CSP is a Principal owner in R&R Environmental, Inc, a broad-based consulting practice for industrial hygiene and safety issues. In addition, he also serves as an adjunct faculty member at University of Utah, Rocky Mountain Center for Occupational and Environmental Health. He has a MSPH from the University of Utah RMCOEH. Mr. Roskelley has over 15 years’ experience as a consultant and teacher and has served on a variety of Boards and AIHA committees during his career.

The eight continuing Directors are:

- Patricia Beach, CIH, Harris & Lee Environmental Sciences, LLC
- Kimberly Castillon, CIH, OSHA
- Bret Clausen, CIH, CSP, CHMM, ARM, CH2M Hill
- Nicole Greeson, CIH, Duke University
- Michael D. Larrañaga, CIH, CSP, PE, PhD, Oklahoma State University
- Susan Ripple, CIH, The Dow Chemical Company
- Shamini Samuel, CIH, CSP, ROH, Suncor Energy Services Inc.
- Michael Shanklin, Public Member, CEO Kidspace Children’s Museum

One Director has completed their service and will leave the Board in March 2013. She is Janet L. Keyes, CIH, CHESS, Inc.

Interested in serving on the ABIH Board? Learn more at: http://www.abih.org/about-abih/board-directors.
The Diplomate Pulse! – Doing More to Promote the Value of the CIH

In 2012, ABIH focused some efforts to better describe the value proposition for becoming a CIH. Our attention is now focusing on the additional value that a CIH brings to a work environment when compared to a non-CIH. The November 2012 Pulse question asked: Should we do more to promote the value of the CIH?

It was clear the Diplomates would like to see ABIH doing more to actively promote the value of the CIH. We agree and as one proactive step, we’re inviting all CIHs to submit their value stories – how the CIH credential has benefited their career. See the lead article for this newsletter. This is just one activity that ABIH will engage in for 2013.

ABIH was also very pleased to see that a significant number of CIHs are actively promoting the CIH credential. And the majority feels that they are well equipped to do that today. That’s good because Diplomates make the best ambassadors of our credential.

I have promoted the value of the CIH credential within the last 12 months.

N = 37
Can You Take the Same Course Twice In a CM Cycle?

99% of the time, the answer of course is “no”. Most of us are already familiar with this basic rule but what does it really mean and are there some exceptions?

The spirit of the CM program is that CIHs will continually advance their technical knowledge throughout their 5-year cycle (and career!). Repeating the same course reinforces knowledge but it doesn’t always facilitate new learning. So many years ago, the Board implemented the policy whereby a CIH could claim the same course only one time during a cycle. And most of the time, this is easily understood and followed.

What does “the same course” really mean? This means that the course material is substantially the same each time the course is taught. There might be minor updates (to account for recent information) but it’s largely the same course material year-after-year. For example, an annual regulatory refresher will be updated each year but it’s often addressing the same required information.

Sometimes however, the course material does undergo a significant change from one year to the next even though the course title may not have changed at all. For example, this often occurs with classes associated with yearly ethics training which may be titled “Annual Ethics Training” but in fact tends to be largely new material each year it’s taught.

As a rule of thumb, if there is >50% new material, ABIH considers it to be a new course. In these situations, ABIH will allow the CIH to take the same course twice because the content is being significantly upgraded or changed. (It’s not the same course). Just be sure to retain sufficient records (e.g. agendas) that show in fact the course has been significantly altered.
Every CM cycle, ABIH audits at least 5% of the submitted worksheets. The primary purpose of course is to verify that CIH has met the minimum requirements for recertification. We do this by examining the impartial, objective records provided by the CIH.

However, the audit serves a second purpose which is to better understand where Diplomates have difficulty in documenting their activities. While this purpose may not be as clear to the CIH, it is valuable information that ABIH uses to understand where systems adjustments may be needed. Sometimes, it’s as simple as clarifying our instructions. Other times, the solutions are more complex and require greater implementation effort like electronic submission and records verifications.

ABIH is sharing the following information in the spirit of transparency; hoping that it will help CIHs understand where some of the common pitfalls may occur. In the 2011–12 cycle group:

- ~40% of the CIH had no errors at all on their worksheet. It can be done!
- The top two errors were: 1) insufficient proof of participation, and 2) inaccurate CM credit calculations (in all Categories, not just Category 4 – Education)
- ~3% of the audits were failed, i.e., resulted in loss of certification

Several opportunities emerged from the audit program analysis and will be addressed in 2013:

1. Insufficient records for conference attendance caused a majority of the errors in Category 4. If the Sponsor does not provide proof of attendance, the CIH will want to keep both the registration record and the record documenting physical presence in the city on the days of the claimed CM credit. Read more here: [http://www.abih.org/maintain-certification/education#records](http://www.abih.org/maintain-certification/education#records)

2. The AIHA Educational Transcript for conference attendance has been misleading for some Diplomates because:
   a. It shows “Attended” which means that the registration was paid and the CIH checked in; however, it does not verify that the person was in attendance each day, and
   b. It shows the maximum possible number of hours that can be claimed (e.g., 36 hours for the 2012 AIHce). A CIH claims CM credit hours for conferences based on actual attendance in the technical sessions, not the maximum possible for the conference. Read more here: [http://www.abih.org/maintain-certification/cm-credit-education-events#DipCalc](http://www.abih.org/maintain-certification/cm-credit-education-events#DipCalc)

3. More and more CIHs are attending virtual events where a proof-of-participation record is not provided by the event Provider, nor is there any other way to objectively and impartially document participation. In 2013, ABIH will evaluate solutions to address this situation.

4. Some CIHs have the misfortune of being audited two or even three cycles in a row. In 2013, ABIH will evaluate options to reduce the impact of our audit program, especially on those CIHs who have had previously stellar audits. Obviously, this must be done in a way that does not compromise the integrity of the CM program and its overall objectives.
### Actions & Reports

<table>
<thead>
<tr>
<th>Status</th>
<th>Description</th>
<th>Who</th>
</tr>
</thead>
<tbody>
<tr>
<td>New CIHs</td>
<td>Individuals who have recently passed the exam</td>
<td><a href="http://www.abih.org/about-abih/new-cihs">http://www.abih.org/about-abih/new-cihs</a></td>
</tr>
<tr>
<td>Not Certified</td>
<td>Individuals who claim to be certified but are not</td>
<td>None at this time</td>
</tr>
<tr>
<td>Decertified</td>
<td>Individuals who did not complete the CM process</td>
<td><a href="http://www.abih.org/about-abih/decertifications">http://www.abih.org/about-abih/decertifications</a></td>
</tr>
<tr>
<td>Voluntary Surrender</td>
<td>Individuals who have relinquished their certification</td>
<td><a href="http://www.abih.org/about-abih/voluntary-surrenders">http://www.abih.org/about-abih/voluntary-surrenders</a></td>
</tr>
<tr>
<td>Ethics Issues</td>
<td>Individuals sanctioned for ethics violations</td>
<td>None at this time</td>
</tr>
<tr>
<td>Lost Diplomates</td>
<td>Individuals who we cannot locate. Please help us find them.</td>
<td></td>
</tr>
<tr>
<td></td>
<td>• Patrick L. Byrne, CIH, Fatigue Science. Richmond, BC, CANADA</td>
<td></td>
</tr>
<tr>
<td></td>
<td>• Robert Michael Fabrizio, CIH, Presstek, Inc., Salisbury, MA</td>
<td></td>
</tr>
<tr>
<td></td>
<td>• Daniel J. Hogan, CIH, Consultant, Liberty, SC</td>
<td></td>
</tr>
<tr>
<td></td>
<td>• Brian Patrick Leech, CIH, Chevron-Phillips International – Qatar, Kingwood, TX</td>
<td></td>
</tr>
<tr>
<td></td>
<td>• Jeffrey R. Parsons, CIH, O’Brien &amp; Gere, Inc., E. Syracuse, NY</td>
<td></td>
</tr>
<tr>
<td></td>
<td>• William J. Pate, CIH, Consultant, Apex, NC</td>
<td></td>
</tr>
</tbody>
</table>

### Key Dates

#### Diplomates

<table>
<thead>
<tr>
<th>Key Date</th>
<th>Activity</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cycle End Date of June 30, 2013</td>
<td>Mar 1 – Aug 1</td>
</tr>
<tr>
<td></td>
<td>June 30</td>
</tr>
<tr>
<td>Cycle End Date of December 31, 2013</td>
<td>Sept 1</td>
</tr>
</tbody>
</table>

#### Applicants & Examinees

<table>
<thead>
<tr>
<th>Key Date</th>
<th>Activity</th>
</tr>
</thead>
<tbody>
<tr>
<td>Spring ’13 Exam</td>
<td>April 1 – May 31</td>
</tr>
<tr>
<td>Fall ’13 Exam</td>
<td>Aug 1</td>
</tr>
<tr>
<td></td>
<td>Oct 1 – Nov 30</td>
</tr>
</tbody>
</table>
The New CM Credit Calculation Method
– More FAQ

The Diplomate-Calculated CM credit calculation method was implemented in January 2012 and since that launch date, ABIH has been publishing some FAQs in The ABIH Advisor. The questions have started to become repetitive so this will most likely be the last FAQ section in the newsletter devoted to the CM credit calculation method.

I want to take an online and free course but their web site doesn’t indicate the length of the course in hours or CEUs. How do I calculate it myself?

If the course length is not described anywhere for the course, even in the general description or a syllabus, you will need to contact the course owner asking for written estimation of the length. For courses, ABIH accepts the hours as provided by the course Owner, not the actual hours for each individual CIH (because that can be highly variable from person to person).

I have an agenda that shows the time for each of the topics. Is that all I need to keep?

The agenda is all you need to document for the CM credit that is being claimed for the event. However, don’t forget that you will also need to keep a proof-of-participation record that shows you completed the event.

I used to apply for CM points for the classes I took prior to 2012. I don’t see the form anymore so how do I apply for points?

The CM event review process was discontinued for all events including those prior to 2012 that had never been reviewed/awarded CM points. If you attended an event prior to 2012, you may now calculate the CM credit using the new Diplomate-Calculated method.

I completed an online class in 2 hours but the class description listed it as 0.3 CEUs (i.e. 3 hours). Which value should I list on my worksheet?

For courses, we allow you to claim up to the maximum CM credit for the class, even if it took you less time. For conferences, you claim your CM hours based on your actual participation in the technical sessions, which usually will be less than the maximum time provided by the conference Sponsor.

A lot of the ABIH CM Approval Numbers have expired for the FEMA online courses and Independent Study courses. Does ABIH still allow credit for these courses?

Yes as long as the course meets our criteria for subject matter and length. A CM# is no longer issued or needed.

Can I get CM credit for going to the ASSE annual conference?

Yes. The ASSE events typically have been awarded CM credit in the Safety CM Area. If you attend some of the sessions related to industrial hygiene, you could claim your attendance in those specific sessions in the IH CM Area. This would result in two entries on your worksheet – one for the Safety sessions and one for the IH sessions.

Continued on page 11
I attended a virtual conference that I calculated to be 11.5 hours of contact time. Yet my Transcript shows 10 hours. Which number am I supposed to use on my worksheet?

You should always use the official transcript number as that is what ABIH would use if you are audited. If you feel that the transcript is wrong, talk with the transcript Provider.

During our local section conference, we invited vendors to give a technical presentation to our members. They were not sales pitches – but presented on topics such as gas detection technology, overview of noise conservation programs, etc. I know that general Exhibit Hall or Vendor time doesn’t count for technical credit, but would these presentations be disqualified for CM credit just because they came from a vendor?

No, it doesn’t matter WHO does the presentation. So a structured technical presentation from a Vendor, as part of an agenda, would qualify for CM credit.

At the 2012 AIHce, we had a meeting with the ABIH and I was told that no CM points were given for vendor viewing and all sessions attended must be verified prior to and when leaving. Only PDC courses got CM points. Is this correct?

Expo Hall time is not eligible for CM credit but both the PDCs and the conference sessions themselves are eligible for CM credit. Attendance at the individual conference sessions do not need to be specifically verified; it’s an honor system where you claim CM credit based on your actual attendance. For PDCs, attendance must be verified (e.g. AIHA Transcript).

I’ve taken a Process Safety Management class. Do I assign this to the Safety or the Management CM Area?

You’re allowed to assign all PSM classes to the IH CM Area. For a good description with examples, refer to the Detailed Guidance document on the ABIH web site.

I just attended the AIHA leadership workshop. I hear rumors that CM point credit is given for participating in the workshop but nobody can tell me with certainty. Can you settle this for me once and for all?

If it’s the Future Leaders Institute workshop, then that traditionally is not eligible for CM credit unless it was completed before 2010 because it falls in the Management CM Area. However, AIHA’s other effort, the Leadership Workshop, has been awarded either Management CM credit or IH CM credit in the past. So the current agenda would need to be evaluated to determine if can be claimed. This is a good reminder that past approvals are an indicator of CM credit but not a guarantee because the content can shift over time.

I recently attended a class that ran from 8:00 AM to 4:00 PM. It had a 1-hour lunch and two, 15 minute breaks. Is it correct that I claim 6.5 contact hours in the Diplomate-Calculated section of Category 4?

Yes.
ABIH Staff & Office Hours

The ABIH Staff will be pleased to work with you on any questions you may have about ABIH and its certification programs. Feel free to contact any one of the Staff listed on our web site at http://www.abih.org/about-abih/staff

ABIH hours of operation are 8:00-12:00 and 1:00-4:30 (EST), Monday-Friday with the exception of the following U.S. holidays when the office is closed: New Year’s Day (January 1), Memorial Day, Independence Day (July 4th), Labor Day, Thanksgiving holidays and Christmas holidays.

If you have any comments about this Newsletter or its content, please contact Tracy Parsons at tparsons@abih.org.

The ABIH Newsletter is published three times per year. Current and back copies are available at http://www.abih.org/about-abih/newsletters