



January 12, 2012

Ms. Elaine Biech  
President and CEO  
ebb associates Inc.  
Box 8249  
Norfolk, VA 23503

Dear Elaine,

Congratulations! It's my great privilege and pleasure to tell you that you are one of the first recipients of the ASTD CI CPLP Fellow recognition program.

The ASTD CI CPLP Fellow program recognizes learning and development thought leaders for their support of the CPLP credential and the industry. The review panel felt you exemplified the spirit of this program and overwhelmingly deserved to be one of the first to receive this honor.

As a CPLP Fellow you are a lifelong fellow of the program with a two year active participation requirement. The active participation requirement will focus on the support of CPLP professional development efforts throughout the two year term.

Your tenure will begin at the ASTD International Conference & Exposition in Denver, Colorado. You will be invited to participate in the ASTD CI Speaker Forum event which will take place at the conference on Sunday, May 6, 2012. At this event you will be formally inducted into the program and asked to conduct a brief (45 minutes) professional development session for the CPLP's in attendance on a topic of your choice. On that same day you will be invited to attend a CPLP after hours gathering in your honor. A formal invitation to both events with details will be forthcoming.

In addition to the above activities you will receive the following:

- Public recognition in an ASTD press release announcing your achievement.
- A CPLP Fellow honorary plaque.
- Listing in ASTD's *T+D* Magazine and other ASTD publications as appropriate.
- Listing on the ASTD CI Website

More information about the conference events and recognition will be sent in the coming weeks. In the meantime, if you have questions, please feel free to contact Pat Byrd at 703.683.7258 or [pbyrd@astd.org](mailto:pbyrd@astd.org).

Thank you for participating in this program and for your contributions to the profession.

We look forward to seeing you at the ASTD International Conference & Exposition in Denver!

Kind regards,

Jennifer Naughton  
Senior Director, ASTD Certification Institute

