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THE BULLETIN is published monthly by The Genesee County Medical Society.

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JANUARY 2010 Volume 86 Number 1 Bulletin

Read by 96% of GCMS members.

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Our Vision

That the Genesee County Medical Society maintain its position as the premier medical society by advocating on behalf of its physician members and patients.

Our Mission

The mission of the Genesee County Medical Society is leadership, advocacy, education, and service on behalf of its members and their patients.

The GCMS Nominating Committee seeks input from members for nominations for the GCMS Presidential Citation for Lifetime Community Service. The Committee would like to be made aware of candidates for consideration.

THE BULLETIN (USPS 552-820)

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HELP OUR PATIENTS WITH THEIR MEDICAL ECONOMIC ISSUES

The medical economic status of many of our patients turned upside down this year. For half a century the UAW fought and got excellent health care coverage for union employees with very little out of pocket expenses. Our patients got excellent care and all health care providers benefited from this generous insurance coverage. Now with the GM financial problems, the UAW is taking over the responsibility for retiree health care under what is called VEBA (GM paid a lump sum fund to the UAW to take over the financial responsibility forever).

The UAW has to conserve the money for long term survival of the fund and consequently is trimming down the services and is increasing the deductibles and co-pays to its members. We are all seeing patients in our offices who tell us that they can not afford \$50 copays on drugs and office visit copays. They are trying to take care of themselves and their children who lost jobs on fixed incomes and are economically stressed.

Let us help our patients in this medical economic situation. We need to start practicing not only cost beneficial medicine but also affordable medicine. We need to explain how much it costs to them upfront for any treatment we recommend in addition to the medical benefits and risks that we normally explain. Our patients are facing a new economic situation. We need to keep



Venkat K. Rao, MD

that in mind when planning and designing the proposed plans and their costs.

I ask you all to continue to help our patients in any way you can including signing them up for free medicines through drug company foundations. Let us hope for a better new year. Hopefully, a health care reform bill will be enacted soon by Congress which will help our financially devastated area with more health care dollars and health insurance coverage for more people.



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REFLECTIONS ON THE '60s AND BEYOND

Guest Editorial

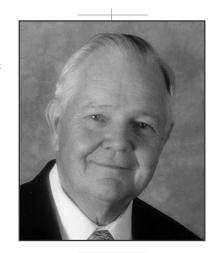
In a recent issue of *The Bulletin* we published an article written by Jim Martin in which he reminisced about his past. The purpose of these articles is to get colleagues to share vignettes so that we preserve the past for future generations. The past is indeed the prologue of the todays that follow.

We take for granted the present. Those who come along as the recipients often do not appreciate what they have received. Let me share with you why I am so proud to be a member of the Genesee County Medical Society. The Society has changed over the years, so I want to try to help you revel in our acco

want to try to help you revel in our accomplishments and ask that you help us grow more of what we have.

In 1959 when I came to Flint the Medical Society consisted of around 200 allopathic physicians, the majority of which were general practitioners many of whom had sub specialized. Dr. Joe Macksood, the father and grandfather of our colleagues was among them as was Dr. Tony Miltich. The Society operated out of an office in the Mott Children's Center provided free of charge. International Medical Graduates were very few and the term had not been coined. The only IMGs I remember were Dr. Quincy Fan (an internist), Dr. Rudy Goetz (an OB), and his wife (a pediatrician). We got to know each other because almost every Thursday night we gathered at one place or another, as medical staff or Medical Society members. While doing the business of the evening we socialized.

In the early '70s things began to change. Genesee Medical Corporation (GMC) brought together allopathic and osteopathic physicians to have a collaborative relationship with a business foundation. Volume purchasing was one arm of GMC. Another was the Independent Medical Examiner program where GM



Peter Thoms, MD

management and the UAW agreed to use our services to determine the legitimacy of claims of workers who continued on extended "sick leave." GMC bought the Emergency Medical Centre of Flint (EMC) and ran it as a subsidiary to help shore up its bottom line. It also created Physicians Answering Service (now PPI).

As the President of GMC, I saw the organization floundering. Money that we were garnering from our Peer Review program had been shifted to another competitor. The Physicians Answering Service was floundering.

The volume purchasing program was not producing the funds expected and in the midst of all of this we lost our Executive Director. The Board was left with a decision. Struggle on, or abandon ship were our choices.

It took a lot of persuasion to convince the Genesee County Medical Society to take over the holdings. Whereas the IME program and the Volume purchasing programs had all but melted, EMC, PC and the Physicians Answering Service I felt were viable if they could be managed by GCMS. Reluctantly, the GCMS Board assumed the assets and debt and both have been enhanced by the relationship with GCMS. In turn they have enhanced GCMS by supporting it financially.

The Medical Society Foundation was added to GCMS when \$250,000 became available for donation from the Independent Physicians Association which was made up of physicians who were aligned with Genesee Health Care (GHC), the fore runner of Health Plus. GHC, started in the late '70s. It supplied health care to its subscribers through the services of contracted primary care and specialist physicians. The IPA group underwrote the cost of the computer system of GHC. After a few years of operation GHC was able to pay off

the loan but to whom would the money go became tangled by the complexity of determining the rightful recipients. Many physicians, osteopathic and allopathic, PCPs and specialists, active and retired had been the "donors." After some time it was agreed that \$250,000 would be given to GCMS to start the Foundation. Other assets were given to other charities.

The foundation is now a private foundation which has supported the Genesee County Free Medical Clinic

and other charities. It now focuses on support of GCMS's charitable activities related to Genesee County Free Medical Clinic and the Greater Flint Health Coalition, among other entities.

The past is now the present. GCMS, which now consists of over 900 members, is the most active county society anywhere. That is why it has grown. The Medical Society Foundation is ready to accept your donations and to put the money to good work.

PPI can always use more customers. EMC would benefit from your referrals. The Foundation needs our generous contributions. Gifts to honor colleagues, or in memory of them, would be appropriate. Generous gifts just to say "thank you" to the Medical Society for all it has done for us would enhance what we can do in and for our community.

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Please fill a bag with personal care and children's items and bring it to the GCMS office.

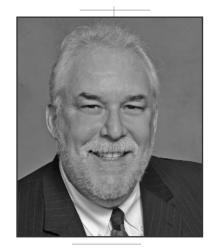
For a complete wish list for SafeHouse please check the YWCA website at www.ywcaflint.org.

Please email Rula Ali Bakr for questions at rulaali@aol.com.

SOME SUGGESTED NEW YEARS RESOLUTIONS FOR GCMS MEMBERS

Please resolve to:

- Recruit one new member to the Society. This past year was one were GCMS and MSMS together as well as the AMA proved their value in multiples of the cost of dues (\$880 for combined GCMS and MSMS dues).
- Use PPI Communications as an answering service. Call Debbie Green at (810) 733-9921 (supporting PPI Communications will benefit your practice because of its high quality, and provide highly competitive pricing for you. In addition, PPI supports GCMS.)
- Send patients to the Emergency Medical Centre of Flint, 2284 Suite 2, Ballenger Hwy., Flint, MI 48503 (810) 232-6101. This high-quality urgent care, is also a supporter of GCMS. By supporting PPI and EMC you help keep your dues down and provide great service to your patients and to your practice.
- Bring a non-member to our next Town Hall meeting scheduled for February 4. These are always fascinating meetings and it will be a great way to expose non-members to what we do.
- Have your spouse join the Genesee County Medical Society Alliance. The GCMS Alliance is a wildly effective organization. Local dues are only \$20. Even if your spouse does not want to get involved, that



Peter Levine, MPH

- \$20 supports activities which reflect beautifully on physicians and their
- Resolve to volunteer for a GCMS Committee, if you are not already on one. Please respond to our solicitation for new members for committees.
- Volunteer for an MSMS Committee. MSMS works at the state level on your behalf. There is always room for more energy and new ideas at the state and county level.
- Thank your Board members and officers. All of our Board members and
- officers are volunteers. They work hard on your behalf and are constantly striving to win on issues of critical import to you and your patients. They are listed inside the front cover of this issue of "The Bulletin" right next to the table of contents.
- Resolve to spend more time with your family. The one resource that we have which is not renewable, is time. Please resolve to use it in satisfying way. I cannot think of a better way than spending time with family.

All of the above resolutions for the year 2010 will result in a better environment for your patients, higher compensation for you as the bread winner, and more satisfaction because you are being adequately represented. I wish everyone a Happy New Year!

GCMS MEETINGS - JANUARY 2010

1/4, 8 a.m. - Legislative Liaison @ GCMS 1/6, 7:30 a.m. - Bulletin Committee @ GCMS 1/18, 12 Noon - Membership Committee @ Grill of India 1/26, 5:15 p.m. - Finance Committee @ GCMS 1/26, 6 p.m. - GCMS Board of Directors @ GCMS 1/27, 12:30 p.m. - Community & Environmental Health Committee

> @ Sagano Japanese Restaurant 1/28, 8 a.m. - Practice Managers @ GCMS

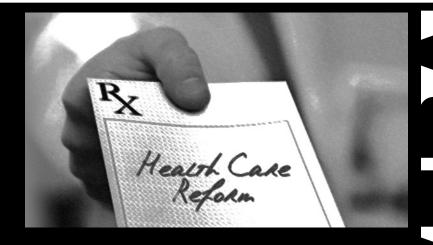
Genesee County Medical Society Dinner Business Meeting

THURSDAY, FEBRUARY 4, 2010

A Town Hall Meeting on:

THE AUTOMOTIVE VEBA; **EVERYTHING A PHYSICIAN NEEDS TO KNOW**

Come ready for a discussion! Faculty to be determined.



All physicians, spouses, and family members, members and non-members of GCMS and GCMSA and interested other professionals are invited.

> GCMS Members & Spouses \$30.00 (per person) Hospital Residents and Students \$20.00 Non-Members per person \$50.00 Reservations required by January 29, 2010

Flint Golf Club: 3100 Lakewood Dr., Flint, MI 48507

for more information.

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6 pm - Registration & Social Hour 6:30 pm - Dinner 7 pm - Meeting 7:15 pm - Presentations

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MSMS RALLIES TO REFORM MEDICAID & MAKE MICHIGAN WORKPLACES SMOKE-FREE

Whether it's a grassroots march at the Capitol to defeat a proposed physician tax, efforts of our Reimbursement Advocate helping members cut through reimbursement red tape or the delivery of quality educational programs, MSMS rallies for members every day.

On the state legislative advocacy front, MSMS continues to fight to reform the state's ailing Medicaid system and to improve the health of our state by passing smoke-free workplace legislation (Such efforts have paid off as the legislation passed at press time and awaits the governor's pen.).



Venkat Rao, MD District VI Director

TAKING THE LEAD ON MEDICAID REFORM

MSMS scored a major victory for physicians and patients in October when our collective grassroots efforts (including a coalition of county and specialty societies) helped to stop the proposed physician tax. Now MSMS leaders have renewed our committed to working with state leaders to reform the state's Medicaid system.

In light of the 8 percent cut to Medicaid physician reimbursement that was passed in the final state budget, reform is more important than ever. That is why the MSMS Board of Directors approved a recommendation that MSMS develop a proposal to reform the state's Medicaid program to address issues such as diminishing reimbursement and physician participation, as well as structural problems with the financing and administration of the program.

As we've done in the past, MSMS will continue that work as part of the Partnership for Michigan's Health (with Michigan Health & Hospital Association and Michigan Osteopathic Association). By collectively meeting with key lawmakers and newspaper editorial boards, and other influential groups, our message will be stronger.

CLEARING THE AIR FOR MICHIGAN WORKPLACES

Through its Future of Medicine wellness initiatives,

MSMS has been a longtime advocate for smoke-free air. We joined the Campaign for Smokefree Air, which includes more than 250 organizations and businesses around the state that are committed to making Michigan workplaces smoke-free. According to the CSA website (www.makemiairsmokefree.org), Michigan is one of only 13 states that have not yet passed some kind of indoor smoking ban.

Now, we have come closer than ever to making this a reality and improving the overall health of our state. The Michigan House of Representatives and Senate are in the last month of session for the calendar year, and they are expected to take up

smoke-free workplace legislation before the holiday break. We must contact our state representatives and senators early and often to get our message across and achieve this important goal before year's end (see previous note).

TAKE ACTION NOW - All Genesee County members, Alliance members, residents, medical students, and medical group managers should use the prewritten message on the MSMS Action Center (www.msms.org/action) to contact your representative and senator and thank them for support for smoke-free workplaces. For more information about state legislative advocacy, contact Colin Ford at 517-336-5737 or cford@msms.org.

Keep watching your email, the MSMS website (www.msms.org) and Medigram for the latest developments on these issues.

Although legislative advocacy is only one part of what MSMS offers to members, it is important that members all do what we can to advance the MSMS Legislative Agenda for the benefit of our patients and our profession. MSMS makes it easy for you to do your part and impact health care policy in Michigan. This is one of the many ways that MSMS rallies for you.

Learn more about the benefits of MSMS membership at www.msms.org/membercenter.

2009 Presidents' Ball



EYE ON THE FUTURE

GCMS/GCMSA Fetes Outgoing President John Waters, MD

If you weren't at the Presidents' Ball you missed the premiere social event of the year. The room was spectacular. The food was delicious. The speeches were short. The music was loud. The dancing was fun. The theme of the Presidents' Ball was "Eye on the Future." The colors were bright white and silver. Star Trek videos were on the big screen Star Wars and Star

Trek music introduced different stages of the event, and even the waiters and waitresses got into it with their coordinated robotic movements.

The room was filled with well dressed men and radiant women who enjoyed themselves in a wonderful way. The event is sponsored by: Genesys Regional Medical Center, Hurley Medical Center, McLaren Regional Medical Center, Blue Cross Blue Shield of Michigan/Blue Care Network, American Physicians Assurance, Diagnostic Radiology, HealthPlus of Michigan, MSMS Physicians Insurance Agency, Rama Rao, MD, Suresh Anné, MD, Wells Fargo, Complete Eye Care, McLaren Health Plan, Medical Protective, ProAssurance, Citizens Bank, Hometown Home Health & Hospice, and Quest Diagnostics. With donations from: Raymond Rudoni, MD, Dr. & Mrs. Robert

Soderstrom, Dr. Allen F. Turcke, Your AMA Delegation: Cathy O. Blight, MD, Pino Colone, MD, Nita Kulkarni, MD, AppaRao Mukkamala, MD, S. Bobby Mukkamala, MD, Venu Vadlamudi, MD. The event was even visited by the GCMS members of the AMA Delegation who were in attendance at the AMA interim meeting, via video featuring several Star Wars characters and a terrified delegation leader Dr. Cathy Blight. The evening also featured the transition from the presidency of Dr. John Waters to the presidency of Dr. Venkat Rao. Both expressed thanks to the membership for their actions to block the physician tax, as well as, their support for key issues over the past and coming year.

The Presidents' Ball is no longer an event to miss. The 2010 Ball will take place on October 30, 2010.

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Your AMA Delegation sends congratulations to Dr. John Waters on a great year as GCMS President, and best wishes to Dr. Venkat Rao for his presidential year.

Cathy Blight, MD, S. Bobby Mukkamala, MD, Nita Kulkarni, MD, AppaRao Mukkamala, MD, Pino Colone, MD, and Venu Vadlamudi, MD











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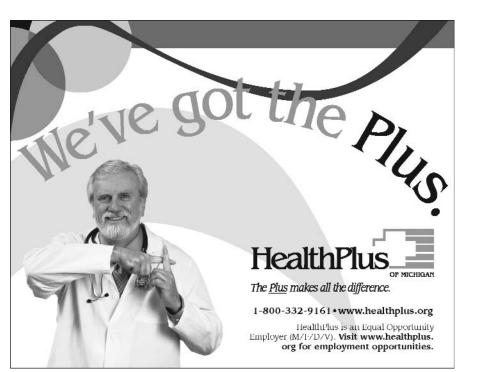
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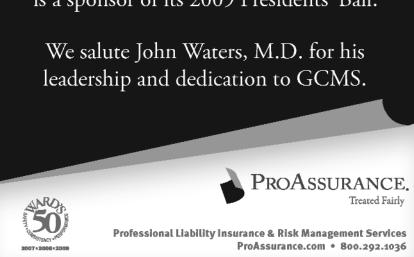
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Any physician volunteering for any committee was placed on the committee(s) of their choice. Physicians still wishing to volunteer for committees are encouraged to do so.

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GCMS met with several physicians regarding third-party-payor problems

GCMS organized H1N1 vaccine clinics for physicians, their staffs, and their families

GCMS helped one practice with dealing with a extremely problematic patient

GCMS met with two third-party-payors regarding straightening out a specific physicians practice problems

GCMS worked along side MSMS recruiting new patients based on the massive savings achieved through the defeat of the Michigan Physician Tax

GCMS worked in conjunction with the Greater Flint Health Coalition on several projects including an effort to promote Group Diabetes Appointments in physician practices to enhance outcomes and physician reimbursement

GCMS met with several practice managers to aid in problems specific to individual practices



JANUARY 2010

THE DEFEATED PHYSICIAN TAX -

A Resident's Perspective on the Importance of Organized Medicine

By Venu Vadlamudi, MD



In October, based on faulty premises and the lure of Federal matching dollars, the Michigan House of Representatives passed the Quality Assurance Assessment Program (QAAP, aka the physician tax) by a tight margin. The bill passed along party lines, after heavy internal pressure from within the Democratic party. The Michigan State Medical Society, along with other groups in organized medicine, acted quickly to

rally efforts to oppose this legislation through resources such as its Action Center and by quickly organizing a successful march on the capitol. The march was attended by nearly 1,200 physicians, fellows, residents, medical students, office staff and others. This was an awesome effort, especially considering the short timeline involved, but for me it demonstrated the power, impact, and necessity of organized medicine. The result of this swift action lead to the Michigan Senate voting the bill down, saving each physician up to an estimated 3% of their gross revenues.

During medical school and often throughout residency and fellowship, we learn about medicine under very ideal conditions. In these settings, medicine is defined by a relationship between the physician and patient and the diagnosis and treatment of the patient's condition. It is because of this definition of medicine that we enter a long road of education, training, and honing of skills to become competent and compassionate physicians. It is often easy to become fixed in this mindset and remain naïve or indifferent to the realities of medicine that loom at the doorstep of graduation.

At times in contrast to our more idealistic education in medicine, the realities of "real world" medicine often

involve decisions and interference from insurance companies, regulators, lobbyists, politicians, and others who may never know what it means to examine a patient. The rules that govern issues such as patients' access to care, physician reimbursement, medical school debt forgiveness, and medical scope of practice are not often written by physicians even though it would seem that they would be the most logical choice. It is in these areas and many more that the value of organized medicine is truly evident.

So why become involved in organized medicine? You should for your patients; for your colleagues; and for yourselves. The defeat of this physician tax in Michigan is an excellent example of the importance of organized

For your patients, had it passed, it would have surely worsened the physician shortage in this state which has already been recognized by the Governor's own Blue Ribbon Physician Workforce Committee and data from the Michigan Health Council, thus decreasing access to care. For your colleagues, the potential impact on physician retention would have been grim, with newlytrained physicians leaving the state in droves, thus hastening and worsening the aforementioned physician shortages. This would have come at a most inopportune time considering the worsening unemployment rates in the state causing additional tens of thousands to go without adequate health care coverage. This point was very evident in polling of medical students and physicians-in-training by MSMS where respondents overwhelmingly indicated that this proposed tax would negatively influence their decision to stay in Michigan with nearly 88% of these future physicians choosing to leave Michigan after completing their training. Finally, for yourselves, as practicing physicians, the passage of this tax would have meant that your future fiscal bottom line would become tighter and, as indicated by the aforementioned polling data, you would have more difficulty in paying your practice expenses or even attracting a new partner to a busy practice.

With the current debates regarding health system reform and as the inheritors of whatever product may result, we must be active and engaged in organized medicine at the state and national levels to ensure that we are able to better serve our patients and have successful and meaningful careers. I urge those of you who are medical students, residents, and fellows to join MSMS and the AMA and be involved, and for those of you who teach and mold these young minds, please add a bit of this message and guidance in your morning rounds.

Venu Vadlamudi, MD is a third year diagnostic radiology resident at the Michigan State University program in Flint and is the Vice Chair and Chair-Elect of the MSMS Resident and Fellow Section and the Resident and Fellow representative on the MSMS Board of Directors.

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DEAR GCMS MEMBERS,

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Committees. We appreciate their efforts on behalf of all of us and our patients. If you would like to serve on one or more of these bodies, please let me or Peter Levine know.

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Please invite a non-member to join GCMS and MSMS. Both organizations are fighting aggressively on so many fronts on behalf of physicians, their families and their patients. Please call non-members and invite them to join. The key to the success of this organization is increased membership. This will be the first of two alphabetical publications of the list of non-members. Remember, combined GCMS and MSMS dues cost only the equivalent of the 3% tax which you will not have to pay on \$30,000 of your gross receipts. Imagine if you had to pay the 3% tax on all of your gross receipts!

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GCMS/MSMS NEW MEMBER APPLICATIONS

Genesys Regional Medical Center Resident: **Eric Lerche, DO**

Hurley Medical Center Resident:

Rajaie Namas, MD

Mohamad B. Al Jabban, MD

Internal Medicine M. B. Al Jabban, MD 5232 Richfield Rd. Flint, MI 48506

Ph: 810-736-0970 Fax: 810-736-3241

Dr. Al Jabban received his medical degree from the University of Damascus, FAX of Medicine, Damascus, Syria in 1985. He completed his residency at McLaren Regional Medical Center, Flint, MI. Dr. Al Jabban is sponsored by Amitabha Banerjee, MD and S. Bobby Mukkamala, MD

Nadeem S. Siddiqui, MD

Family Medicine

Genesys Occupational Health Network

3021 S. Dort Hwy. Flint, MI 48507 Ph: 810-742-7700 Fax: 810-742-7660

Dr. Siddiqui received his medical degree from Ross University School of Medicine, Portsmouth, Commonwealth of Dominica, West Indies in 1986. He completed his residency in Internal Medicine at Prince George's Hospital Center, Cheverly, Maryland, his Family Medicine Residency at Wayne State University School of Medicine, Detroit Medical Center, Detroit, MI, and his Occupational and Environmental Health Medicine at Wayne State University School of Medicine, Detroit, MI. Dr. Siddiqui is Board Certified in both Family Medicine and Preventative Medicine - Occupational Medicine. Dr. Siddiqui is sponsored by Amitabha Banerjee, MD and S. Bobby Mukkamala, MD.

Imad Tahboub, MD

Internal Medicine 5039 Villa Linde Pkwy., Ste. 31

Flint, MI 48532 Ph: 810-733-5390 Fax: 810-733-6090

Dr. Tahboub received his medical degree from the University of Damascus, FAC of Medicine, Damascus, Syria in 1983. He completed his residency at McLaren Regional Medical Center, Flint, MI. Dr. Tahboub is sponsored by Amitabha Banerjee, MD and S. Bobby Mukkamala, MD.

Atif Abdalla, MD

Internal Medicine Hurley Medical Center One Hurley Plaza Flint, MI 48532

Dr. Abdalla received his medical degree from the University of Khartoum, FAC of Medicine, Khartoum, Sudan in 1996. He completed his residency at Hurley Medical Center, Flint, MI. Dr. Abdalla is sponsored by Amitabha Banerjee, MD and S. Bobby Mukkamala, MD.

Mohamad El Mortada, MD

Infectious Disease Hurley Medical Center One Hurley Plaza Flint, MI 48532

Dr. El Mortada received his medical degree from Kaunas Medical Institute, Kaunas, Lithuania in 1999. He completed his Internal Medicine residency at St. Joseph Hospital, and his Infectious Disease residency at Michigan State University College of Human Medicine. Dr. El Mortada is sponsored by Amitabha Banerjee, MD and S. Bobby Mukkamala, MD.

Genesee County Medical Society Board of Directors Meeting – October 27, 2009

MINUTES

Consent Calendar:

Motion:

That the Board of Directors publish a list of non-members in the GCMS Bulletin asking members to invite them to meetings and to join the Society. <u>The Motion Carried.</u>

Motion:

That the Membership Committee consider someone part-time if their malpractice insurance is part-time. The Motion Carried.

Motion:

That the Budget to Actual Report for the period ending September 30, 2009 be approved as presented. <u>The Motion Carried.</u>

Motion:

That a Fundraising Committee be created by Dr. Waters will consultation with Dr. Rao regarding membership on that committee. The Motion Carried.

Motion:

That a letter be sent to the Greater Flint Health Coalition Board of Directors noting the following; "As a team player concerned from the start of the Greater Flint Health Coalition with Cost, Quality, and Access, the Genesee County Medical Society is disappointed that the other member organizations of the Greater Flint Health Coalition Board did not understand the impact of State House action to approve a physician tax could cause to this community." Levine was directed to review the letter with Dr. Cathy Blight and Dr. John Waters before sending. The Motion Carried.

Membership Committee Report:

Motion:

That the following requests for membership be approved.

Requesting Change of Membership from A-PIT to A:

Jacob Sedrick, DO Ahmed M. Hamoda, MD

Requesting Membership:

Gianina Cazan-London, MD
Shavell Karel, MD
Nanci Mercer, MD

Afroze Hai, MD
Joel Kimelman, DO
Christopher Murray, DO

Sweety Srivastava, MD

Requesting Reinstatement:

Liza Weathersby, MD

Mark Cames, MD

Celestine M. Joseph, MD

Requesting Associate Membership: Denise Gruener

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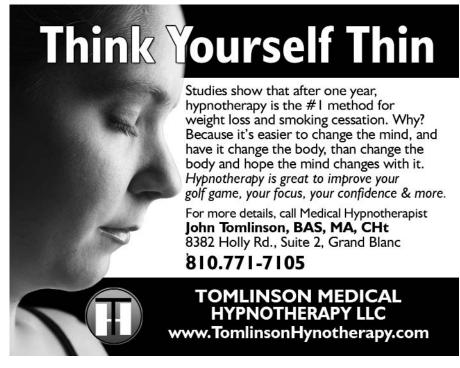
Requesting Transfer: Michele Kreft, DO The Motion Carried.

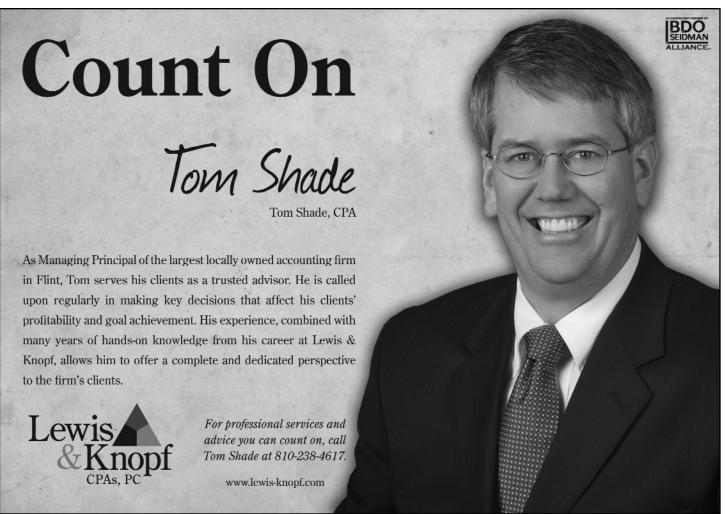
Motion:

That Michigan State Medical Society be asked to apply for a pilot using federal stimulus money to do whatever rewrites are necessary to comply with AMA recommendations to improve the drafted Michigan Patient Compensation Act draft legislation, including actuarial and legal advice as need. If MSMS is not interested GCMS will ask the Greater Flint Health Coalition to coauthor a proposal to the federal government. The Motion Carried.

Motion:

That Dr. AppaRao Mukkamala be appointed MSMS alternate delegate beginning November 7, 2009. The Motion Carried.





PLEASE

When you are mailing donations, please do not forget the Medical Foundation. Your donations help fund charitable activities of the Genesee County Medical Society. Please call Peter Levine for more information on how you can make a difference in our community at (810) 733-9925, or send donations to the GCMS office: 4438 Oak Bridge Dr., Ste. B, Flint, MI 48532



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Mousa Mohamed	1	Gary Roome	15
Nathaniel Narten	1	J R Pandyan	16
Robert Ormond	1	Josetta Tharippeal	16
Elmahdi Saeed	1	Norman Carter	17
Khalid Ahmed	1	Brad Sweda	17
Mohamad Alasbahi	1	Joyce Stevens	17
Vuong Duthinh	1	Silvia Gomez-Seoane	19
Jason Evans	3	Heedong Park	20
Martin Lapa	3	Harris Dabideen	21
Ramesh Kilaru	4	Gregory Casey	21
Cathy Chen	5	Frederick Sherrin	23
Manjit Grewal	5	Donald Bosker	25
Mark Mattingly	6	Alan Morgan	25
William Melton	6	Roderick Smith	25
Timur Sumer	6	Josephine Bello	25
Vickie Mello	9	Cyrus Farrehi	26
Brian Dugas	9	Paul Karr, Jr.	26
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Christopher Iacobelli	9	Eranio Malto	28
George Greidinger	10	George Politis	28
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Christopher Stoddard	12	Ghanem Almounajed	29
Jagdish Bhagat	12	Joel Beene	29
Kimball Silverton	12	Ronald Coriasso	29
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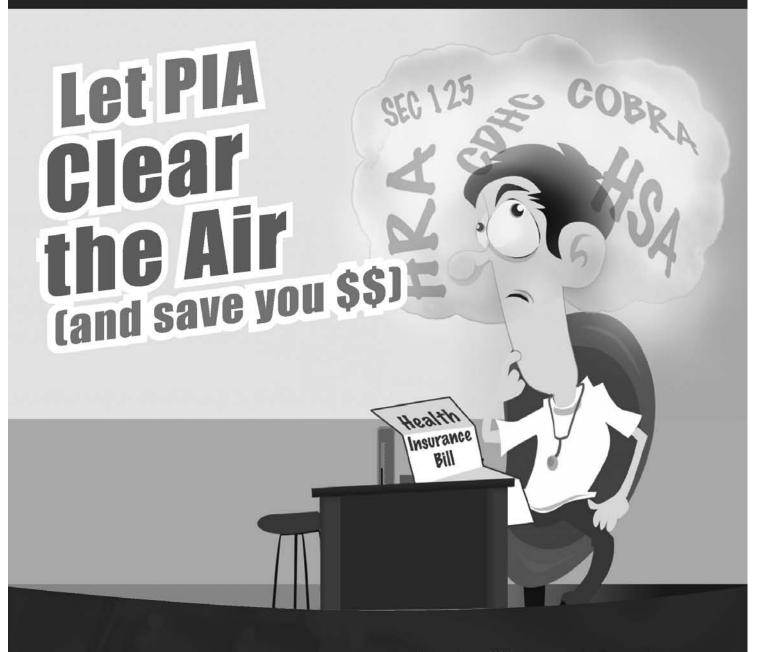
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