

AMEA APPRAISER

Information and education dedicated to appraisal excellence

May, 2003

Board of Directors

President

Richard H. Levy, CEA
Machinery and Appraisal Company

First Vice President

Nathan J. Arnold, CEA
Arnold Equipment Co.

Second Vice President

Craig C. Hilpipre, CEA
Hilpipre Auction Co.

Treasurer

Randy R. Stevens, CEA
Lee Stevens Machinery Inc.

Immediate Past President

John Gabalis, CEA
Hallmark Company

Presidential Appointees

Ronald J. Koster, Sr., CEA
Koster Group

Directors

Richard H. Bass, CEA
Rudolph Bass Inc.

John Greene, CEA
FL Sales Inc.

Jean A. Harris, CEA
Harris Machine Tools, Inc.

David C. Hodgkins, AEA
Piedmont Machinery of Charlotte Inc.

Voluntary Board Member

Charles J. Winternitz, CEA
Winternitz Inc.

Past Presidents

| | |
|---------|----------------------------|
| 1983-84 | Norman Adler, CEA |
| 1984-86 | Daniel J. Lengyel |
| 1986-88 | Roland R. Grenier, AEA |
| 1988-91 | Fred S. Mervis, CEA |
| 1991-93 | Michael D. Rosen, CEA |
| 1993-95 | David N. Lang, CEA* |
| 1995-97 | James L. Heppner, CEA* |
| 1997-99 | Ronald J. Koster, Sr., CEA |
| 1999-01 | John Gabalis, CEA |

* Deceased

Industry Leadership Requires Commitment

Richard Levy CEA

As this article is published, I am becoming the Immediate Past President of the AMEA. It has been my honor to serve the association, first as a voluntary board member, then as a director, and finally making my way through the officer positions until this day. I have seen the AMEA grow through those years both in membership and in stature. I am proud to say that during my time of service, the AMEA has strengthened its membership requirements, increased its continuing education requirements, and given full support to the promulgation of USPAP. Responsible involvement with the financial and regulatory communities has been a cornerstone of this growth. The AMEA has steadfastly held on to its core belief that market experience and involvement is the best way to understand the valuation process.

This level of positive activity is only afforded by a commitment by those who provide leadership to our organization. Despite the litany of accomplishments I presented above, I have done little on my own to complete these improvements. Nothing happens without our volunteer leadership. Review the names, listed to the left, of our Board of Directors and Officers. These appraisers give

their time and money to educate and administrate our membership. I have had a particularly easy job due to this first class corps of assistants. There has never been a time when I have had to say "I'll just do it myself." They have had the vision and energy to take the right way, not the easy way. With great backup from our Executive Director, I expect only continued excellence from our leadership.

I do have one nagging qualification to my otherwise upbeat assessment. While the immediate future of the organization is secure, long term we need a continuing supply of interested and dedicated volunteers. I can tell you from personal experience the payback is swift and sure. Knowledge and relationships, both key elements of a successful appraisal practice, are the capital of participation. Industry leadership can be measured in many ways. AMEA is a leader in the process of credentialing appraisers. Our board and officers are leaders of this organization. With commitment, you, too can be a leader. Such leaders also have successful appraisal practices. Actively pursue opportunities to provide service to your organization and the rewards will be yours. ●

Matchmaker

by Mary Flynn Boener Executive Director



Inquiries have come in from all over the country from financial institutions about our members.

Most, if not all, have been very pleased with our referral system. Not only is it free, it's fast. One banker called me within ten minutes of an e-mail referral and said he already had ten calls. My goal in referring is to give the customer what they want. If a person wants a list

of appraisers faxed, I fax it. If they want me to e-mail appraisers in a certain geographic area, it's done. The possibilities are endless.

I enjoy seeing the match between an institution and an appraiser. I know that when the appraiser does his or her job correctly, it is not the last one the appraiser does. One appraiser actually put me on a three way call with a customer so that the customer felt comfortable with the appraiser from the beginning. Finding an appraiser is painless. Call. ●

Sealed Bid Auction in Japan



by Yoshinobu Sato, AEA

Because of high labor charges, cost of land, shortage of man power, etc. Many large manufacturers move their plants to Southern Asian Countries. Because of this, many sub-contracted manufacturers suddenly have a lack of orders and become bankrupt. When larger parent companies fail, the spread is phenomenal to other businesses.

On April 18, 2003, a large auction, this one a sealed bid auction, was held at a Hotel in Osaka. The auction, called Kamitani Kikou Kai was held. About 120 people attended. More than 700 items were sold.

Last year, Kamitani Kousakusho, Kamitani Manufacturing Company, went bankrupt because of a sudden decrease of orders from their customers.

This manufacturer was manufacturing many tiny precision parts for the IT industry. The head office was in Kyoto and there were two plants, one on Kyushu Island, a southern island of Japan and one in Nagahama, which is near Osaka. Almost all of the equipment was leased. The total amount of liabilities (debit) was near 2,000,000,000 Yen, which is approximately \$16,700,000 US based on exchange rate of Yen120. The main machines were very young dating between 1995 and 2001.

When this company went bankrupt, our group contacted those involved and after long negotiations bought it. Then, we had the auction. Our group inspected all of the equipment and cleaned it in preparation for the auction. We also appraised the machinery to set the minimum bidding price.

More than 980 people, 454 companies, inspected the Kyushuu Plant and about 1,400 people, 674 companies, saw the Nagahama Plant. We had roughly 4,000 hits on the Web Site.

Appraisal Expertise

by Ron Koster, CEA

None of us wants to be called in to court for an appraisal we have produced. The fact is that it happens. Sometimes people miss items necessary in an appraisal or they are not able to produce the documentation to the courts of their work.

The courts see the difference between experienced and credentialed appraisers and those who have had years of evaluation experience. So many personal property appraisers are great with understanding value and can place numbers on machines. But the need for educated, professional appraisers is on the rise.

At the auction on April 18, 2003, 15 boxes were prepared for the bidding. There were signs on each box. The signs stated which numbered items were grouped in that box. Like items 1-50 were in box #1. Bidders put their bids for the



items in the box on paper according to the item number.

The dead time for the auction was 1:00 PM. Bids had to be placed before then. At 1:00 PM sharp, boxes were closed. Then, a committee member opened each box and chose the



highest bid for each item in front of everyone.

Afterwards, the chairman announced the results. The highest bidder's name and the selling price, item by item. If there was a tie for the highest bid, they competitively played Jan-Ken, or rock, paper, scissors. A very serious event in our country. The winner of the auction is decided immediately.

The items not bid on by anyone would go up for live auction. We had run out of time at the hotel and did not have the live auction at that time. The highest bidder is to move the equipment by a fixed time from the plants. ●

AMEA Presidential Appointee

In February of 2001, an article I wrote in the *AMEA Appraiser* titled "Appraisers and America's Litigious Society" touched on many topics regarding appraising and the courts. I stated that "An innocent appraiser equipped with a solid defense from the start must still defend against accusations." To have a written appraisal is one thing. But, being able to know why you are writing certain things and how to defend yourself is another.

By following the *AMEA Standards and Procedures of Professional Appraisal Ethics and Practice*; guidelines B-1

through B-16, an appraiser has a very firm foundation for the appraisal. To defend yourself is another story. It costs money and time. The presentation of yourself is extremely important. Organizational skills and how you come to court can make or break you. Something as simple as not properly stating the Intended Use and User of an appraisal could lead to years of litigation and thousands in legal fees. To be sued for negligence by a company in bankruptcy can be a very painful experience financially whether you are prepared or not. The courts take time. Preparation on your part will save your sanity. Keeping copies of back up, explanation of valuation, initial e-mails and letters to the client will help in the long run. The necessity of keeping your paperwork may never be tested. However, always be prepared.

Many members have asked about forms their customers are asking them to sign. Remember that any form you sign regarding your appraisals is binding. Before signing documents, read the fine print and be sure that the document is clear in its statement of purpose. If you need to, find someone who understands the legal verbiage and have them translate it for you. Appraisers are not lawyers usually. Take advantage of the opportunity of getting clarification before signing anything.

Within these times of terrorist attacks and war, our appraisals can mean something one day and nothing the next. To have the Effective Date stated and not implied on an appraisal could mean everything to you if you have to go to court. Just knowing what it all means and why it needs to be in the appraisal can

Continued on page 6

Opportunities for Education

ASA 15-hour USPAP

Classes are offered every month all over the United States.
Contact: 1 800 272 8258

ISA Appraisal of Heavy Equipment

May 17-19 Chicago, IL
Contact: Christine Campbell,
1 888 472 4732 or
education@isa-appraisers.org

ASA USPAP, Machinery and Equipment Valuation Methodology

June 5-8 Chicago, IL
Contact: 1 800 272 8258

ASA Intro to Machinery, Valuation or Intro to Income Approach

June 19-22 Los Angeles, CA
Contact: 1 800 272 8258

ISA Core Course in Appraisal Studies

June 21-27 Chicago, IL
Contact: Christine Campbell,
1 888 472 4732 or
education@isa-appraisers.org

ISA Appraisal of Restaurant Equipment

July 19-20 Atlanta, GA
Contact: Christine Campbell,
1 888 472 4732 or
education@isa-appraisers.org

ASA Machinery and Equipment Valuation Advanced Topics

August 21-24 Chicago, IL
Contact: 1 800 272 8258

AMEA Membership Exam

September 5 Philadelphia, PA
Contact: Mary 1 800 537 8629

ISA Core Course in Appraisal Studies

September 19-25 Philadelphia, PA
Contact: 1 888 472 4732

ASA Machinery and Equipment Valuation

Advanced Topics, Report Writing
November 20-23 Chicago, IL
Contact: 1 800 272 8258

For additional information contact AMEA at +1 703 836 7900 or amea@amea.org

Please take a look at our Web Page: www.amea.org

Websites containing more course and appraiser information are as follows:

- American Society of Appraisers, www.appraisers.org ●
- The Appraisal Foundation, www.appraisalfoundation.org ●
- The Appraisal Institute, www.appraisalinstitute.org ●
- Appraisers Association of America, www.appraisersassoc.org ●
- Association of Machinery and Equipment Appraisers, www.amea.org ●
- Equipment Appraisers Association of North America, www.eaana.org ●
- International Society of Appraisers, www.isa-appraisers.org ●
- University of Columbia-Missouri On-line courses, <http://MUDirect.missouri.edu/ASA/online.htm> ●
- www.irwa.com ● www.lincoln-grad.org ● www.middletontraining.com ●

New Members* and Member Information Update

Mr. Richard H. Bass CEA
www.rudolfbassinc.com

Mr. Joel Bersh CEA
Perfection Machinery Sales
2550 Arthur Ave.
Elk Grove, IL 60007
Phone: +1 847 427 3333
+1 847 545 6398
Fax: +1 847 427 8884
joel@perfectionmachinery.com
www.perfectionmachinery.com,moved

Mr. Brian David Block CEA*
Lexus Plant & Machinery Inc.
131 Citation Drive Unit 17&18
Concord, ON L4K 2R3
Canada
Phone: +1 905 738 8730
Fax: +1 905 738
5148,brian@lexusplant.com
www.lexusplant.com

Mr. Kevin E. Boland CEA
Daley-Hodkin Group
135 Pinelawn Road
Melville, NY 11747-3144
Phone: +1 631 293 0200 x 215
Fax: +1 631 293 0328
kboland@daley-hodkin.com
www.daley-hodkin.com

Mr. Richard Brodie CEA
Brodie Corporation
26105 Orchard Lake Road
Farmington Hills, MI 48334
Phone: +1 248 473 4010

Fax: +1 248 473 0777
info@brodieauctions.com
www.brodieauctions.com

Mr. William R. Corwin CEA*
Daley-Hodkin Group
135 Pinelawn Road
Melville, NY 11747
Phone: +1 631 293 0200 x 219
Fax: +1 631 293 0328
wcorwin@daley-hodkin.com
www.daley-hodkin.com

Mr. David C. Hodgkins AEA
machines@piedmontmachinery.com

Mr. George Howell CEA*
Consolidated Equipment Co.
P.O. Box 596338
Ft. Gratiot, MI 48059-6338
Phone: +1 810 329 5800
Fax: +1 810 966 1500,+1 810 966
9366,info@consequip.com
www.consequip.com,new,

Mr. Richard H. Jost AEA*
Daley-Hodkin Group
135 Pinelawn Road
Melville, NY 11747-3144
Phone: +1 631 293 0200 x 231
Fax: +1 631 293 0328
rjost@daley-hodkin.com
www.daley-hodkin.com

Mr. Steven D. Krom CEA*
Steve Krom Machine Tool
1521 Queen Anne Ave. N Ste. #E

Seattle, WA 98109
Phone: +1 206 285 1228
Fax: +1 206 282 7633
stevekrom@psni.com

Mr. James P. Mahanic CEA
Michael Fox International Inc.
2955 Biddle
Wyandotte, MI 48192
Phone: +1 734 282 8102
Fax: +1 734 282 8125
jmahanic@michaelfox.com
www.michaelfox.com

Mr. Fred S. Mervis CEA
23209 Miles Road
Cleveland, OH 44128

Mr. Howard Newman AEA*
Loeb Equipment & Appraisal
Company, Inc.
4131 S. State St.
Chicago, IL 60609-2983
Phone: +1 773 548 4131
Fax: +1 773 548 2608
howardn@loebequipment.com
www.loebequipment.com

Ms. Jean Novotny CEA
Novotny Machinery
909 Marina Village Parkway #129
Alameda, CA 94501
Phone: +1 510 769 8952
Fax: +1 510 769 9258
jnovotny@sbcglobal.net

Mr. Bruce J. Redenz AEA
Madison Tool Inc.
4436 Robertson Rd.
Madison, WI 53714
Phone: +1 608 240 9810
Fax: +1 608 240 9824
brucer@madisontool.com
www.madisontool.com

Mr. Mark A. Reynolds CEA*
Vulkan International Machinery
#10 55th Street South
Birmingham, AL 35212
Phone: +1 800 811 3111
Fax: +1 205 595 1333,
sparky@vulkan.com
www.vulkan.com

Mr. Ted Robbins AEA*
Wheeler Machinery Sales
6925 Santa Fe Avenue

AMEA APPRAISER

The *AMEA Appraiser* is published by the
Association of Machinery and Equipment Appraisers
315 S. Patrick Street • Alexandria, VA 22314-3501 • USA
Phone: +1 703 836 7900
Fax: +1 703 836 9303
E-mail: amea@amea.org
Internet: www.amea.org
Mary Flynn Boener
Executive Director
mary.boener@amea.org



All of our members are listed on our Web site at www.amea.org

New Member and Member Update Continued

Huntington Park, CA 90255
Phone: +1 323 589 6721
Fax: +1 323 589 6199
 ted@wheelermachinery.com
 www.wheelermachinery.com

Mr. Bruce Schneider AEA
 Schneider Industries Inc.
 231 S. Bemiston Ave., Suite 800
 St. Louis, MO 63105

Mr. Rudy M. Skoff AEA
 rudy@rmsindustries.net
 www.rmsindustries.net

Mr. David Slimowitz CEA
 Lexus Plant & Machinery Inc.
 131 Citation Drive Unit 17&18
 Concord, ON L4K 2R3
 Canada
 david@lexusplant.com
 www.lexusplant.com

Mr. Adam Stump CEA*
 Hilco Appraisal Services, LLC
 5 Revere Drive, Suite 430
 Northbrook, IL 60062
Phone: +1 847 849 2953
Fax: +1 847 272 1951
 astump@hilcoappraisal.com
 www.hilcotrading.com

Mr. Gregg Trenor AEA
 gt@irsauktion.com

Ms. Andrea E. Wasserman CEA*
 Daley-Hodkin Group
 135 Pinelawn Road

LOCATOR® Means Business!



Request Advertising Details Today!

Advertise Where Smart Buyers Find Their Used Machines!

Get The Most for Your Money

- ❖ Regularly reach 210,000 prospective customers
- ❖ Run your banner on the industry's best website – *LocatorOnline.com*
- ❖ Rent mailing lists of names and addresses of manufacturers and used machinery dealers

Contact Mike Horkan
Phone: +1 703 836 9700 or 800 537 1446
Email: Mike.Horkan@LocatorOnline.com

LocatorOnline.com

Melville, NY 11747-3144
Phone: +1 631 293 0200
Fax: +1 631 293 0328
 awasserman@daley-hodkin.com
 www.daley-hodkin.com

Mr. Dan Wheeler AEA*
 Wheeler Machinery Sales
 6925 Santa Fe Avenue

Huntington Park, CA 90255
Phone: +1 323 589 6721
Fax: +1 323 589 6199
 sales@wheelermachinery.com
 www.wheelermachinery.com

Mr. Robert F. Wirwahn CEA
 southservices@aol.com

Lender's Corner

Rebuilt Planetary Cabler Machinery and Equipment

by Brian Bouvier, AEA

The economic times we are experiencing today have required cable manufactures to scrutinize any capitol purchase or expenditure. The wire and cable producers have tried to expand their product lines into new markets. This possibly leads companies to not having the proper equipment to produce the product. With capitol dollars at a premium and delivery times critical, rebuilt machinery provides a lower cost with a quicker delivery to satisfy needs. Companies have been required to review their existing equipment and make modifications to suit their requirements. Most machinery and equipment dealers also provide rebuilding services on the customer's own equipment. Machines can be rebuilt and modified. Our company rebuilt a 6 + 12 + 18 + 24 bay planetary which was modified to run fine wire insulated conductors with 150 grams of product tension. Each cradle was redesigned and tension brakes were added while the frame was extended to minimize product-fleeting angles. Each planetary section was independently driven with AC Vector motors and drives delivering precision lay control with Fenner M Trims. We have also provided extrusion lines with multiple capstans and take-ups to expand the product range of existing lines. Whether purchasing a used piece of machinery or rebuilding existing equipment, there is lower capitol expenditure with quicker delivery schedules. ●

Steps I take to a Successful Appraisal

On more than one occasion, coworkers have asked me how I go about quoting or performing an appraisal. This has led me to put together an appraisal guide or checklist reviewing each step in the appraisal process. I hope readers will find it helpful. I have found that by using this checklist, I can ensure that all of the details are taken care of and a quality appraisal is provided.

1. Make the initial contact (name, company, address, phone, fax, e-mail, etc.)
2. Get a list of equipment or past appraisal(s) to help you with the quote
3. Make a formal appraisal quote
4. Send an engagement letter (this spells out your complete agreement, such as price, evaluations, payment terms, etc.)
5. Make travel arrangements if necessary and/or get directions to the plant or plants
6. Do the inspection of the equipment (write up the plant, take photographs, etc.)
7. Do your research of the equipment (create a work file of values, comparable, research and notes)
8. Compile a written list of equipment and related values
9. Proof and review the appraisal
10. Print (4) final copies of the appraisal (3 for the client and 1 for your files)
11. Sign and stamp the client copies
12. Compile a list of expenses (airfare, hotel, car rental, meals, parking, mileage, photography, extra services, misc.)
13. Invoice the client
14. Receive payment
15. Fed Ex or deliver reports to the client or send appraisals C.O.D.
16. File your notes and work file *

The USPAP 5/2 rule: **“An appraiser must retain the work file for a period of at least five (5) years after preparation or at least two (2) years after final disposition of any judicial proceeding in which testimony was given, whichever period expires last, and have custody of his or her work file, or make appropriate work file retention, access, and retrieval arrangements with the party having custody of the work file.”* ●

Expertise continued

continued from page 3

save time and court fees. Education is provided all over the country all year long for personal property appraisers. The web sites listed at the bottom of the box on page three have classes posted and registrations for classes are continuously accepted. Some of the Associations give AMEA members their member discounts and we do the same for them.

Our Education and Accreditation Committee has invested in creating a phenomenal class which will be given at the time of this newsletter mailing. “Depositions - Are you prepared?” The committee hopes to bring this class to you on DVD or video afterward. Please look for an e-mail regarding this.

Information concerning how to prepare for a deposition, how to conduct yourself during a deposition and the importance of AMEA and USPAP standards will be overviewed. The committee knows that if you have to go to court you will need special training. A knowledgeable prepared person in a court room will usually fair well in the outcome.

This mock trial atmosphere where an attorney will question an AMEA appraiser about an appraisal done for a lending institution will give the participants the feeling of really being in a courtroom. The lending institution foreclosed on a business and when the items went for auction the proceeds were substantially less than the appraised value. This opportunity of being involved in a deposition without it costing anything will benefit anyone who is in the appraisal business today.

Hopefully you will never have to use these skills. However, you may, and seeing it in a mock trial environment can give you a little insight on how it plays out in a real court room.

Documentation and the ability to explain yourself could save you time in a courtroom as well as serious financial burdens. Following the AMEA and USPAP standards will only give you an edge. The rest is up to you. ●

Member Questions

Several questions have come into headquarters from our members. If you would like to share your thoughts, or have questions of your own, please send an e-mail to amea@amea.org with the subject line as member questions.

Question 1:

I am like a lot of the small businesses/individuals who purchase health insurance on an individual or limited group policy basis. I am being clobbered by my insurance carrier with premium rate increases of 48% for each of the last two years! Do other members have the same problem?

Question 2:

What is the best wording to use in an appraisal regarding the war and terrorism as it affects the value of machinery? What is the best way to disclose that these can affect our opinions?



By Joel L. Bersh CEA

AMEA Certification and Accreditation

Continuing Education

CREDIT HOUR REPORT FORM

| ITEM | BACKUP | CEC HOURS |
|--|---------------------|----------------------|
| 1. USPAP Course | Certificate | 15 hours |
| 2. Attending Weekend With The Pros | Certificate | 8 hours |
| 3. Teaching a valuation course | Program | 8 hours |
| 4. Submit an article which is being or has been published | Article | 4 hours |
| 5. Attending MDNA convention seminars | This form | 1 hour for each hour |
| 6. Attend valuation seminars | Certificate | 1 hour for each hour |
| 7. Submitting detailed auction reports to AMEA | Auction Report | 2 hrs/ auction day |
| 8. Attending MDNA Chapter meetings w/o AMEA | This Form | 1 hour |
| 9. Attending MDNA Chapter meetings with AMEA | This Form | 2 hours |
| 10. Attending trade shows | Proof of Attendance | 1 hour |
| 11. Attending class seminars at trade shows | Certificate | 1 hour/hour attended |
| 12. Presenting a seminar on appropriate topics | Program | 4 hours |
| 13. Approved presentation to an industry related audience appraisal related topics | Program | 4 hours |
| 14. AMEA Board meeting attendance | This Form | 2 hours |
| 15. AMEA approval of biannual appraisal (AMEA will credit, no form required) | | 2 hours |
| 16. *AAA, ASA, EAA, ISA, etc. courses submit proof | To be Determined | |

Circle the corresponding number above, attach backup and submit form to:
 AMEA, 315 S. Patrick Street, Alexandria, VA 22314 Fax: +1 703 836 9303

Your Name: _____
 Company Name: _____
 Ph./Fax/E-mail: _____
 Continuing Education Date(s): _____
 Instructor's Name if Applicable: _____

**AMEA encourages members to seek educational opportunities and present them to the Certification and Accreditation Committee for credit. All continuing education hours are subject to approval and verification by the Certification and Accreditation Committee.*

Please copy this form for multiple use.

Appraisal Review

A year ago, all members received the April, 2002 Standards and Procedures of Professional Appraisal Ethics and Practice from the AMEA. All 16 points must be adhered to or an appraisal will fail. Effective June 1, 2003 the Appraisal Review Committee will be requiring the following:

Congratulations New CEA's!

Kudos to the following AMEA members who recently passed the USPAP course and exam and changed their designation from Accredited to Certified Equipment Appraisers:

Ms. Alison Ford CEA
Michael Fox International Inc.

Mr. Bryan D. Harvey CEA
Thompson Auction Co.

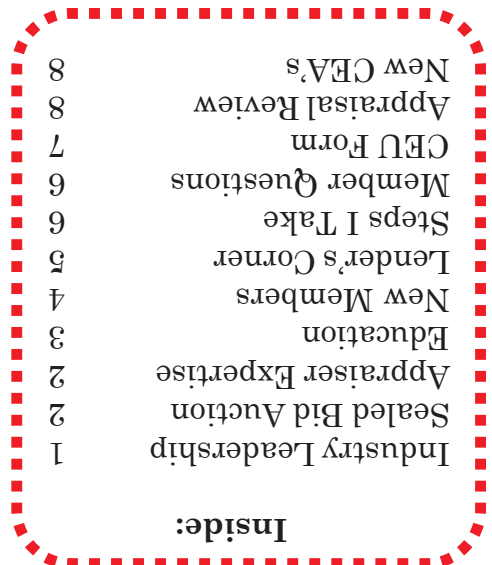
Mr. Bradley J. Zimmerman CEA
Zimmerman-McDonald Machinery Inc.

A. All appraisals submitted for review will be required to have all components included in the appraisal as outlined in the appraisal standards.

B. All resubmitted appraisals must be complete. We will not accept partial appraisals. Do not only send in what was missing in your first appraisal.

The most common items missing in appraisals submitted for review and resubmitted appraisals are the following:

- Clear identification of the intended use and user
- Disclosure of expertise and experience
- Statement of objectives and methodology
(This must have a statement of the approaches considered and/or selected and a definition of the types of approaches.)
- Statement regarding the type of appraisal
- A clear description of the items appraised
(We will not accept short descriptions. We must see that you have significant value characteristics .)
- The effective date must be stated, not assumed
- Signed and sealed certificate of value page
- Thank you for continuing to make our association what it is by improving yourselves as well as your appraisals.



Association of Machinery
and Equipment Appraisers
315 South Patrick Street
Alexandria, VA 22314-3501 USA
Phone: +1 703 836 7900 or
+1 800 537 8629
Fax: +1 703 836 9303
www.amea.org
amea@amea.org

