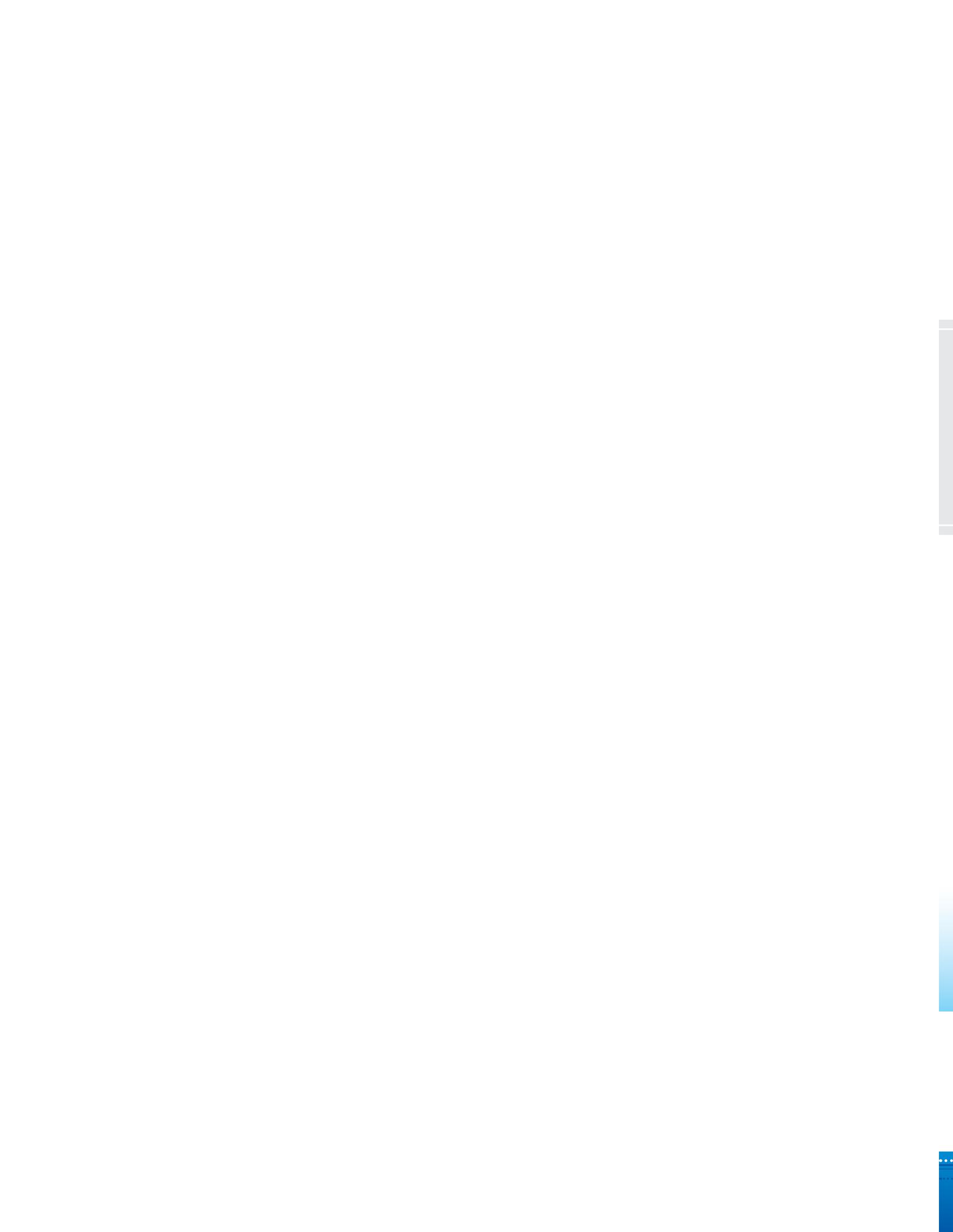




Vocational Rehabilitation Services that **WORK!**



Hostetler-Fontaine & Associates



# Our Company



Vocational  
Rehabilitation  
Services that  
**WORK!**

Hostetler-Fontaine & Associates was formed in 1981 to provide a full range of effective rehabilitation services in an efficient, professional manner throughout the State of Michigan, including the Upper Peninsula and the surrounding Great Lakes Region.

We accomplish this by utilizing highly qualified Vocational Counselors, Vocational Rehabilitation Specialists, and Job Developers whose work is goal-oriented toward employment in order to obtain the best possible results in the shortest possible time.

A State of Michigan Approved  
Vocational Rehabilitation Provider



# Why Choose Us?

We are a state leader in outside job placement. We have over 30 years of experience in Workers' Compensation, vocational rehabilitation, and job placement. Where others take the long approach, it is our goal to facilitate job placement in 90 to 120 days. Our counselors will provide each claimant with every opportunity to return to viable employment.

Our counselors are committed to providing feedback to our customers and referral sources. It is our practice to assist individuals return to employment as quickly as possible because we understand that the longer one remains unemployed, the less likely it is that they will return.

We are capable of rendering a preliminary vocational opinion regarding the claimant's employability and wage earning capacity, all of which will aid in determining the most effective path towards returning to viable employment.

Active and Accountable Job Placement Services



## Custom Services

We recognize that Workers' Compensation laws and disability determinations constantly evolve. We provide expert consultation services from veteran vocational counselor and forensic experts that can facilitate better understanding of the claim. Let our vocational experts consult with you on those troublesome or complex disability claims.



# About Us

Hostetler-Fontaine & Associates was formed in 1981 by two Job Developers: John Raleeh, Ph.D., and Guy Hostetler, M.A., its current president. In 1996, Michael Fontaine joined HFA and is now its current Vice President. In 2002, Andrew Nay, PhD. joined HFA and is now also a Vice President. Our business philosophy is guided by our goal-oriented approach in assisting individuals return to employment. We believe that this serves the best interests of not only the injured worker, but all of those involved in the process of vocational rehabilitation.

For over 30 years, Hostetler Fontaine & Associates has provided its customers "Active and Accountable rehabilitation and job development." While vocational evaluation, vocational testing, and vocational exploration are necessary, they are in reality, just the preliminaries to the hard work of locating employment.

We try to avoid the peaks and valleys of our competitors' typical job development to allow a constant level of activity by and for the injured worker. Instead of contacting a list of employers one time each month, providing leads to the injured worker, and performing follow ups, we conduct 2-4 sessions of employer contacts per month and follow up with the subsequent injured worker and prospective employer to facilitate the placement process. This system has proven time and again to net the best results as soon as possible.

Our diverse staff is comprised of State Certified Rehabilitation Counselors, Licensed Professional Counselors, Disability Management Specialists, Vocational Rehabilitation Specialists, and Job Developers who have been performing quality case management service within the Great Lakes Region for many years.



# Services

Hostetler-Fontaine and Associates has been providing professional vocational services throughout the State of Michigan, including the Upper Peninsula, surrounding Great Lakes Region, and Eastern United States for over 30 years.

## Rehabilitation and Job Development

Active & Accountable job development is an intensive job search process developed by HFA. It is designed to either place individuals within 90 days or to have the information to determine the barriers to employment.

## HFA Medical Case Management

Specializing in all aspects of Medical Case Management. Serving Michigan, Indiana, Illinois and Ohio.

## Return to Work Programs

Assisting employers and employees with return to work activities.

## Independent Vocational Evaluation<sup>®</sup>

The Independent Vocational Evaluation (IVE) is our copy-written product which has become a comprehensive assessment tool that is designed to help evaluate a claimant's employability and wage earning capacity. Through the process and use of the IVE, HFA Vocational Counselors have invigorated stalled rehabilitation cases and are able to provide expert testimony.

## Legal Consultation and Research

Experienced vocational experts are available for consultation and testimony with regard to third-party liability claims, disputed claims, and mediation.

## Job Analyses

On-site workplace job analyses incorporating professional video footage and in-depth written reports for physician review.





# Rehabilitation and Job Development

## Active and Accountable Job Placement Services

If it is not possible to return an injured worker to his or her original employment, Hostetler-Fontaine & Associates will then institute what we call "Active and Accountable rehabilitation and job development." While vocational evaluation, vocational testing, and vocational exploration are necessary, they are, in reality, just the preliminaries to the hard work of locating employment.

Active and Accountable job development would include performing labor market surveys on a weekly basis to locate employment opportunities for the injured worker. Then we would schedule appointments for the injured worker to place applications and/or interview. In some cases, we may even escort the injured worker to the interview. It is the vocational rehabilitation counselor's/job developer's responsibility to place phone calls to prospective employers within hours of that appointment to follow up.

This provides us with a number of benefits. First, injured workers are far more likely to keep appointments which have been scheduled for them. Second, if the injured worker understands that someone will be calling the employer within a short time after the interview, this gives him or her reason to make a positive impression.

Prompt follow-up phone calls by the job developer keeps the candidate fresh in the employer's mind. If, unfortunately, the injured worker leaves a negative impression, it gives us an opportunity to quickly correct this with the employer and injured worker and return the injured worker to proper job search activity. If the injured worker continues to leave poor impressions after counseling, these activities will allow us to document them thoroughly.

It is the goal of this organization to return injured workers to employment as soon as reasonably possible. We, however, understand that there are some cases where this is not possible and it is our responsibility to document the situation for future consideration.

In Active and Accountable job development, we try to avoid the peaks and valleys of our competitors' typical job development to allow a constant level of activity by the injured worker. Instead of contacting a list of employers one time each month, providing leads to the injured worker, and doing sporadic follow up, we conduct 2-4 sessions of employer contacts per month with subsequent injured worker referral and employer follow up. This system has proven time and again to net the best results as soon as possible.

# Independent Vocational Evaluation (IVE)

Hostetler-Fontaine & Associates would like to introduce you to our copy written product, the Independent Vocational Evaluation. How many times have you become disappointed with the lack of progress you have seen on a file which:

1. You have previously assigned to a vocational rehabilitation vendor, or
2. When the claimant is or has been receiving ineffective vocational services, or
3. The claimant's attorney won't let them meet with anyone?

This also would include those very old files that a vocational rehabilitation counselor in the past has told you that the person is not a candidate because of their geographic location, lack of transferable skills, etc.

**The IVE is designed to help you with those problems because you are entitled to an evaluation of your own.**

This evaluation will follow State of Michigan Guidelines and include:

- Initial Vocational Assessment
- Vocational Testing
- Medical and Vocational Records Review
- Job Analysis Development
- Occupational Research
- Labor Market Surveys
- Forensic Evaluations
- Vocational Opinions



A more in-depth explanation of what is done is available to you simply by contacting one of the counselors at HFA. The IVE can and has resulted in a number of positive outcomes. The IVE is designed to provide you with as much information as possible in the shortest possible time. This information can be used by the claims adjuster, case manager, or employer to expedite the handling of the file, and add to their present understanding of the claim.

HFA has tested this product for the last eighteen months with great success. For more information please contact us by phone, fax, or e-mail.



Vocational  
Rehabilitation  
Services  
that **WORK!**

For more information,  
please contact us by  
phone, fax, or e-mail  
[www.hfarehab.com](http://www.hfarehab.com)

# Locations

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## Professional Staff

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Vocational  
Rehabilitation  
Services that  
**WORK!**

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# Locations

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