









The International Board of Heart Rhythm Examiners (IBHRE) is the global leader in heart rhythm certification. Established in 1985, IBHRE® was the first testing organization founded to raise the level of professionalism and academic credibility in cardiac pacing and electrophysiology. Nearly 30 years and over 9,000 certified professionals later, IBHRE remains the certification of choice for physicians and allied professional who successfully validate their mastery of skills, knowledge, and abilities through predetermined standards of excellence.

### **GET READY FOR IBHRE DAY!**

FEBRUARY 11, 2014 HAS BEEN DESIGNATED AS IBHRE DAY TO COINCIDE WITH THE COMMEMORATION OF HEART MONTH **DURING FEBRUARY AND CARDIOVASCULAR** PROFESSIONALS WEEK, FEBRUARY 10-16!

The purpose of IBHRE day is to spread awareness of IBHRE certification and recognition among the heart rhythm community. IBHRE Day recognizes our certified professionals and provides an occasion for employers to extend their appreciation to their certified employees. Employees have the opportunity to display their credentials by wearing their IBHRE pins, lab coats, polo shirts, and other gear.

Research shows that valuing employees is one of the top three drivers of employee engagement, so employers should make an effort to recognize their certified employees for their dedication

and discipline in becoming certified. IBHRE certified professionals report a higher sense of personal satisfaction, proficiency, salary, and an increased level of confidence in their interactions with colleagues. Patients are also encouraged to recognize their certified health care providers. IBHRE certification indicates that patients are in the care of professionals who have achieved the highest standards of cardiac rhythm management.

Join your fellow colleagues from around the world by sharing this time-honored tradition of recognizing excellence in heart rhythm certification.

If you're a certified professional wishing to purchase IBHRE products, visit our online store to start shopping at www.ibhre.org/ Marketplace/Shop-IBHRE.

### **CONNECT WITH US**



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### WHAT'S INSIDE ...?

IBHRE at Heart Rhythm 2014

Get Ready for IBHRE Day, February 11

Chris Redfern, CCDS, CEPS, attains highest Allied Device exam score for

Let IBHRE Endorse Your Program

**IBHRE Launches New Website** 

Get to know IBHRE Board Member and Physician EP Pediatric Chair, George Van Hare, MD, FHRS, CCDS,

Gain Employer SUpport with the Justification Toolkit

What's the difference between MOC and Recertification?

Share Your IBHRE Story!

Celebrating our most recently Certified CCDS Professionals!





# SHARE YOUR STORY WITH US!

"Device management is a constant challenge with ongoing evolution of features to meet individual patient needs; certification works toward challenging the health care professional for the good of the patient."
-Barbara Brotz, RN, CCDS

We know that obtaining IBHRE certification is no easy feat! You are an IBHRE success story and your experience can help to encourage others who are preparing to become IBHRE Certified. Do you want to share your story or your colleague's story with the rest of the world? Selected stories will be featured on IBHRE's website, newsletter, and/or other marketing materials to inspire others in the profession.

IBHRE invites all certified professionals and employers to share their stories about their pathway to IBHRE certification.

#### **CERTIFIEDS:**

- What motivated you to pursue IBHRE certification?
- What unique study techniques did you embrace?

- How long did you prepare?
- · How did you create a work and study balance?
- How has taking the exam helped advance your career?

#### **EMPLOYERS:**

- Why do you want your staff to become IBHRE certified?
- What are the key characteristics demonstrated by IBHRE certified professionals?
- How do you support and encourage staff who are interested in IBHRE certification?

Interested in being featured? Contact IBHRE at info@ibhre.org.



# Did you know...?

- All Pediatric EPs who have taken IBHRE's Physician EP exam have thus far retained a 100% passing rate.
- CCDS certified allied professionals currently make up 67% of IBHRE's certified professionals.
- Bahrain, the Philippines, and Vietnam became the newest IBHRE recipient countries in 2013.

### FISCAL YEAR 2013 EXAM ADMINISTRATION

# In fiscal year 2013, IBHRE successfully administered five exams through computer-based testing.

- · Cardiac Electrophysiology for the Physician December 5 (2012)
- Japan Cardiac Rhythm Device Therapy Exam for the Allied Professional January 19
- Cardiac Electrophysiology for the Allied Professional April 10
- Cardiac Rhythm Device Therapy for the Physician August 27
- Cardiac Rhythm Device Therapy for the Allied Professional August 29

The 2013 IBHRE certification exam administrations yielded 776 new certified professionals across five exam administrations. A total of 1,174 individuals registered for IBHRE exams in fiscal year 2013. The total number of international examinees (including those who took the allied professional exam administered in Japan) was 609, or about 52 percent. The overall pass rate across exam administrations was 71.4 percent.

Examination	Date	# Registered	% Recert	% Retake	% International	% Pass
CCDS-AP Japan	January 19	298	N/A	49%	100%	45%
CEPS-Allied	April 10	196	2%	7%	24%	79%
CCDS- Physician	August 27	88	17%	16%	43%	77%
CCDS-Allied	August 29	534	10%	20%	35%	69%
CEPS- Physician	December 5 (2012)	58	N/A	5%	64%	86%

As of the end of fiscal year 2013, nearly 8,000 heart rhythm professionals are actively IBHRE certified in 53 countries worldwide.







# FEATURED STORY: CARDIAC PHYSIOLOGIST HAS HIGHEST ALLIED PACING EXAM SCORE IN 2013

SCOTLAND-BASED CARDIAC
PHYSIOLOGIST CHRISTOPHER P. REDFERN,
CCDS, CEPS, RECERTIFIED HIS CERTIFIED
CARDIAC DEVICE SPECIALIST (CCDS)
CREDENTIAL IN AUGUST WITH A SCORE
OF 788, MAKING HIM THE HIGHEST
SCORING EXAMINEE FOR THE 2013 ALLIED
PACING EXAM ADMINISTRATION. OF THE
534 ALLIED PROFESSIONALS WHO TOOK
THE CERTIFICATION EXAMINATION FOR
COMPETENCY IN CARDIAC RHYTHM
DEVICE THERAPY IN 2013, APPROXIMATELY
69 PERCENT PASSED THE EXAM.

### What is your name, title, and place of work? What are your duties and how long have you been involved in your profession?

Chris Redfern, Senior Chief Cardiac Physiologist, Aberdeen Royal Infirmary, Scotland, United Kingdom. My main clinical roles are to run the EP and 3D mapping (if required) systems during EP cases, support ICD and CRT implants from the programmer end, and run Physiology-led device clinics. Unfortunately, with all that comes a significant amount of administration work. I'm also co-manager of the department so this all keeps me very busy. I work with a great bunch of people, so my work is made much easier and is also a lot of fun. I've been qualified for 13 years.

# Why did you decide to enter the field of pacing/electrophysiology?

When it comes to cardiology, there are some 'all-rounders' in the United Kingdom, but most split down either the "electrics" or "plumbing" routes. I chose electrics because of the variety of your day; EP lab in the morning, clinic in the afternoon with a trip up to cardiac care unit to see a device patient, etc. I keep my echoing to LV function and effusions in the lab. I did consider perfusion for a while, but glad I didn't. I love chatting with my patients in clinic.

# What do you like most about the field of pacing/electrophysiology?

I feel sorry for people who wake up in the morning and groan that they have to go to work. I find my job fascinating. Pacing/EP is constantly developing due to research and technological advances. The manufacturers are always developing with new high-voltage devices and I particularly enjoy the 3D mapping systems.



# What factors influenced your decision to become IBHRE certified?

Nowadays, we are required to have some form of post-graduate professional qualification to rise up the ranks and specialize. The IBHRE exam has always been highly regarded.

We noticed that you currently hold both CCDS (original exam year 2003) and CEPS certifications (original exam year 2004) — why did you choose to become dual certified?

Maybe I like a challenge or I'm a glutton for punishment? Professional pride? I'm not sure to be honest, although you have just made me realize that I need to redo my CEPS next year. Thanks for that!

As a "well-seasoned" IBHRE certified professional who had the highest Allied CCDS exam score in 2013, what advice do you have for those getting ready to take the IBHRE exams? Have you found certain study tools or education materials to be more useful than others?

I tend to read a good textbook first. I used Dr. Ellenbogen's (I would suggest providing the title he references here so readers know). Skim through the stuff you are happy with and slow down on the areas on which you need to spend a bit more time. I then do as many quiz papers I can. They are a good way of highlighting the

areas on which you then need to brush up. No point revising stuff you know. Non-U.S. entrants do need to spend a bit of time on the U.S. drug names, device indications, driving rules, and other such things with which they might not be as

Do you have any words of wisdom, philosophy, or quote that has impacted your decisions or another aspect of your life? What motivates you personally and professionally?

If you don't enjoy your job, you're in the wrong job. My motivation comes from: #1 My fascination with the subject, and #2 the patients. I want our patients to have a high standard of care and a pleasant, professional journey regardless of length.

### What is one of your favorite cities and why?

Madrid, Edinburgh, or New Orleans. All great but for different reasons. Don't ask me to choose.

Do you have any hobbies? What do you enjoy doing in your free time?

Hillwalking and mountain biking when I can - Scotland is perfect for both. "Do it yourself" projects and making things when at home.

What words of encouragement do you have for individuals hesitant about becoming IBHRE certified?

If you don't sit it, you'll never pass it!





REGISTER NOW FOR THE IBHRE CARDIAC DEVICE CERTIFICATION EXAMS FOR THE PHYSICIAN AND ALLIED PROFESSIONAL

Final registration ends February 6, 2014 for the International Board of Heart Rhythm Examiners (IBHRE) Certification Examinations for Competency in Cardiac Rhythm Device Therapy for Physicians and Allied Professionals! Both exams will be administered worldwide through computer-based testing on August 5, 2014. Have questions about the exam? Refer to www. IBHRE.org for more information. Apply for the Physician or Allied Professional exams online today.

IBHRE CERTIFIED PROFESSIONALS

- DON'T FORGET TO PURCHASE
YOUR IBHRE CERTIFIED
MERCHANDISE IN TIME FOR IBHRE
DAY ON FEBRUARY 11!

IBHRE offers shirts, lab coats, and embroidered patches to display your certification. Browse our online store and choose your personalized IBHRE-branded apparel at www. ibhre.org/Marketplace/Shop-IBHRE

# LEARN THE DIFFERENCE BETWEEN MAINTENANCE OF CERTIFICATION (MOC) AND RECERTIFICATION

All IBHRE certified professionals are required to maintain and demonstrate continued competency through good standing, practice, and involvement in the heart rhythm management field. IBHRE promotes enhancement of the knowledge and skills essential to the delivery of optimal patient care through maintenance activities and re-examination.

### MAINTENANCE OF CERTIFICATION

The IBHRE Maintenance of Certification (MOC) promotes enhancement of the knowledge and skills essential to the delivery of optimal patient care through career-long learning. MOC is met by completing 45 contact hours of certification maintenance activities that are applicable to their IBHRE certification within five years after passing the exam. IBHRE is pleased to now be offering an online application for certified candidates to submit their MOC activities online at www.ibhre.org/Certification/Maintenance-of-Certification.

Contact hours must be directly applicable to the competencies listed in the certification exam content outline and must be applicable to at least three different exam content outline areas in order to be approved. Applicable MOC activities fall under the following categories:

- Continuing Medical Education (CME) or Continuing Education (CE)
- IBHRE Committee Service
- Lecture/Presentation
- Publications
- College or University Credit
- Industry Training
- Industry Sponsored Education Presentation

### RECERTIFICATION (BY RE-EXAMINATION)

Recertification is met by re-examination 10 years after passing the exam. Certified professionals must also attest that they are currently active and involved in the field of cardiac rhythm management and that they remain in good standing within the medical community. Candidates who do not meet these requirements will lapse in their certification.

Visit our website to learn more about MoC and Recertification or contact IBHRE staff at info@ibhre.org if you have questions about MoC and Recertification requirements.





# IBHRE LEADERSHIP SPOTLIGHT: GEORGE VAN HARE, MD, FHRS, CCDS, CEPS

Dr. Van Hare currently serves on IBHRE's Board of Directors and serves as Pediatric Chair for IBHRE's Physician EP Test-Writing Committee. Prior to assuming his current role as Director of Pediatric Cardiology at Washington University in St. Louis, Dr. Van Hare was a practicing academic pediatric electrophysiologist at the University of California San Francisco, Case Western Reserve University, and Stanford University. He is a past-president of the Pediatric and Congenital Electrophysiology Society, and is currently Treasurer and Secretary of the Heart Rhythm Society and HRS Consulting Services. He was previously the principal investigator for a fiveyear National Institutes of Health (NIH)-funded multi-center clinical study of catheter ablation in children titled, "Prospective Assessment after Pediatric Cardiac Ablation." Dr. Van Hare has previously served on the Test Writing Committee for the IBHRE Pacing Examination for Physicians.

# WHY DID YOU DECIDE TO ENTER THE FIELD OF PACING/ELECTROPHYSIOLOGY?

I was inspired to go into pediatric cardiology as a 4th-year medical student by Jerry Liebman, the first pediatric cardiologist in the state of Ohio. I did a project with him on ventricular septal defects that required me to read about 500 electrocardiograms and about 250 vectorcardiograms (vectors!). It amazed me how much you could figure out about a patient's heart based on a piece of paper in your hand. As residents, we were caring for postoperative congenital heart surgery patients in the pediatric intensive care unit, and postoperative arrhythmias were fairly common (they were doing Mustard procedures for transposition). I was impressed that the electrophysiologists always seemed to be the smartest guys in the room. I started my pediatric cardiology fellowship at UCSF and found that I was the only fellow who enjoyed arguing about ECGs with the attendings. It was suggested that I pursue the specialty. There was no pediatric EP at University of California, San Francisco at the time, but Mel Scheinman and his team worked across the hall from our cath lab and I was fortunate to be able to train with them and then start the pediatric program in San Francisco.

# WHAT DO YOU LIKE MOST ABOUT THE FIELD OF PACING/ELECTROPHYSIOLOGY?

When you think about it, electrophysiology really is the best specialty in cardiology. Our

echocardiography colleagues make diagnoses and measure velocities, but they can't intervene. Our interventional cath colleagues can certainly fix things, but rarely these days have the opportunity to make a new, previously unsuspected diagnosis in the catheterization laboratory. We have the best of all possible worlds, being able to deductively reason our way to the patient's diagnosis and then fix the problem. Often a single heartbeat recorded during an electrophysiology study proves the suspected diagnosis and allows us to address the problem. I get to cure kids. What could be better?

# WHAT FACTORS INFLUENCED YOUR DECISION TO FOLLOW THE LEADERSHIP PATH?

I got involved with IBHRE with the express purpose of advancing the field of pediatric electrophysiology as a distinct specialty. For me this started when I took the NASPExam MD Pacing Examination in 2005 and recognized an opportunity for improving the quality and sophistication of the pediatric and congenital heart disease questions. After I passed, I called Chuck Love, who is now IBHRE President, and told him that I thought there was an opportunity to improve the exam. He fell into my clever trap, and asked me to join the question-writing committee. After several years of writing pacing exam questions, I was in the right place at the right time when the Physician EP examination was proposed, and I was able to participate in creating the modular examination with pediatric and adult components. Being on the Board was always one of my career goals.

# WHAT ARE YOU LOOKING FORWARD TO THE MOST DURING YOUR TENURE?

I'd like to see us further deepen the relationship between IBHRE and the pediatric EP community, and further solidify the identification of the pediatric EP exam as the international standard. Furthermore, a similar but much larger opportunity exists to do the same internationally with the adult EP examination. While IBHRE has its own mission and vision, it is also a part of HRS and is an incredibly important element in HRS's long-term goals. I believe that IBHRE is one of the most important means by which HRS will be able to have an impact on heart rhythm care globally.



WHAT WORDS OF ENCOURAGEMENT DO YOU HAVE FOR INDIVIDUALS HESITANT ABOUT BECOMING IBHRE CERTIFIED?

Taking the examination for me was scary, and fear motivated me to study really hard. It is actually a pretty rigorous examination. It's one of the best things I've ever done professionally, however, because I learned a huge amount in the process. I'm very proud of my Certified Cardiac Device Specialist (CCDS) designation.

# ARE THERE ANY HEART RHYTHM ANNUAL SCIENTIFIC SESSIONS MEMORIES YOU WOULD LIKE TO SHARE?

The device companies used to put on big parties on the Wednesday evening. Intermedics had the reputation of holding the biggest and craziest. I have a clear memory of models (male and female) in togas standing on pedestals. The bands at these events were great: Koko Taylor in Chicago, Charlie Daniels in Nashville, the Fabulous Thunderbirds in SF, I think. Those were the days...

# WHAT IS ONE OF YOUR FAVORITE CITIES AND WHY?

Istanbul. I have a great relationship with a number of cardiologists there, and in particular, Alpay Celiker at Acibadem University. I get to go every two years to co-direct a pediatric EP course and do procedures with Alpay. It's an amazing city, very ancient with a huge amount of history, but vibrant and exotic.

### DO YOU HAVE ANY HOBBIES?

I sing in my church choir and play in a bluegrass band. We do mostly bluegrass gospel and are very good vocally and pretty good instrumentally. Not enough time to practice!





### IBHRE ENDORSED PROGRAMS AND PRODUCTS

IBHRE ACKNOWLEDGES THAT THERE ARE QUALITY EDUCATION PROGRAMS AND PRODUCTS THAT WOULD BENEFIT EXAM CANDIDATES AND CERTIFIED PROFESSIONALS. IBHRE IS COMMITTED TO EVALUATING THESE PRODUCTS AND PROGRAMS IN SUPPORT OF CONTINUING COMPETENCY IN HEART RHYTHM MANAGEMENT.

- For examinees and certified professionals, endorsed partners provide access to live trainings, online educational programs, exam preparation materials, and educational activities that fulfill Maintenance of Certification requirements.
- For providers, endorsement benefits may include mass marketing to IBHRE stakeholders, use of IBHRE promotional branding, and features on the IBHRE website.

#### CURRENT IBHRE ENDORSED PROGRAMS AND PRODUCTS:

- Cardiac Device iTunes App for IBHRE Exam preparation
- Loma Linda University: Cardiac EP Technology Program
- PrepMD Review Courses for IBHRE Exam preparation
- The Heart Rhythm Society's Online IBHRE Self-Assessment Programs

Visit www.ibhre.org/Exam-Preparation/Endorsed-Programs-and-Products to learn more about these programs and products and submit your application to have your program or product become IBHRE endorsed.

### **IBHRE JUSTIFICATION TOOLKIT**

# NEED ADVICE ON HOW TO CONVINCE YOUR EMPLOYER TO LET YOU BECOME IBHRE CERTIFIED?

IBHRE offers materials to help prospective examinees to seek sponsorship support from their employers with the Justification Toolkit. Presenting this toolkit to your employer will allow him or her to appreciate that the investment made in you will further develop your competencies as well as advance the success of your organization.

### GENERAL TIPS BEFORE YOU MEET WITH YOUR EMPLOYER

- Focus on how your IBHRE certification can enhance the organization as a return on investment.
- offer to deliver a brief presentation to your colleagues to share what you have learned and the benefits of certification, so that others can be inspired and motivated to get certified. Our certification presentation materials can be found in the IBHRE Marketplace at www.ibhre.org.
  - Share the exam content outline with your supervisor so he or she can become familiar with the core competencies on which the IBHRE exam focuses.
- Communicate how the Heart Rhythm Society validates IBHRE Certification.
- · Prepare a plan showing specifically what costs need to be

covered to successfully achieve the certification.

Access IBHRE Statistics.

# WHAT SHOULD BE INCLUDED IN YOUR JUSTIFICATION PACKAGE:

- The Justification Letter Template provides an outline for you to customize as well as a detailed explanation to your employer of the benefits of the IBHRE credential, what it means to be IBHRE certified, and why the organization should invest in your professional development.
- IBHRE Quick Facts gives a cheat sheet of information about the IBHRE certification program, why employers support the certification, and statistics about our certified professionals.
- IBHRE Exam Content Outline for your specific exam shows your employer what topics are covered and in what competency areas you will advance by taking the exam.

### WANT MORE INFORMATION?

Visit www.ibhre.org/Marketplace/Promote-IBHRE/Tips-for-Talking-to-Employers





## IBHRE AT THE HEART RHYTHM SOCIETY'S SCIENTIFIC SESSIONS

SAVE THE DATE! IBHRE WILL BE AT THE HEART RHYTHM SOCIETY'S 35<sup>TH</sup> ANNUAL SCIENTIFIC SESSIONS (HRS2014) IN SAN FRANCISCO, CA MAY 7 - 10, 2014. IBHRE EVENTS AT HEART RHYTHM 2014 ARE DESIGNED TO PROMOTE FURTHER AWARENESS OF IBHRE PROGRAMS TO A GLOBAL AUDIENCE.

Throughout Scientific Sessions, be sure to stop by the IBHRE CCDS/CEPS Lounge to pick up your IBHRE ribbon, replace your lapel pin, and to attend IBHRE-sponsored "One-on-One" sessions with IBHRE test writing committee members and Ambassadors. On Thursday, May 8, the IBHRE Board, Test Writing Committees,

and Ambassadors will hold a meet-andgreet session for attendees interested in networking with leaders of the organization and learning more about IBHRE certification.

As in previous years, IBHRE will be holding an annual raffle to win a complimentary registration for the IBHRE certification exam. Be sure to stop by the IBHRE booth in the Exhibit Hall to say hello to IBHRE staff, ask questions, and to enter to win a complimentary registration for an IBHRE certification exam!



### **QUICK TIPS**

# UPDATE YOUR CONTACT INFORMATION

 Have you moved or changed employment? Let IBHRE staff know so we can update your records! Keeping your contact information up to date is crucial, so we can contact you with certification reminders and deadlines.

### LOOKING FOR A TESTING CENTER?

 IBHRE Exams are administered by computer-based testing at Prometric Test Centers worldwide. To locate a test center near you, visit www. prometric.com/IBHRE.

# NOT SURE WHEN YOUR CERTIFICATION ENDS?

 IBHRE certifications are valid until December 31st of the 10th year of your certification. Can't remember in what year you took your exam? Contact IBHRE staff at info@ibhre.org or visit the IBHRE recipient list at www. ibhre.org

# IBHRE LAUNCHES NEW WEBSITE

IBHRE IS EXCITED TO ANNOUNCE
THE FORMAL LAUNCH OF OUR NEW
WEBSITE AT WWW.IBHRE.ORG. THE
UPDATED SITE ALLOWS USERS TO HAVE
A MORE STREAMLINED EXPERIENCE
AND EASILY ACCESS INFORMATION ON
EXAMS, PREPARATION, INTERNATIONAL
PARTNERSHIPS, AND OUR CERTIFICATIONS.

### **NEW FEATURES**

- The new IBHRE Career Center lets employers post jobs geared toward IBHRE certified professionals. This platform also allows employees with the IBHRE credential to post their resumes and search for jobs.
- IBHRE's new Calendar Spotlight allows users to easily view important exam registration dates and upcoming IBHRE or endorsed events and programs.
- Find an IBHRE Ambassador near you! IBHRE has recently recruited IBHRE Ambassadors, whose purpose is to advance IBHRE's mission by encouraging heart rhythm professionals to achieve the certification, mentoring prospective examinees, and representing IBHRE's interest with designated external organizations.
- The IBHRE Justification Toolkit serves as a useful tool for informing your organization about why IBHRE certification is valuable to the profession and for gaining sponsorship support from your employer.

- IBHRE's Online Maintenance of Certification (MOC) Submission form! IBHRE-certified professionals will be able to maintain their certification status by logging into their accounts and submitting their 45 contact hours online.
- Our new IBHRE Endorsed Programs and Products section aims to fulfill our mission of improving knowledge creation and dissemination to examinees. Programs and products featured here have received the IBHRE "stamp of approval" for providing educational tools related to heart rhythm management for our examinees and certified professionals.
- The IBHRE Marketplace is a new section where people can share their stories, shop for IBHRE branded gear, and access promotional resources. These resources show the value of IBHRE certification, what to do after gaining your certification, and how to educate patients about the IBHRE credential. IBHRE presentation files are also available to download.
- Certified professionals can provide their testimonials the Share Your Story section so others can learn about their experiences in becoming IBHRE certified.
- IBHRE is now socially connected! Connect with us on Facebook and LinkedIn to interact with IBHRE staff, other examinees, and certified professionals.







IBHRE congratulates the 436 men and women who received their CCDS IBHRE certifications in 2013. We commend those employers who maintain high standards in heart rhythm competency by employing IBHRE certified professionals to enhance the profession and improve the quality of care of patients seen in medical practices around the world.

### CELEBRATING OUR NEWLY CERTIFIED CCDS RECIPIENTS:

To view the complete lists of **IBHRE Certified Professionals** visit www.ibhre.org/Certification/ **IBHRE-Recipients** 

### 2013 IBHRE PHYSICIAN CCDS **CERTIFIEDS**

ABOZGUIA, KHALID AL-KHATIB, SANA ALMEHAIRI, MOHAMMAD ALSHENGEITI, LAMIA AMIN, MOHAMMAD BADHEKA, APURVA

BARB, ILIE BAUER, CHRISTOPHER BOUTROS, GEBRAN **BRONSTEIN, GARY** CAMPBELL, NIALL CHADHA, NITI

CHANG, RICHARD

CHENNAPRAGADA, SRIDEVI

CHIN, ASHLEY CHONG, ERIC CHOW, JEREMY CHUTANI, SURENDRA CONRATH, CHANTAL CZOSEK, RICHARD FERRIER, AUSTIN GANESAN, ANAND GENDREAU, RAYMOND GLAZIER, JAMES

GOONEWARDENE, MANOJ

HADO, HUSSIEN HANNINEN, MIKAEL

HO, JOHN

HOMOUD, MUNTHER KANJANAUTHAI, SUPALUCK

KINCAID, DANIEL KUMAWAT, KAPIL KYRIACOU, ANDREAS LAFLAMME, DAVID LAYHER, JOHN LIM, ZHAN YUN MAIRUHU, GIDEON MALLENDER, CHARLES MANDAPATI, RAVI MARAJ, RAJIV MILLER, SHAUN NGUYEN, LUC NIERRAS, PETER CARLO OSBORN, JEFFREY

PARRIS, ROBERT

PATEL, ANKIT

PEETERS, HEIDI

PICHETTE, FRANCIS

POTASH, ANDREW

RAFII, FARHAD RIBAS, CARLOS RICHARDSON, THOMAS ROBINSON, MELISSA SARIKONDA, KESARI SCHWARTZ, ERIC SETO, ARNOLD SHAH, JAYMIN SHAIK, NAUSHAD SHETTY, ANOOP SHIU, PERKIN

SIDDIQI, RASHID TAN, VERN HSEN THACHIL, AJIT THOMPSON, MARK VANCE, CLIFTON WADEHRA, VINEET WILSMORE, BRADLEY ZWEIBEL, STEVEN

# 2013 IBHRE ALLIED

PROFESSIONAL CCDS CERTIFIEDS

AHRENS, MICHAEL ALVARENGA, EMANUEL ANDREWS, ROSEMARY APOSTOLAKOS, CHRISTINA BAEZ TIRADO, JOAN BALL, JOHN BAXTER, SUSAN BECK, LEAH BELL, STEPHEN BIRTWISTLE, ZOE BLACK, PEGGIE BLAIN, KEVIN **BLAKE, ANTHONY BLANKENSHIP, STEVEN** BLENKIN, MICHAEL BLOCK, ALAN BOARDMAN, DEREK **BOER, BRENDA BOURGEOIS, NEIL BRADLEY-SHOUP, KELLI** BREEN, EMER BRITTON, JOHN **BROOKING, CLARE** BROWN, JILL BROWN, GARTH

BROYD, PETER BRUMMEL, ROLF BUAN, REGINALDO BUGLIARI, MARGARET BURCHARDT, CASSANDRA BURNSIDE, JUDITH **BUSH, JORDAN** CABRERA, MICHELLE

CADIC, RICHARD

CALZADILLAS, FRANCES CAMPAGNA, KRISTIN CAMPBELL, SUSAN CANNON, BLAKE CANNON, BROOKE CANNON, JESSICA CAO, FEIXIA CARDOZA, JONATHAN

CARROLL, DAVID CARTER, SARAH CAUSEY, MATTHEW CAVANAUGH, MICHAEL CECCATO, THOMAS CERONE, JOSEPH CHANIARY, KUNAL CHARLEBOIS, DONNA CHARLESWORTH, NICOLA CHASE, GINA

CHEN, BRANDON CHIAVAROLI, GREGORY CHISM, BENJAMIN CHIU, WAN-CHENG CHRISTOPHERSON, JEAN CIROCCO, THERESA CLARKEN, TYLER COCKER, SHELLEY COCKFIELD, WILLIAM CONBOY, BRENDAN COOMBES, DARREN COOPER, RACHEL COTE, MARTIN COTTAM, JENNIFER CRANDALL, JAMES

CRONIN, SEAN CROSS, BRIAN CRUIJSEN VAN, MARC CUADRADO, CARLOS CUMMINGS, CHERYL **CURRY, LOUISE** 

DANIEL BALAN, FRANKLIN DANKER, JOHN DAVISON, OSCAR DE ROVER, VINCENT DELPRETE, JODI DEMARINO, DOMINIC DEROHAN, ROBERT

DI MARZIO, ANGELA DILLON, TERENCE DISS, KIRSTY DOBSON, JODI DOHERTY, TRACY DONOHOE, CLAIRE DORR, RALPH DOWDS, JOHN DUTRO, MARC DYER, HEATHER

ECCKER, MARISA EDOGUN, MODUPE EDWARDS, ROSANNA EGAN, KATHERINE ELLIOTT, AMANDA

ENGELAER, PAULUS JOHANNES ERICKSON, MATT

ESCONTRIAS, WENDY **EVANS, CHRISTOPHER** FAIVRE, MEGAN FERRANTE, JOHN FERRO, RACHEL FERRONI, GRAZIA FIELD, JASON FINDLAY, RACHEL FINERTY, JERRY FIORITO, STACEY FIRICANO, DARYN FITZGERALD, KRISTEN FLETCHER, MATTHEW FRETER, ANNE **FULLER, JEFFREY** FUN, BAO WEI GALLAGHER, MICHAEL

GANNON, AMANDA GARCIA, JASON GATTIS, BRENT **GETHIN-JONES, THOMAS** 

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