

"THE PURSUIT OF CLINICAL COMPETENCE"

Stephen D. Ryan, PT, MPT / MSBPTE, PT Member

Continuing Clinical Competence is an issue which we need to address in an ongoing manner both individually and as a profession. Many State Boards of Physical Therapy require Continuing Education as one way of meeting this challenge, since protecting the welfare and safety of the public is their mission. Competence is defined as "well qualified, capable, and fit." (Webster's New World College Dictionary). Candidates for licensure as Physical Therapists must demonstrate competence by scoring a passing grade on the National Physical Therapy Examination (NPTE). Once the Physical Therapist is licensed, maintaining and enhancing ongoing clinical competence is of paramount importance.

There are three representative organizations which have produced vital documents on continuing clinical competence. They are your State Board, which has produced The Maryland Practice Act, The American Physical Therapy Association, which produced "The Guide to Physical Therapy Practice", and The Federation of State Boards of Physical Therapy which has produced The Standards of Competence. All three organizations greatly impact the practice of Physical Therapy and the documents they have produced have changed and evolved as has the practice of Physical Therapy over the years.

The APTA issued "The Guide to Physical Therapy Practice" in 1995 with subsequent revisions in 1997 and 2001. The APTA's mission is to promote the practice of Physical Therapy and to enhance the professionalism of its members. With that in mind, the purposes of the Guide are as follows: 1. Enhance the quality of care (effectiveness of treatment), 2. Improve patient/client satisfaction, 3. Promote appropriate utilization of health care services, 4. Increase efficiency and reduce unwarranted variations in

the provision of services, 5. Promote cost reduction through prevention and wellness initiatives. Thus, continuing clinical competence for the members is vital to accomplishing these objectives because without it, none of these things are going to happen.

The Maryland State Board is the immediate regulatory agency charged with developing the measures for assuring continued competence to practice Physical Therapy. To that end, the Board makes the final decision regarding approval of Continuing Education Courses. All approved courses must contain written goals and objectives. The Maryland Board is highly interested that all practitioners, both PTs and PTAs, be motivated to remain clinically competent. Since all states require that PTAs work under the supervision of a PT, ultimately it is the supervising PT's responsibility that the PTAs under his or her supervision are also clinically competent. It is incumbent upon the PT to direct the PTA towards appropriate training to improve his or her knowledge, skills and ability.

The Federation of State Boards of Physical Therapy issued The Standards of Competence in 2000 with revision in 2006. The Standards of Competence were initially published after an extensive survey and review of all areas of Physical Therapy Practice and are updated every 5 years. The Federation, through its definition of clinical competence, states that practitioners are continually adding to and refining their knowledge, skills, and ability as it relates to the practice setting they find themselves in. It means being current in the latest knowledge and treatment procedures available. Without overstating the obvious, it also means that you have to remain active in your practice of Physical Therapy. You have to work!

(continued on page 6)

ANIMAL REHABILITATION

In recognition of the fact that there are licensed physical therapists and physical therapist assistants who are interested in animal rehabilitation, the Board will approve certain continuing education courses pertaining to physical therapy treatments for animals. Submit the course outline prior to taking the course to receive approval.

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OPENING ON THE BOARD - MAY 2008

There will be an opening for a physical therapist on the Board for May 2008.

If you would like to be considered for appointment contact: **APTA of Maryland, Inc.**

P. O. Box 327

Alexandria, VA 22313

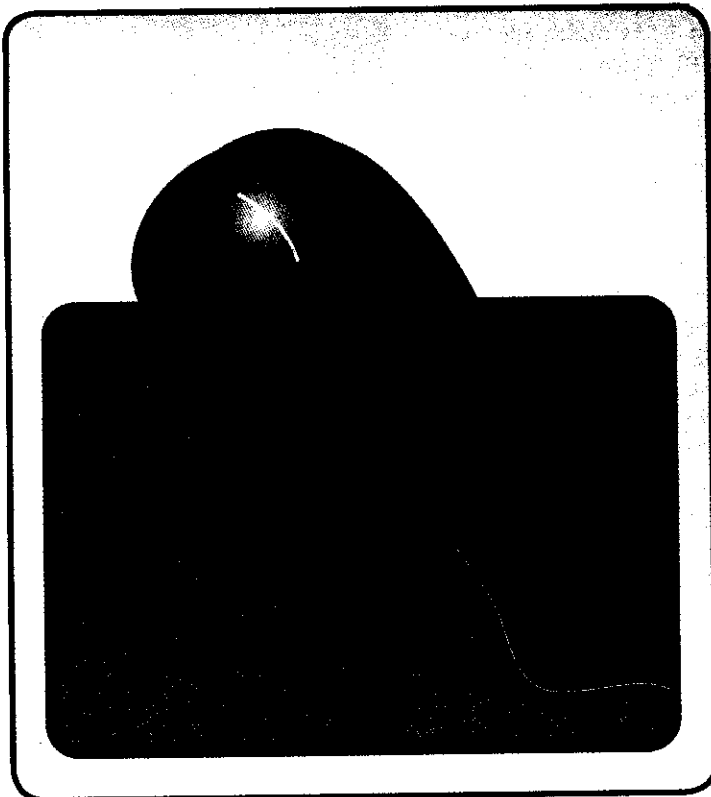
Fax: (703) 706-8575

E-mail: renamelone@apta.org

Membership in APTA is not required. The qualifications for consideration for appointment are: (1) each member must have at least 5 years experience in physical therapy administration, education, practice or research immediately before appointment; and (2) shall be engaged in the profession of physical therapy in this State. See Annotated Code of Maryland, Health Occupations Article, Title 13, Section 13-302 in your law book.

Any questions you have are to be directed to APTA of Maryland. APTA of Maryland forwards three names for each vacancy to the Department of Health & Mental Hygiene and then ultimately to the Governor who appoints the Board members to initial four-year terms.

Board members must be available for one board meeting a month, usually held on the third Tuesday of the month. They also must be available for informal disciplinary meetings, case resolution conferences, and hearings as well as occasional committee meetings.



DISCIPLINARY ACTIONS ON OUR WEBSITE AT

www.dhmf.state.md.us/bphte

Click on Disciplinary Actions. There were also several informal meetings with licensees to serve as educational sessions. These informal meetings usually end with either a Letter of Admonishment or a Letter of Education, often accompanied by an Agreement that the licensee will do some sort of education such as agreeing to take the Law & Ethics Course, a Documentation course, etc. Informal meetings were held this fiscal year for such problems as late renewing of a license, failure to complete appropriate continuing education courses, documentation issues, billing education, using aides inappropriately. Informal meetings are useful when the allegations may involve a one-time issue.

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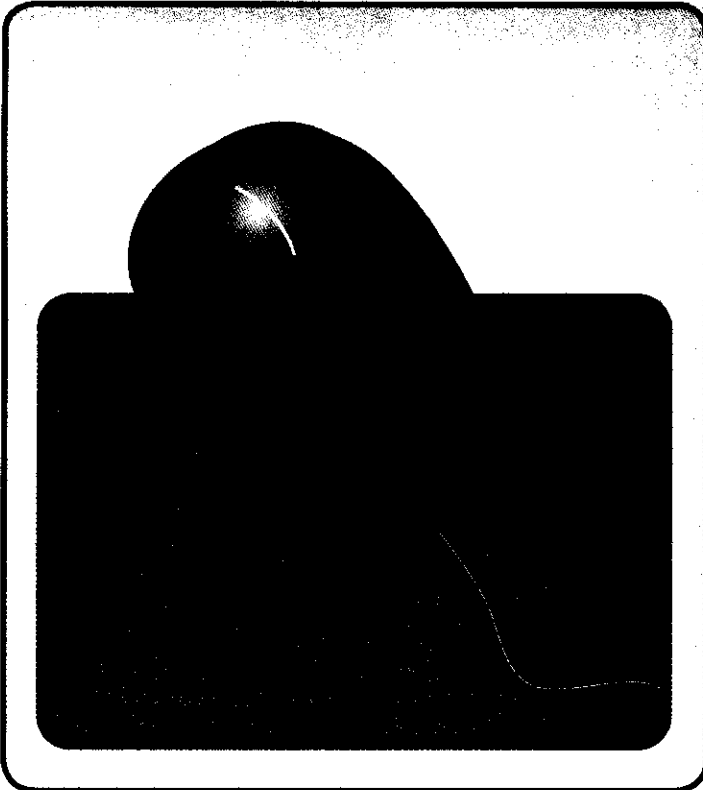
Fax: (703) 706-8575

E-mail: renomelena@apta.org

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PT NEWS

A Publication of The Maryland Board of Physical Therapy

Changes in Board Staffing:

Dorothy V. Kutcherman served the Board for over 20 years as Board Secretary and then Licensing Administrator. She decided to move on to a similar position with the Board of Psychologists in October, 2006. We wish her luck in her new position.

We welcomed aboard **Joy Aaron** as Administrative Officer in a new position for the Board who came to us from the Psychology Board. She serves as Deputy Director under Ann Tyminski, Executive Director. Since Joy's arrival the Board office has begun to streamline its processes. She is responsible for the online renewal program and through her efforts the 2007 renewals were performed online. There were only a very small number of licensees who requested paper renewals. The online renewals are much less open to data entry errors since the licensee inputs his/her own data on the renewal application. When a license is printed, the Board's data base is automatically updated. As part of this process we are also collecting e-mail addresses. Joy's primary responsibility is the Licensure Unit, making certain that checks are deposited, audit requirements are met, licenses are issued in a timely manner. She also performs many special projects such as the newsletter, coordinating mailings with the Volunteer Department, reporting disciplinary actions, updating the website. She tackles any task with enthusiasm and energy and is invaluable to the Board operations.

Patricia Y. Miller, formerly Board Secretary, has assumed the position of Licensing Administrator. Ms. Miller has been with the Board since March 2006. She is a very precise, detailed person, and is the friendly voice to applicants. She comes to us with years of federal and state experience.

The position of Office Secretary III has been vacant for almost a year. There were a series of temporary employees for six months, a freeze on hiring was imposed, and recently we received an exemption to the freeze. We have offered the position to a very responsible person and are awaiting the hiring process to be completed.

Board Staff:

In addition to staff mentioned above, the Board's **Executive Director Ann Tyminski**, has served the Board for the past 17 years. Ann has also served on the Board of Directors of the Federation of State Boards of Physical Therapy, the group that owns the national licensing examinations for physical therapists and physical therapist assistants. During Ann's tenure, the licensee base has grown from about 2500 licensees in 1989 to over 12,000 licensees. The Maryland PT Board is nationally recognized for its innovative procedures in licensure and its responsible manner of protecting the public through the discipline process.

Ernest Bures, Compliance Manager & Lead Investigator has been with the Board for five years. He is responsible for managing the case load of complaints, following up to ensure that sanctioned licensees are compliant with their orders, all while carrying a significant caseload of his own. Ernest is retired from the Baltimore County Police Department, worked for the Rouse Company, and has excellent investigative skills. His dedication to the Physical Therapy Board to ensure the public is protected from harm is very apparent in his dedication and zeal for his job. Not only was he an experienced investigator when he joined this office, he has completed the certification as a health occupations investigator through CLEAR, a national body of licensing boards.

Patrick Rooney, Investigator, joined the staff in June, 2006. He also retired from the Baltimore County Police Department and worked for Homeland Security, the Maryland Public Service Commission and has his own private investigation business. Pat is enthusiastic and thorough in his investigations. He has completed the first phase of his investigative training through CLEAR.

Linda Bethman, Assistant Attorney General is Board counsel. She advises the Board on legal issues, attends all Board meetings and the Legislative Committee. She sits in on all Board hearings, represents the Board in court cases, and offers her legal expertise on a daily basis to Board staff. Linda is also Board counsel to the Board of Psychologists and the Board of Pharmacy. She is a very valued member of the PT team.

Henry Harle, Network Supervisor keeps the network for the health occupations boards up and running. His position is shared by 14 boards. His expertise has been invaluable to the Board's database and online renewal projects. He has many years experience in network solutions, databases etc. in the military. He helps staff with computer problems, advises on appropriate equipment, and has been extremely helpful with the Board's imaging system where we are imaging in application files to ultimately reduce the amount of paperwork in Board file cabinets. This system is sophisticated with a backup run every evening.

Vladimir Konstantinov, Database Manager recently joined the Boards and reports to Henry Harle. He came from the Pharmacy Board and has excellent database management skills. He has been invaluable in the programming of the online renewals and in helping staff in solving computer problems.

Robin Bailey, Regulations and Legislation Coordinator is also a shared position. During legislative session she reports to the PT Board because Ann Tyminski serves as liaison to the legislature for 16 health occupations boards. When the PT Board promulgates new regulations, it is Robin who navigates them through the complicated state system. She also writes position papers for bills being heard in Annapolis and will pitch in to testify when needed. She has had many years of experience as an aide to various state legislators.

Linda Beyer, Fiscal Analyst also is a shared position. She coordinates each Board's budget requests, collects and deposits checks to the appropriate accounts, helps with writing contracts, etc. Linda is a vital link in the Physical Therapy Board's operations.

Board Members:

Margery F. Rodgers, PT, Chairperson has been serving well beyond the end of her first term on the Board. We very much hope that Ms. Rodgers is reappointed by Governor O'Malley. Her leadership as Board Chairperson include her vast knowledge of the scope of practice in varied work settings. In addition to Margery F. Rodgers, PT, Chairperson, the Board's present membership consists of:

B. Darren Burns, Esquire who is a public member of the Board. He is an attorney in Annapolis, MD. His experience with school systems is a valuable asset to the Board. He has completed his first term and is waiting to be replaced.

Jill D. Kuramoto, PT, Vice Chairperson. Jill is a physical therapist member of the Board who has great expertise in hospital settings. She has been a staff physical therapist at Kernans Hospital and is presently at Univ. of Maryland Hospital.

Shirley Leeper, PTA, has reached the end of her first term. She is the PTA appointed to the Board. She offers her many years of experience as a PTA in various settings especially skilled care facilities and home care and expertise in the role of the PTA as set in statute and regulations. We hope that Governor O'Malley will reappoint her soon!

Donald Novak, PT. Don owns Amber Hill Physical Therapy in Frederick, MD. He is in his first term as a Board member. His expertise is private practice physical therapy.

Lois Rosedom-Boyd, a retired teacher, is also a public member. She offers her viewpoint as a consumer of physical therapy services. She readily volunteers for case resolution conferences and hearings.

Steve D. Ryan, PT owns Ryan Physical Therapy in Hagerstown, MD. Steve has attended Board member orientation for the State of Maryland and an orientation for Board members offered by the Federation of State Boards of Physical Therapy, all in an effort to increase his knowledge of board member responsibilities. His experience in private practice physical therapy is very helpful in board discussions.

Paz Susan Cabanero-Johnson, PT resigned from the Board January 15, 2007 due to a change in job status that made it difficult for her to remain on the Board. Ms. Johnson offered her expertise as a foreign educated physical therapist, academic credentials, and work experience in skilled care facilities. We all wish Susan the very best in her new position. At this writing we are awaiting a replacement to be appointed by the Governor.

Online Renewal Process

The Board of Physical Therapy Examiners has completed its' first online renewal. The process exceeded our expectations. Of the 2416 licensees who renewed, 1665 PTs and 375 PTAs renewed online. The Board strongly urges the use of the online system. The online renewal process is far superior to the antiquated paper renewal for several reasons. First and foremost the licensee is able to update our database with current information. This is the perfect opportunity to see if the Board has your correct social security number (you need the last four digits to log in.) And PLEASE, everybody needs to know their license NUMBER. The board received many calls that the licensee could not log in only to find out the licensee was entering the wrong number. Also you can do an address change, providing you haven't waited too long and owe an address penalty. If you owe the address fine or any other fees, your license will not be renewed until all fees owed the Board are paid. See COMAR 10.38.07 Fee schedule, which authorizes the Board to collect the fine.

Secondly, the online renewal is much faster to process. The paper applications are difficult to read, many licensees did not put either their name or license number on the front of the application and the ceu information was illegible on many. This slows down the process considerably. And as always some sent in the wrong check amount

which further delays the process. With online renewal you use a credit card, the payment is for the correct amount of your renewal according to your license type, and you have an automatic written verification. You can still choose the check option, but then have to mail in the check.

An optional evaluation survey was available. The comments were very positive, but more important the changes suggested can make for a more efficient renewal. One important note: PLEASE COMPLETE YOUR OWN RENEWAL FORM. We received calls from employers, spouses and human resource departments, expressing problems with online renewal. Most of the issues were because it was not the licensee completing the forms. ONLY YOU, the LICENSEE, can answer the character and fitness questions as well as attest to the veracity of your answers. You must take responsibility for your own license.

Lastly there was some question about confidentiality and paying with a credit card. The web address is a secure site and your credit card information is encrypted. Look for the letters https whenever you are paying online – which means it is a secure website. We cannot see the credit card information. Overall the online renewal was well received and the Board would welcome any constructive criticism that would enable us to make the process even more successful.

CONTINUING EDUCATION

The Board offers the following advice for licensees who are trying to determine whether a course meets the criteria for continuing education approval for purposes of license renewal.

1. All licensees should be familiar with the continuing education regulations found in the Practice Act book distributed to all licensees.
2. Courses sponsored by APTA are automatically approved.
3. The course presenter must be someone who is an expert in the topic. An expert is someone who has the credentials and/or the experience as evidenced by their ability to intelligently and knowledgeably speak on the topic.
4. The course must be of a depth to constitute continuing education for professionals with graduate level education. Courses that update information would be considered for CEUs at the graduate level.
5. Courses should not be open to lay persons as that implies basic level information is being presented.

When in doubt, a licensee may submit a course to the Board of Examiners for pre-approval, if possible, so long as the request is received one month prior to the presentation of the course. If you have any questions, feel free to call Joy Aaron, Deputy Director, at 410-764-4716.

(continued from page 1)

All of these documents provide the necessary knowledge for balanced, safe and effective PT practice. With them comes an underlying set of assumptions that practitioners follow in order to assure their own continued competence:

1. Adherence to The Code of Ethics (See APTA and the Maryland Board's).
2. Participation in life long learning.
3. Commitment to quality patient care service.
4. Foster professional relationships with patients, colleagues, and other health care team members to maximize patient outcomes.
5. Being responsible for all aspects of PT service (supervising assistive personnel).

6. Utilization of outcome measure to assess results of interventions.
7. Undertaking critical self assessment to assure you are practicing to the fullest extent of your knowledge, skill and ability.
8. Demonstrate sensitivity to individual and cultural differences when engaged in PT practice.

The Guide to Physical Therapy Practice, The Maryland Practice Act, and the Federation's Standards of Competence form a triad that directs and allows Physical Therapists and Physical Therapist Assistants to practice competently, effectively and safely. We highly recommend that you be familiar with all three. •

"NOT A PHYSICAL THERAPIST"

By B. Darren Burns, Esq., Consumer Member

Subsection 13-202(a)(2) of the Health Occupations Article of the Annotated Code of Maryland, which provides for the composition of the State Board of Physical Therapy Examiners, states innocuously enough, "Of the 8 Board members....(iii) Two shall be consumer members." And

The qualifications to be one of these consumer members are basic enough, too. You just need to be a member of the general public, and you cannot be (or ever have been) a physical therapist (PT) or PT Assistant (PTA), in a PT or PTA's household, or tied to one commercially or financially.

So when the Governor asked me to serve as a Consumer Member of the PT Board, I thought, "I can do this."

Having now served four years as a consumer member of the PT Board, alongside my fellow consumer member, Lois Rosedom-Boyd, our Board Chair, Margery Rodgers, and the rest of the Board members, I can say without hesitation that meeting the statutory requirements was the easy part. It is the service that requires a real commitment of time and energy, and from Board meetings to hearings to committee work, this commitment can be substantial.

Being a consumer member of the PT Board, like serving on most regulatory boards, is not glamorous. It will not help you network your way to fame and fortune (nor should it). However, it does give you a chance to work with responsible, thoughtful PTs and PTAs, as well as experienced board staff, in ensuring that both the public welfare and the practice of physical therapy are safeguarded.

For a consumer member, unless you have personally been a PT "frequent flyer" patient, being on the PT Board is a continuous

education in the vernacular of the profession. For example, in less than any given hour, Lois and I may hear about modalities, T.E.N.S. units, APTA, direct access, aides (not to be confused with assistants!), preceptorships, S.O.A.P. notes, and ambulation, and wonder how we will ever follow the discussion, let alone contribute to it. Fortunately, the practitioner Board members, the Board's executive director, Ann Tyminski, and her staff, the Board's investigators and Board counsel help keep us straight.

Moreover, I think it is precisely because consumer members are not PTs or PTAs—not immersed in the day-to-day practice—that we can play a vital role in the Board's oversight of the profession. In that role, we try to bring the layman's perspective, the patient's expectations and sensibilities into the discussion of policy and deliberation cases. In other words, how does standard of practice actually play out for the athlete rehabbing a shoulder injury or a senior citizen trying to regain the ability to walk? And as a practicing attorney, I have also had the chance to contribute my perspective about how an existing law or regulation might be interpreted (or amended) and to use my litigation experience to help keep a particularly contentious hearing on track.

In all, serving on the Board has been both challenging and rewarding for me. There is a lot to read and prepare for each meeting. License hearing can be long and arduous. And sometimes, there can be sharp philosophical differences among the Board members as we work through whatever is on our agenda or docket. Fortunately, everyone I've had the pleasure of serving with on the Board respects the value of open, honest discussion. With that approach and the steady guidance and production we receive from the professional staff, the Board is able to fulfill its charge of safeguarding the practice and ethics of physical therapy in Maryland, for therapists and their patients alike. •

List of Non-Renewed Licensees for the 2007 Renewal Period, effective July 6, 2007.

Some Licensees may have reinstated since publication of this newsletter.

Check the website at dhhm.state.md.us/bphce for the latest updates.

A2739	ACQUAVIVA	KAREN J.	18525	DANILUCK	TAMMY L.	22055	HANDLEY	FRANK
21957	ADEGBORE	TOLUJO E.	17597	DE DEYN	PATRICK G.	21407	HANRETTY	ANGELA GAYE
22003	ALCANTARA	MICHELLE DeGUZMAN	21719	DE LEON	SHELBY	21291	HARTLE	DENISE R.
19553	ALINDAO	PINKY L.	22117	DE LEON	MARIVIC LYNOR O.	21209	HARTSEL	CYNTHIA M.
A2633	ALLEN	JEFFREY J.	20905	DE LO	JENNIFER B.	21653	HASERT	FLORA K.
17365	AMIN	MEENA D.	20715	DEBLOIS	KRISTIN L.	21109	HASKELL	KATHLEEN D.
21923	AMLIN	CRAIG S.	21805	DECKER	STEPHEN	21623	HAVSERMANN	CARRIE PAIGE
18809	ANDERSON	JULIE	A1691	DEGRANDIS-WYNEGAR	RITA	21535	HAUSSENS	JILL C.
15249	ANDREW	ELLEN	21997	del CASTILLO	MA.AURORA	A2423	HECKMAN	LORI
A2475	ANI, Jr.	M. DAVID	19523	DELAUNE	MARYSANA F.	14383	HELLMAN	CHRISTINE A.
A2713	ANNABLE	LAURA ELIZABETH	A2771	DESSO	ROSA FRANCES C.	21105	HOFFRITZ	REBECCA F.
20569	ANTCZAK	DAVID	21081	DIVAN	JANET LINDA	17385	HOLLAND	CHRISTINE N.
A2845	ARNSPARGER	TONIA Z.	21187	DOGGETTE	DARCEE L.	17469	HOLLIE	KIMBERLY C.
21161	ASHER	TEJAL A.	20055	DOGNETTE	CASSONDRA R.	A1707	HOLTSCHULTE	JOYCE E.
A3053	BAER	LACEY KERIN	19765	DONAHUEZ	JOSE A.	16935	HOPKINS	MARK STEPHEN
A1805	BAILEY	SHERRI S.	21593	DORR	JEAN T.	16199	HU	HSUEH-MEI MARY
19455	BAKER	ANN ELIZABETH	21683	DORREL	ANGELA B.	A2481	HUGHES	CAROLYN
A2939	BARBER	JENNIFER	20723	DOUEK	SARAH D.	19051	HUSSAIN	BRUNETTO
A2359	BARNES	JESSICA ELIZABETH	20735	DOUEK	MARC	21691	HYNES	SHENAZ
A2267	BARRY	BARBARA L.	21399	DU	ABIGAIL WING	22071	IPAPO	SARAH ELIZABETH
19391	BAST	LISA PALOMO	21337	DuFAULT	TON VAN	A2781	JEPPERSON	JULIUS
A2961	BECKNER	LAMBERT N.	18669	DURANA	MARK	20093	JOHNSON	JOYCE
A2999	BELL	KATRINA S.	22053	DUSABAN, JR.	KAREN D.	20141	JOHNSON	LENA A.
20667	BELL	KIMBERLEY	16341	DUVALL	ALEXANDER YAP	A2979	JOHNSON	TAMARA E.
21461	BENNETT	ANTOISE	17491	EBANKS	ROBERT E.	18899	JONES	THERESA
18197	BERGMANN	GINGER	21749	ENCARNACION	DAWN	A2737	JOYCE	BENYARD
21319	BHATIA	LESLIE C.	A2725	ERICKSEN	JOHN PAUL	20707	KAISER	JENNIFER
18485	BILLUPS	SHWETA H.	22103	ESPINOSA	ELIZABETH W.	19609	KALAPPA	SHERRILLE
A3025	BISHOP	ANGELA A.	20691	FARRIS	JINKY DE LEON	21643	KALAR	JENNIFER
14573	BLAMPHIN	DEBBIE LYNN	14997	FEKEL	TODD F.	22047	KANE	NEETA B.
21649	BLOUNT	ALICIA W.	20115	FISHER	CATHERINE J.	21189	KANG	KESTIN L.
A2091	BOORE	ALICIA W.	21573	FISHER	GAIL DIANN	15597	KASPER	JENNIFER
21397	BORREO	THOMAS E.	21179	FISHER	ERIK A.	21389	KAUP	DIANNE E.
16479	BOWERS	CHRISTINE D.	A2909	FODIA	LESLIE A.	20865	KELLY	COURTNEY
20743	BOYD	GLENDIA ROSARIO A.	20089	FOYE	BETH A.	21595	KENNEDY	KATHRYN M.
A2993	BOYD	CAROLYN MERCER	19433	FRIEDMAN	LISA M.	A3059	KENTON	AMANDA
A2583	BRAY	CAROLYN MERCER	19409	FRIERSON	FRANK W.	22063	KING	MAUREEN
19403	BRIDGETT	STEPHANIE	A3001	FUHRMAN	KENNETH SCOTT	18119	KING	JAN NICOLETTE
A1341	BROCK	MONIQUE	21075	GABLE	DALE	A2957	KLEVA	SARAH ANN
21317	BROWN	KATHY A.	A2385	GAGNON	KATRINA	17267	KOCH	JAMEY
20669	BUCKHEIT	THOMAS	21495	GALLION	VALERIE M.	16065	KOENIG	MICHELE A.
19843	BUCHZYNSKI	PATRICK B.	15863	GALVIN	JAMES R.	17917	KOH	NANCY
16959	CALLAHAN JR.	DOREEN E.	22041	GANAPIN	SUSAN L.	20945	KOHLER	REBECCA E.
20713	CAMPAGNA	RAE-ANNE	21659	GARCIA	CATHERINE	22005	KOSMALSKI	LAUREN GRACE
A2915	CANTAGALLO	MANDI MARIE	20305	GARRO	MONICA	17493	KOSTIAK	HOLY JO
21427	CANTWELL	CHRISTINE HELEN	21097	GIBBS	MARIA-ANDREA	19965	KOSTOROWSKI	COLLEEN DEE
A1243	CAREY	EDWARD J.	21533	GIBSON	SHEILA	21505	KREMPASKY	SUSAN DAYE
A2193	CARLISLE	CHRISTOPHER V.	20725	GIFFORD	SARAH LAMB	21507	KREMPASKY	CHRISTINE ANN
20147	CHALELA	JASON	19327	GIGER	TRACEY YVONNE	21099	KURTA	JESSE
18585	CHAN	BRANDY M.	16541	GILLMAN	KARRIE C.	22069	LABATETE	BETH
21843	CHIN	BARBARA E.	20585	GINSBURG	MARGARET M.	20427	LACSON	RONA MAE
22073	CLARK	HOLLY L.	21137	GLADDEN	KRISTEN ANN	21735	LAKE	MARIA LOURDES
21583	CLARK	SUSAN KIMBERLY	21701	GORDON	ADRIA N.	21845	LAM	TOUSSAINT J.
21769	CLAY	DOUGLAS K.	A2901	GRADIS	ABIGAIL C. G.	20817	LAMBERT	JULIE
A2035	COBLISH	MARLENE	A2503	GRECO	MELISSA ANNE	20901	LANNING	CHRISTINA M.
A2873	COLE	VALERIE	A1771	GREENE	ELIZABETH JANE	20919	LANNING JR.	SANDRA L.
15097	COLEMAN	CATHERINE M.	16197	GREGG	DANITA	22039	LEE	THOMAS JOSEPH
A2887	COLLINS	KATHRYN S.	17829	GRIFFITH	TRACY A.	21077	LEELAND	KARA SUE
21773	COLLINS	JODI JEANNE	17279	GUILFOY	SHARON K.	17615	LEFKOW	BARBARA A.
21977	CONVALECER	NATHANIAL	21283	GUMALO	ANN E.	20425	LEIDY	ANNE E.
21959	CONVERO	MICHAEL S.	21889	GUNGL	DOMINGUEZ	19813	LENGEL	CHRISTOPHER J.
22111	CRUZ, JR.	SHARI L.	21321	GUPTA	JENECE	19943	LEVERETTE III	COY
22085	CUYUGAN	MICHAEL DERRIN	21007	HAGE	ARNPA	18059	LIBORO JR.	ANGEL R.
21825	DALISAY	IRA BAYLON	A2811	HAINES	ELIZABETH L.	21483	LICUPA	MELISSA JUNE N.
		ARLIN RAMIREZ	22013	HALLEBECK	LEIGHANN	14903	LIGGETT	LOIS P.
		VIRGILIO CUNAN			JENNIFER	21447	LIKES	SHAUNA L.
		JEMALOU G.						
		JOCELYN						

A2865	LILLEY	COURTNEY DAWN	21969	PALABRICA	JURIEL M.	A1947	SHAIVITZ	ERIC JASON
21671	LING	AMANDA KATE	21367	PALANISWAMY	VIJAYAKUMAR	21727	SHETH	PURVI
22079	LING	TREVOR	21565	PALEN	MARC P.	A2991	SHOWERS	AMANDA
20339	LIPMAN	ERICA JOYCE	21303	PAPARSENOS	LESLIE			CHRISTINE
22091	LONGO	KAREN R.	21491	PAPROCKI	EVAN A.	21901	SIASON	ANDREW P.
A1883	LOTT	PHILIP B.	19055	PARRA	LAURIE	21131	SILVERMAN	AMY
19983	LOVE	SCOTT M.			EDWARDS	21435	SIMMONS	TORI
21323	LUHMANN	MELISSA RAWLS	20931	PATEL	KUNTAL	22049	SIMON	JONAS
22089	LUMBAD, JR	FRANCISCO M.	21227	PATEL	NIMA	17895	SKIBINSKI III	BERNARD F.
17619	LUMPKINKENYA	MAKEDA	A2751	PECK	HOLLY ANN	A3109	SLEP	JEFFREY ALLEN
19439	LUNDBLAD	MICHAEL G.	21029	PENNELL	NADINE REIST	A2951	SNYDER	DARIN M.
21243	LUTHER	LEAH JANSSEN	14031	PERLSTEIN	MARY TROUT	16043	SOLOMON	LESLIE D.
21333	LYONS	NAYA M.	15491	PERRY SR.	ARTHUR B.	20687	SPITZER	AMBER L.
20897	MACBAY J	EFFREY CRAIG	18421	PETERS	ALEXANDRA	21455	SPOONER	CYNTHIA
21163	MACINTOSH	AMY L.	21629	PICCININI	DAVID JOHN	A3111	SPRANKLE	AMY LYNN
21895	MAGBITANG	LINDSAY	20605	PIERCE	COLLEEN	18429	STAIR	NANCY H.
		ANGELIQUE D.			MEDLIN	21025	STAMBAUGH	AMY REBECCA
21859	MAGPILI	JOCELI N.	A2851	PIERRE-LOUIS	SPENDY	A2977	STAUB	THOMAS JOHN
20437	MAJOR	JESSICA LEE	20323	PIETROPOLA	LINDSAY ANN	14305	STEPHENS	SHARON K.
22143	MARQUEZ	JOYDEUZ	21267	PIONTKOWSKI	MICHAEL	21451	STEVENSON	WENDY deKARI
21611	MARROW	CHRISTOPHER R.	17405	PIVONKA	RENATA	21567	STOKES	STEPHEN R.
21079	MARTEL	SAMANTHA ANNE	A2025	PLATZKE	DWAYNE	21833	STULGINSKY	CHRIS
22031	MARTURILLAS	MICHELLE			JOSEPH	19811	TAVAKOL	KAMRAN M.
		NECESARIO	21465	POWER	MARY L.	21639	TELEMECO	TODD A.
18233	MAURER	CYNTHIA ANN	21733	PRICE	BRENDA M.	20973	TENNANT	JENNA
A2285	MAYHEW	TRACIE	21341	PRIVITERA	SHELLEY			ELIZABETH
21293	McALLISTER	AMY C.	21855	PROVENZANO	VANESSA G.	3103	THOMPSON	LEE
21601	McCOMISH	PAULA S.	16555	QUINN	SARAH M.	A3027	TIBBETTS	CATHY
21379	McDONALD	MOLLY EM	22001	RAMOS	LINDA T.	A1473	TIMMER	JOHN EDWARD
19879	McGETTIGAN	SUZANNE M.	20489	RESSLER	YASHAR	22019	TIPPETT	ANDREA N.
17069	MCNEIL	MONICA R.	A1943	RHODES	APRIL L.	20899	TOKAR	BENJAMIN J.
A2935	MCNEIL	RAE ANN	18693	RICHARDS	JEFFREY S.	22043	TORIBIO	IVY
A1493	MCNEIL	LEONARD S.	14467	RILEY	LINDA	A2843	TRABUE	DEBORAH ANN
21783	MELLO, Jr.	RICHARD A.	14967	ROBERSON	KAREN E.	16691	TRIVEDI	RATNA
21645	MENDIOLA	MICHELLE			LINDA KAY	21529	TRZASKA	AMY L.
21713	MENDOZA	ILUMINADA P.	22061	RODRIGO	SHARPE	A2471	ULLRICH	LYNNE C.
A1727	MERCADANTE	LISA M.	A2825	RODRIGUE	MARIFE	22101	VALDEZ, Jr.	CELSO DE
21513	MERRITT	CHAKA M.	19819	ROLLES	ANDREA I.			GUZMAN
21439	MERRITT	MANDY L.	20663	ROLLINS	NADINE ELYSE	21557	VAUGHN	JILL CARSON
A1905	MERTON	MARSHA G.	A3003	ROSE	ANITA BALLARD	17481	VERRETT-MYLES	ADINA L.
21745	MEYERS	JOLEEN E.	15005	ROSENBERG	KELLYANNE L.	21315	VIDRINE	LEIGHANN
19341	MICHAEL	NATHANIEL B.	21425	ROSMAN	MARCIA A.			MEISMER
18435	MICKIE	NICÓLE TAYLOR	21197	ROYAL	DANIEL	21263	VIGUERIE	LORI E.
21373	MIGAZZI	DEREK WALTER	A1197	RUBIN	MARY A.	A2967	VOLBRECHT	JASON G.
20871	MILLER	BRETT ALAN	21589	RUBIN	HEATHER L.	20855	WARD	LAUREN BETH
19457	MINASOLA	MICHELE LYNN	A3035	SABLJIC	ZIVANA	15905	WARNER	LORA MARIE
12345	MINTZ	MELVIN GARY	21841	SANCHEZ	JOY ANN	A1091	WATKINS JR	RUDOLPH V.
21721	MITCHELL	ANNA	21771	SANCHEZ	ADRIANA	21819	WEAVER	STACY RENAE
21941	MITRA-CHAKRABORTY	JHANSI	14917	SANDS-GREGORY		21345	WEIMAN	REBECCA ANN
		SONAL K.			SHARON ANNE	A2905	WEISS	BILLIE JO
19289	MODY	VICTORIA A.			BENIGNO A.	21149	WETJEN	ERIN KIELEY
21349	MOERCHEN	JESUS N.	21953	SANTOS, Jr.	VILNA KRISTINE	A2031	WHITEMAN	CHRISTOPHER
21747	MORALES	ERIN FLINT	22007	SAPALARAN	A.			TODD
21499	MORAN	JAMES	20813	SAVAGE	MARY M.	18331	WIES	JOSHUA T.
21627	MORGAN	KIRK L.	21419	SCHAEFER	KRISTEN	A2269	WILKINS	ERIK
A2869	MORNINGSTAR	NANCY A.	19001	SCHAUB	JENNIFER A.	A2775	WILLIS	SYLVIA N.
16563	MORRISON	ROVENIA	21581	SCHEER	JAMIE RENEE	20869	WILSON	KATHERINE
21021	MUTCHERSON-MANOR	MELANIE	19443	SCHWAI	BERNADETTE	14547	YEARWOOD	JOSEPH N.
		LARISSA GIZELLE	A2895	SCHWARTZ	WADE F.	21677	YOGURTIAN	GREGORY
		KARI A.	A1631	SCOGGINS	TERRY G.	20381	YOUNG	RACHEL ANN
21485	NATOLI	LORELEI	A1335	SCOTT	PATRICIA ANN	22119	YOUNGS	LAUREN E.
16893	NEAL	JULIE E.	21381	SCOTT	WAYNE B.	22027	ZAMBRANO	CHARULYN F.
A2923	NEAMAND-CHENEY	NATALIE ANN	15355	SEAMAN	KENNETH W.	22037	ZANNITTO	KATRINA D.
		YIN-YIN	22137	SEGUI	RAMESES	A2083	ZEPP	JEFFREY N.
20315	NEHRING	LISA MARIE			RAMIREZ	21985	ZOLTOWSKI	BROOKE ANN
20575	NELLIS	ERIC MICHAEL	17083	SELBY	BRENDA A.			
19973	NETTLES	MICHELLE M.	A2779	SELLHEIM	LAURIE ANN			
22017	NG	DAWN MARIE						
19585	NORMAN							
20759	O'NEILL							
21765	OUELLETTE							
16635	PAGE							