

# Reporter

## President's Message

By Andrew J. Richards, MD, FACS



The worst of winter should be behind us, spring is almost here, and the state of the economy can only get better—right? It may be time for the pessimist in all of us to become a little more optimistic. This is the time to work towards

influencing the direction of the future of medicine.

Mcare relief for 2008 is gone, as the state's budget deficit projects to be over 2 billion dollars. The Pennsylvania Medical Society has filed two lawsuits against the Rendell administration. One suit is in regards to the percentage amount of the 2009 Mcare assessment. The second suit was filed in

response to the failure of the administration to appropriately transfer collected cigarette tax monies from the Health Care Provider Retention Account (HCPRA) to the Mcare Fund. Such monies were supposed to help fund the abatement program. Taking our fight to the legal system may help level the playing field. In addition, an aggressive legislative advocacy plan is being developed to minimize the impact of phasing out the Mcare Fund on practicing and future Pennsylvania physicians. Now is the time to contact your legislators and tell them how important this issue is for all of us.

As the new administration settles into the White House, cabinet positions become finalized and the economic situation improves, health care reform is certain to rise to the top of their agenda. The Pennsylvania Medical Society's Vision 2010 strategic action plan contends that

the Pennsylvania Medical Society "must take a leadership role in shaping reform of the health care system." We must identify and reach consensus within the "House of Medicine" regarding what a new health care system should look like. This work must be done before we engage in a larger discussion with key shareholders outside of medicine, like insurance companies, the government and our patients.

In brief, we need to "herd the cats" and speak in a unified voice. The Pennsylvania Medical Society can serve as this voice if we all get involved, participate in the discussions, and express our thoughts. We look forward to hearing from you, as we all face the challenges ahead. ■

## April 4 Seminar: Alternative and Complementary Medicine

On Saturday, April 4, DCMS is hosting a patient safety seminar on Alternative and Complementary Medicine. This seminar qualifies for 6 *AMA PRA Category 1 Credit(s)*<sup>TM</sup>. Our quality speakers will present a variety of topics that every physician should be familiar with, including herbal remedies and potential drug interactions, chiropractic

medicine, acupuncture, ayurveda medicine, massage therapy, and the use of complementary and alternative medicine in cancer patients. Plan to attend this informative seminar and become more educated about the therapies your patients are using. Registration information is available at [www.DauphinCMS.org](http://www.DauphinCMS.org). ■

## 2009 Calendar of Events

### Board of Governors Meetings

June 3, September 2, and December 2  
 6:15 PM at Society headquarters

### Alternative and Complementary Medicine Education Seminar

Saturday, April 4, at Society Headquarters

### Executive Committee (Officers)

April 1, May 6, July 1,  
 August 5, October 7, and November 4  
 6:30 PM at Society headquarters

### PA Medical Society Annual Business Meeting - House of Delegates

October 24-25, 2009  
 at the Hershey Lodge

1

President's Message

April 4 Seminar: Alternative and Complementary Medicine

Calendar of Events

2

April is Donor Awareness Month  
 My Gift of Life

3

Student Chapter Updates  
 Alliance Updates

4

Welcome New Members

5

Meet the DCMS Staff

6

Begin Writing Your Resolutions Now

7

Medical Records Reproduction Fee Schedule for 2009

8

Save the Date

# April is Donor Awareness Month

By Virginia Hall, MD, Chair, Education Task Force

Unique people come into our lives. Such an amazing lady is Denise Neely, the Women's Health Division administrative assistant at the Hershey Medical Center. I have the privilege of working with her. Her story of the "Gift of Life" so lovingly given by her brother Tom might bring tears to your eyes as it did to mine (see story below).

Transplants save lives and enhance the quality of life. Denise is now a transplant Olympian and has been invited to the World Transplant Games at the Gold Coast of Australia. Much like our regular Olympics, the

athletes must raise their own funds to cover transport, food and lodging. Society members can be sponsors of this gifted lady by donating funds for her travel and other expenses. Send your contributions payable to Dauphin County Medical Society at 777 East Park Drive, PO Box 8820, Harrisburg, PA 17105-8820, with a memo noting that these dollars are to support Denise Neely at the World Transplant Games.

We look forward to your participation in an Olympic experience. ■

## My Gift of Life

By Denise Neely

My name is Denise Neely. I was a healthy 35-year old, raising three sons and working full time, when I fell ill to kidney disease. Not knowing the impact this would have on my life and my family, I went on dialysis for a year, struggling to try to maintain my job, family and my three young sons' needs. I was literally fighting to stay alive. I was in the dialysis unit three to four days a week in order to pull the huge amounts of fluid off my body. The devastation of what this was doing to me was too much to endure. Eventually, I decided to do the peritoneal dialysis, which had to be done four times a day at home. I was constantly exhausted, and my quality of life was so poor. I knew I couldn't give up though, as I had to raise three children and try to work through the effects of this disease. Thankfully, I had amazing family support and the transplant team on my side.

Then I received encouraging news. My nine siblings wanted to be tested to donate a kidney to me, so that I may have a better quality of life to raise my family. When we got a call that there were three perfect six-antigen matches out of the five that had been tested, I was overwhelmed with both joy and fear of what would happen next. My youngest sibling Tom was the one, and he was not taking 'no' for an answer. I remember him saying, "I am doing it, no questions asked." At the time he made the decision, he had a new daughter and a company to manage, but he didn't think twice about wanting to save me.

The doctors said we had to wait a year for the kidney disease to calm down, but we were all set for our journey. The day finally came on April 22, 1997. With the help of my surgeons, Dr. Harold Yang and Dr. Michael Holman, I received the most precious gift of my life, my brother's best kidney. He went to the OR first and bravely waved at me with tears of happiness and courage. My whole family watched as they took him back. Then it was my turn. When I arrived, they said, "There is your new kidney over there on the ice." The next thing I knew, I was waking up in the recovery area. The days following the transplant were very challenging and emotional, with a combination of large amounts of anti-rejection drugs and excruciating pain. I don't know what I would have done without my family and my sister Cindy. Tom woke up from surgery with a huge incision on his back, and even though he was not able to talk much, the first words he spoke were, "How is Denise?" To put me first before his own life was the ultimate sacrifice. He is my hero.



Josh, Denise, and Jarred Neely

Now that I have experienced the past 12 years with this incredible feeling of good health, I have been able to accomplish things that I would never have been able to do if it weren't for the transplant. I have been an athlete for ten years, and active in the National Transplant Games in 2000, 2004 and 2008. I cycled and ran my way to five gold medals this past year in Pittsburgh, PA. Transplantation has given me my life back and enabled me to enjoy my life as a mom, as a sister, and now as a grandma. I have three beautiful grandchildren and three grown sons, one of whom is in the Air Force and about to go overseas to fight for our country. Amazingly, I will be joining Team USA at the World Transplant Games in Sydney, Australia, in August 2009. I will be competing in both cycling and track for Team USA at the same time that my son, Josh, will fight for our freedom. I hope that I can run and cycle my way to at least one gold medal in honor of Josh and my brother Tom, who gave me the precious "Gift of Life." ■

# Student Chapter Updates

By Amanda Mallonee, Penn State Student AMA Chapter Secretary

Since September, the students of the Penn State American Medical Association (AMA)/Pennsylvania Medical Society chapter have been very active. In October, we had students attend the Pennsylvania Medical Society Annual Business Meeting held in Hershey. We also had six students travel to Orlando to attend the Interim AMA Medical Student Section Meeting in November. While at the meeting, students participated in various workshops and reference committee meetings and completed community service at the United Cerebral Palsy of Central Florida. In early December, our chapter also hosted

a Professionalism Seminar and Suture Lab Night. This event included presentations by Dr. Peter Lund and Dr. Daniel Glunk, past and present Presidents of the Pennsylvania Medical Society. Also in December, our students completed community service activities at Country Meadows Assisted Living by helping to run a holiday craft show for the residents of the facility. In January, we had the opportunity to donate and prepare a breakfast for families at the Penn State Hershey Medical Center Ronald McDonald House. Finally, we look forward to a productive end to the academic year with more events planned in the upcoming months. ■

# Alliance Updates

By Kathy Darowish, DCMS Alliance President

Although January has passed, it is never too late to make a resolution. The Alliance's 2009 resolution is to increase our membership, learn new things, and continue to generate money for our budget and mission.

On February 7, we joined forces with DCMS for a hockey game and supper at the Giant Center. This relaxing and fun event was a great opportunity to interact socially with other members.

On March 15, we will host a gathering for new, prospective and current members at the home of Lynn and John Neely for an "Ides of March" party. Come meet everyone and have some Mediterranean foods. Togas are optional!

Learning is an ongoing theme this year, and this season is no exception. In January, we learned how to play *Bunko*, and in February, heart month, we learned how to breathe correctly and practiced some chair Yoga. It is important to take care of ourselves and learn how to relax. We also learned about Cezanne, the Impressionist, at the Philadelphia Museum of Art. We will learn to cook a new meal at the "CornerHouse" in March, and the April event will show us new clothing for the warmer seasons.

Our community outreach continues to go well. We donated children's books to the Community Check-Up Center. Twice a month, children are read to in the Center waiting room. Our *Hands are NOT for Hitting* monthly program continues in at least eight classrooms. January's visit focused on *Henry the Hand* and lessons on hand washing and using elbows instead of hands for coughing or sneezing. Our visits reach approximately 175 students each time and also countless family members at home who read our notes. We visited a different school on March 2 to spread the good words of Dr. Seuss. It is his birthday and also the start of "Read Across America." We have been doing this for several years, and everyone looks forward to our fun morning and having a visit from the Cat in the Hat.

We will also judge the medical science projects at the Science Fair in March. Winners in the Junior and Senior divisions will receive a monetary prize.

Our **Main Fund Raiser** is scheduled for Tuesday, April 21, at the West Shore Country Club. We are excited about having a luncheon and fashion

show that highlights new spring and summer designs. Clothing is from *The Plum*, and *Mountz Jewelers* will also show off their finery. We will be raffling off three Coach purses and raffle baskets of goodies. Tickets can be obtained from any Alliance member. In addition to individual tickets, we will also have sponsors. Please call us if you are interested in being a sponsor. Remember, we are a 501(c)(3) charitable organization, and all contributions are tax deductible. Plan to attend and bring a friend! ■

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# Welcome New Members

DAUPHIN COUNTY MEDICAL SOCIETY MEMBERS October 25, 2008 – January 11, 2009

## Full Active

Shirley A. Albano-Aluquin, MD, Rheumatology  
Penn State Milton S. Hershey Medical Center, Hershey

Charrell M. Bullard, MD, Pediatrics  
Pediatrix Medical Group, Harrisburg

Michele M. Carr, MD, Otolaryngology  
Penn State Milton S. Hershey Medical Center, Hershey

Nicholas A. De Antonio, DO, Anesthesiology  
Riverside Anesthesia Associates, Harrisburg

Dana S. Kellis, MD, Internal Medicine  
Pinnacle Health System, Harrisburg

Charles P. Kingsley, MD, Anesthesiology  
West Shore Anesthesia Associates, Camp Hill

Kevin J. McKenna, MD, Colon & Rectal Surgery  
Penn State Milton S. Hershey Medical Center, Hershey

Alexander Payatakes, MD, Orthopedic Surgery  
Penn State Milton S. Hershey Medical Center, Hershey

Anuj Prashar, DO, General Surgery  
Central PA Surgical Associates Ltd, Harrisburg

Stephen C. Ross, MD, Neurology  
Penn State Milton S. Hershey Medical Center, Hershey

Daniel P. Williams, DO, Anesthesiology  
Riverside Anesthesia Associates Ltd, Harrisburg

Craig B. Wisman, MD, FACS, Thoracic Surgery  
Pinnacle Health System, Harrisburg

## Resident – Geisinger

Vernon H. Mascarenhas, MD

## Residents – Penn State College of Medicine, Hershey

Richa Aggarwal, MD  
Binh Q. Dinh, MD  
Aisha A. Goheer, MD  
Matthew J. Hancey, MD  
Jeannie Hennessy, MD  
Chung-yu Hsiao, MD  
Ramprasad R. Kalavapalli, MD  
Jason H. Kang, MD  
Leia M. Medlock, MD  
Jenna L. O'Brien, DO  
Amy L. O'Gurek, MD  
Sravanthi Pajerla, MD  
Mahvash Z. Sheikh, MD  
Edward J. Shen, MD  
Jahanara Zahid, MD

## Practice Administrator

Lesli Atherton, Myers Ambucare Surgery Ltd, Mechanicsburg

## Students – Penn State College of Medicine, Hershey

Jennifer S. Aites  
Vance L. Albaugh  
Michael A. Albin  
Todd A. Barrett  
Jonathan S. Bassett  
Navjyot K. Bhogal  
Renee L. Bjorklund  
Anette Bodoky  
Amy L. Brehm  
Patricia C. Buttke  
Amanda L. Ely  
Jonathan R. Enterline  
Jesse R. Gutnick  
Brian D. Handly  
Zachary G. Herse  
Karen R. Hippe  
Jamie S. Hui  
Shawn M. Kreiner  
Afif N. Kulaylat  
Matthew H. Kulzer  
Joshua C. Laird  
James H. Lantry  
Daniel W. Lapp  
Julianne R. Lauring  
Christian I. Lauver  
Richard A. Lee  
Christine A. Marrese  
Kathleen A. Marshall  
Robert Marshall  
Lauren M. Massaro  
Elizabeth A. Miller  
Clinton R. Morgan  
Camila B. Mota  
Christine L. Myers  
Erik A. Nielson  
Stephen J. Nogan  
Michael D. Paronish  
Victor J. Pilewski  
Carolina Pinzon-Guzman  
Jennifer M. Piscitella  
Ashley L. Rogerson  
Romita P. Rupani  
Carah B. Santos  
Marni Scheiner  
Sural K. Shah  
Fiona G. Smith  
Sarah R. Smith  
Patricia E. Staley  
Kyle G. Thompson  
John C. Wiersch  
Khin N. Win  
Grant S. Wright

## Deceased

Alexander Kalenak, MD, FACS  
Jay Spiegelman, MD ■

# Meet the DCMS Staff!

The DCMS professional staff is contracted through the Pennsylvania Medical Society's Association Management Services (AMS) Department. Recently, we have undergone personnel restructuring and transition. While we unfortunately need say farewell to some staff, we are excited to introduce the new DCMS team to our members.

On March 31, Stephanie Hoover will be assuming the position of DCMS Executive Director that has been held by Michele Gaiski. Michele, who has served as DCMS Executive Director for the past seven years, will be stepping back from this role to devote more time to her role as Associate Director of AMS at the Pennsylvania Medical Society. We will certainly miss her outstanding leadership, but are happy to have Stephanie join us. Stephanie will also be absorbing the responsibilities formerly held by Susie Wilson, Associate Director. Kristi Spargo, Assistant Executive, and Lauren Ramsey, CMP, Meeting Manager, will continue to provide services in their respective positions.

While some names and faces of DCMS staff may have changed, the quality service that we strive to achieve for our members remains the same. We look forward to a productive 2009!

**Stephanie Hoover, Executive Director**, offers a diverse professional background including communications, research and management expertise. She began her career as an award-winning advertising copywriter and is a well-published freelance journalist. After working as the marketing



specialist for Pennsylvania's Capital Region Transit Authority, Stephanie returned to school to earn a paralegal certificate. This led to her acceptance of a Mid-Atlantic regional manager position with one of the nation's largest public records vendors. In 2007, Stephanie transitioned from the for-profit to the non-profit world. She worked in development for a statewide agricultural foundation before coming to the Pennsylvania Medical Society as an Executive.



**Kristi Spargo, Assistant Executive**, first gained association experience working with 13 various associations in a Florida management firm, and has been employed with the Pennsylvania Medical Society for 2½ years. She works primarily with the DCMS newsletter, website, membership, Doc Talk, and educational and networking events.



**Lauren Ramsey, CMP, Meeting Manager**, received her degree in Hotel/Restaurant Management from Pennsylvania Culinary Institute. She has more than 10 years experience with a background in catering, country clubs and hotels. She handles DCMS educational events and the President's Dinner. ■

## MEETING YOUR INSURANCE NEEDS . . .

The Pennsylvania Medical Society Insurance Agency provides professional advice, competitive pricing, and single source shopping for physicians and their practices. We'll work with you to determine which plan provides the best coverage and value. Products and services available to physicians include:

- ◆ Health
- ◆ Consumer-Directed Health Plans
- ◆ Health Savings Accounts/Health Reimbursement Arrangements
- ◆ Dental
- ◆ Vision
- ◆ Long-Term Care (group and individual)
- ◆ Life (group and individual)
- ◆ Disability (group and individual)
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- ◆ Employment Practices Liability
- ◆ E&O/D&O



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# Begin Writing Your Resolutions Now!

We encourage the members of the Dauphin County Medical Society to begin writing your resolutions now for the House of Delegates, scheduled for October 24-25, 2009.

## Writing a Resolution

A resolution is the vehicle that conveys to the House of Delegates a proposal from an individual, a component or specialty society, or a section on a particular subject. The traditional format is basically in two parts. Statements beginning with “Whereas” comprise the first part. These usually include the introductory facts or circumstances, which logically develop into a formal conclusion or the “Resolved.” The prefacing “Whereas” statements should be **concise** and **clear** and logically support the “Resolved” portion. It is important that those prefacing statements themselves do not cause disagreement and debate to the detriment of the main resolution.

The formal conclusion is the second part, or the “Resolved” portion of the resolution. The “Resolved” portion should **stand alone** as a complete and understandable statement without referring to ideas contained in the Whereas statements. The “Resolved” portion, if adopted by the House, actually becomes the policy of the Pennsylvania Medical Society; and the “Whereas” statements are discarded.



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## Submitting Resolutions

There are several facts you should know about submitting resolutions:

- Resolutions may be authored by any member of the Pennsylvania Medical Society, however, they must be introduced into the House by an official delegate.
- We ask that resolutions be submitted as far in advance of the deadline as possible. In order for the DCMS delegation to have time to review submissions, please submit your resolutions to the Dauphin County Medical Society **no later than Monday, August 24**. To save time, please email your resolutions to our office at [DauphinCMS@pamedsoc.org](mailto:DauphinCMS@pamedsoc.org).
- To avoid duplication, your resolution will be compared to existing policy in the Society’s Policy Compendium. Afterward, it will be presented to the DCMS delegation for review. If approved, a DCMS delegate will introduce your resolution to the House of Delegates.
- It is mandated that resolutions be accompanied by fiscal notes when there is a financial impact to the State Society. Staff will be happy to assist resolution authors in determining the appropriate fiscal notes.
- Authors wishing to remain anonymous should state that fact when submitting resolutions; however, resolutions must initially contain authors’ names.
- Authors of resolutions should be sure to spell out in full at least the first mention of any word or phrase that may later be abbreviated in the resolution.

## Resolutions Directing AMA Action

Submission of excessive, redundant, and/or irrelevant resolutions to the AMA potentially diminishes the reputation and credibility of the Pennsylvania Delegation. Therefore, the following caveats have been established:

- Discretion should be used in requesting AMA action.
- The Speakers shall advise reference committee chairs to conscientiously consider all resolveds dealing with the AMA and to recommend to the House the deletion of marginal resolveds.
- Pennsylvania Delegation members shall attend reference committee hearings and speak against forwarding those resolutions that are existing policy or do not appear appropriate to be submitted to the AMA, or may also speak in that regard from the floor of the House.
- The Pennsylvania Delegation to the AMA has the responsibility to determine when and in what format a resolution, adopted by the Pennsylvania Medical Society House of Delegates, will be submitted to the AMA.

## Conclusion

All resolutions accepted as business of the House will be considered at open hearings of reference committees, which will be held at staggered intervals on Saturday, October 24. ■

# Medical Records Reproduction Fee Schedule for 2009

The Pennsylvania Medical Society receives a significant number of inquiries from physicians and their office staff concerning medical record copying fees. While physicians have not traditionally sought to make a profit on providing medical records, they have sought to recover their costs, particularly when a medical record is substantial.

A patient may request a copy of their record for his or her own use. It is important to note that the medical record for a patient is defined by state regulation as, all “clinical information pertaining to the patient which has been accumulated by the physician, either by himself or through his agents.” This includes diagnostic test results, x-rays, physician notes, and any records from prior treating or consulting physicians. The following charge list does not apply to an X-ray or any other portion of a medical record which is not susceptible to photostatic reproduction.

The Department of Health and Human Services has stated that, under HIPAA, medical record copying fees for patients may not include costs associated with searching for and retrieving the medical record. For a subpoena, attorney, or insurance company requests, you may charge the Act 26 fees, including the search and retrieval fee. To determine your cost for copying and mailing medical records for a patient request under HIPAA, you should consider the following:

- Salary and benefits of the person who does the copying. Include all steps of the process, i.e., verifying validity of authorization, pulling the chart, reviewing the record, removing the records, copying, preparation for mailing, re-assembling the chart, and re-filing the chart.
- Cost of the supplies, i.e., paper, toner, envelopes, etc.
- Cost of equipment, i.e., prorated lease or depreciation expense.

	Act 26 (2009)	HIPAA	Charge to Patient
Retrieval Fee	\$19.80	\$0	\$0
Pages 1-20	\$1.33/page	Cost of copying & mailing	Cost up to \$1.33/page
Pages 21-60	\$.99/page	Cost of copying & mailing	Cost up to \$.99/page
Pages 61+	\$.33/page	Cost of copying & mailing	Cost up to \$.33/page

In addition to the amounts listed, charges may also be assessed for the actual cost of postage, shipping and delivery of the requested records. **Neither Act 26 nor HIPAA mandates that charges be assessed for copies of medical records. It merely sets the maximum fees that can be charged.**

If a district attorney requests a medical record for an action or proceeding, a flat fee of \$19.80 may be charged. No independent or executive agency of the Commonwealth is required to pay any costs associated to medical charts or records unless required by law. At this time, Workers’ Compensation (utilization review) and Auto (peer review) pay \$.12 per page, plus actual mailing costs (scope of release is limited to the treatment of the work related or auto injury). Attorney requests for Workers’ Compensation and Auto treatment records are not subject to the \$.12 limitation. If the medical record is requested for the purpose of supporting a claim or appeal under the Social Security Act, a flat fee of \$25.09 plus postage may be charged (the attorney should be able to supply a copy of the *Appointment of Representative* from the Social Security Administration). **Note:** Some health insurance contracts may require the physician to forward patient records to another physician within a network at no charge. ■



## Wisdom in Practice

We help medical practices by solving their business problems and helping them realize new opportunities to grow. Each practice has its own challenges so we work with you to identify the most important areas and create a solution that fits your specific needs. Some of our services include:

- Pay-for-Performance Assistance (such as PQRI)
- Practice and billing assessments
- Electronic Health Records (EHR) assistance
- Coding audits and education programs
- Ambulatory surgical center feasibility studies and development
- Practice startups
- HR manuals, job descriptions, and general advice
- Practice mergers
- Compensation system development
- Benchmarking revenue, expenses, accounts receivable
- Fee schedule review and development
- Speakers bureau

If you are interested in any of these services, or would like more information about our company, please visit our website at [www.consultPMSCO.com](http://www.consultPMSCO.com), send an email to [experts@consultPMSCO.com](mailto:experts@consultPMSCO.com), or call toll-free: 1-888-294-4336.

We recognize how busy a medical practice can be and that it can be difficult to make outreach at times. We are happy to contact you via phone or electronic mail - just complete the form below and fax it anytime to PMSCO Healthcare Consulting. We look forward to hearing from you!

**Yes, I would like a PMSCO Healthcare Consulting staff member to contact me!**

**Please fax this form anytime to (717) 561-9339.**

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Practice Name: \_\_\_\_\_

Email Address: \_\_\_\_\_

Phone: \_\_\_\_\_ Best time to call: \_\_\_\_\_

Regarding: \_\_\_\_\_

# Reporter

Spring 2009



#### How to Reach Us

777 East Park Drive, PO Box 8820, Harrisburg, PA 17105-8820  
(717) 558-7849, phone • (717) 558-7841, fax

**Stephanie Hoover**, Executive Director • shoover@pamedsoc.org

**Kristi Spargo**, Assistant Executive • kspargo@pamedsoc.org

**Lauren Ramsey**, Meeting Manager • lramsey@pamedsoc.org

#### Submission of Newsletter Articles

The Reporter accepts unsolicited newsletter articles, however, there is no guarantee that they will be published. All submissions are subject to review. Articles should be of interest/pertain to physicians, their practice and health care in the Dauphin County/Capital Region. Local, state, and national perspectives are welcome. Submissions that are self-promotional or commercial in nature will not be accepted. Send your articles to the Society at [DauphinCMS@pamedsoc.org](mailto:DauphinCMS@pamedsoc.org) or fax to (717) 558-7841.

The opinions expressed in this newsletter do not necessarily reflect the opinion of the Society.

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#### Mission

The Dauphin County Medical Society, founded in 1866, seeks to serve its members, the medical community, and the citizens of Dauphin and surrounding Counties. The Society's mission includes: upholding the ethics and dignity of the medical profession, elevating and maintaining the highest standards of healthcare, promoting and disseminating medical information to members as well as the public, and promoting collegial relations among its members.

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# Save the Date!

## Saturday, April 4, 2009

### Alternative and Complementary Medicine Educational Seminar

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Registration information is available online at  
[www.DauphinCMS.org](http://www.DauphinCMS.org), or call the DCMS office  
at (717) 558-7849.

