NCBA



NEWS

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m ar}/Apr~2000$. The Newsletter of the North Carolina Biomedical Association . Volume 20 Number $^{-2}$

PRESIDENT'S FORUM



Glenn Scales, CBET NCBA President

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As I sit in my office writing this column, I have been reflecting on the events of the past weekend when the Board of Directors met at the annual planning retreat. In addition to the Board members, we also were fortunate to have the participation of six other members of the NCBA. Obie Godley, Dan Harrison, Julio Huerta, Del Johnson, Ken Logan and Bruce Miller, all were interested enough in the future of the NCBA to take time away from their full-time jobs to come to the Board retreat and contribute to the planning for this year's activities. These members will be serving on committees which will shape our symposium planning and our future growth and development. Ken Logan, in particular, will be serving as our Vendor Coordinator and his active participation will help ensure a very successful annual symposium.

Published on the back page of this newsletter is the schedule of future Board of Directors meetings. I would like to encourage any member to feel free to attend any of these meetings. Your input, and hopefully your participation, will be greatly appreciated. Our organization will only advance if we truly represent the membership and set our goals to meet your needs. Your input and support will ensure our success.

The primary mission of the NCBA is to bring affordable educational opportunities to our membership. Our Vice President, Sonny Richards, has already started establishing an agenda for the Symposium for this December. We already have commitments from Agilent, Critikon, Protocol and Moore Regional Hospital to teach courses at the Symposium. In addition, planning is now being finalized for stand alone classes by Agilent and Intratek and preliminary discussions have started

with three other organizations.

This year's symposium will feature new subject matter, as well as the return of classes that have been continuing favorites over the years. The development of these classes is intended to meet the needs of our members. Therefore, we need to receive feedback from the membership about what kinds of education and training you need. We have received some feedback in the form of class surveys taken at the last Symposium, however, we need even more input if our efforts are to be of significant benefit to our members. Please contact Sonny Richards or myself and let us know how we can serve you better. Our phone numbers and e-mail addresses are published in this newsletter.

One final note — I am sorry to inform you that the Board has reluctantly had to accept the resignation of Mark Sonntag as a Board member. Mark has assumed a new position with the Moses Cone Healthcare System and did not feel that he would be able to adequately fulfil his responsibilities with his new work assignment. After accepting Mark's resignation, the Board appointed Dan Harrison to fill his two year term of office.

Glenn Scales, CBET NCBA President



2000 Board of Directors 2000 NCBA Officers

President:

Glenn Scales, CBET Duke Univ. Medical Center 919-681-6638- Business 919-681-7361 - Fax

Vice-President: Sonny Richards, CBET FirstHealth Moore Reg. Hosp 910-215-1298 - Business

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Recording Secretary:

Tommy Ballard
Rex Healthcare
919-784-2127 - Business
919 - Fax

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Howard Wigle N.C. Baptist Hospital 336-716-3437 - Business 336-716-9395 - Fax

Ex-Officio:

Chris Dissinger, CBET Moses Cone Health Systems 336-832-7911 – Business 336-832-7076 – Fax

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Linda Leitch Durham Regional Hospital 919-470-8182 - Business 919-470-4164 - Fax

Brian Poplin, CBET Duke Univ. Medical Center 919-681-3172 - Business 919-681-7361 - Fax

Lane Rushing Physio-Control Corp. 800-442-1142 x 2368 - Business 919-661-2598 - Fax

Ken Logan Moses Cone Health Systems 336-832-7911 - Business 336-832-7076 - Fax

2000 Standing Committees

*Denotes Chairperson

Rules and Bylaws
*Glenn Scales, Chris Dissinger,
Obie Godley

Nominating Committee:
*Tommy Ballard, Lane Rushing

Finance Committee:

*Jim Tripp, Brian Poplin, Lane Rushing, John Noblitt

Membership Committee:

*Diane Aker, Lane Rushing, Obie Godley, Linda Leitch

Education Committee:

*Sonny Richards, Chris Dissinger Helen Jones, John Noblitt, Brian Lefler

NCBA News is an information service of the North Carolina Biomedical Association (NCBA). It has a distribution of about 500 and is published six (6) times per year. Articles and ads are due on or before the first day of even months. The newsletter is mailed on or about the first day of the odd months.

While the NCBA makes every effort to assure that its content is accurate, articles are the products of individual authors and the NCBA is not responsible for the content.

NCBA News intends to disseminate information and ideas to its subscribers. While the NCBA News accurately reflects the source of the articles, the content is of variable quality and validity. The Newsletter Committee will attempt to verify all articles, but neither the Editor nor the NCBA is responsible for information.

YOUR HELP IS NEEDED!!! Articles of interest to our readers are constantly needed and sometimes in short supply. If you have written any articles that may be of interest to our readers, submit it to Newsletter Committee Chairman Lane Rushing.

2000 Special Committees

Newsletter Committee:

*Lane Rushing, Howard Wigle, Helen Jones, Larry Kodak, Julio Huerta

Scholarship Committee:

*Lane Rushing, Jim Tripp, Dan Harrison, John Noblitt, Linda Leitch Brian Poplin

Vendor Coordination:

*Ken Logan, Mark Sonntag, Chris Dissinger, Diane Aker, Jim Tripp

Hotel Coordination:

*Helen Jones, Chris Dissinger, Sonny Richards

Public Relations:

*Chris Dissinger, Mark Sonntag, Ken Logan

Internet Committee:

*Linda Leitch, Mark Sonntag, Ray Laxton, Brian Poplin, Chris Dissinger

Professional of the Year:

*Brian Poplin, Howard Wigle, Lane Rushing, Dan Harrison, Obie Godley

Archives Committee:

*Glenn Scales, Obie Godley

E-mail Address- Board of Directors

Diane Aker: akerdian@armc.com Tommy Ballard tommy.ballard@rexhealth.com Chris Dissinger: chris.dissinger@ mosescone.com Linda Leitch: Leitchlk@dth.duhs.duke.edu Ken Logan KenLogan@mosescone.com Brian Poplin: Popli001@mc.duke.edu Sonny Richards: sonny richards@hotmail.com Lane Rushing: rlrushing@worldnet.att.net Glenn Scales: dlenn.scales@duke.edu James A. Tripp,Jr: itripp@wfubmc.edu Howard Wigle: widle@mindspring.com

NCBA BOARD OF DIRECTORS MEETING December 10, 1999

he December meeting was held at the Pinehurst Resort & Country Club, site of the 2000 NCBA Symposium. President Chris Dissinger called the meeting to order. The following reports were presented, discussed, and approved by the Board.

Membership Report: Diane Aker distributed the annual Membership Report for 1999. The 1999 membership consisted of 284 individual members, 129 corporate, 9 student, 3 associate, and 12 honorary members for a total of 437.

Scholarship Committee: Lane Rushing announced that scholarships had been awarded and delivered. Both recipients expressed gratitude. Ref. Pg-4, Jan/Feb issue of Newsletter.

Newsletter Report: Howard indicated that the next four issues of the Newsletter would be devoted to marketing the 2000 Symposium at Pinehurst.

Internet Committee: Discussed was utilization of web site by membership and others, and types of information it should contain. A Newsletter article reminding members that the site is available was suggested. Also discussed was the future of the Newsletter. Do we continue to mail, place on the web site, or do both.

Election of Officers: Following the introduction of new members by Chris Dissinger, the floor was opened for nominations. Elected officials for the 2000 Board are: President - Glenn Scales, VP - Sonny Richards, Treasurer - Jim Tripp, Membership Secretary - Diane Aker, Recording Secretary- Tommy Ballard.

Treasurer's Report Jim Tripp reported the net worth of the organization as \$93,434.68. All financial reports and line item entries were presented and explained.

Vendor Relations: Mark Sonntag reported positive feedback from Vendors attending the 1999 Symposium. It was suggested to conduct a poll of the Vendors to gauge their interest in

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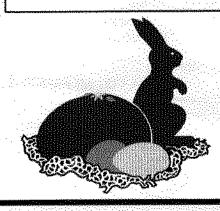
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attending the 2000 Symposium at Pinehurst.

Hotel Coordinator: Helen Jones introduced a representative of the Pinehurst Convention Center, who provided a brief history of Pinehurst, services available during our stay, and a guided tour of the facilities. As in past years, Helen will be the primary contact between the NCBA and Pinehurst in making all necessary arrangements for the 2000 Symposium.

There being no further business to conduct, the meeting was adjourned.

HAPPY EASTER TO ALL NCBA MEMBERS



WE NEED YOUR HELP

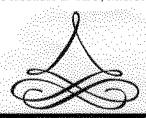
Sound familiar? Rarely is there an issue of the Newsletter that is void of that familiar plea for help. Interestingly enough, I had the opportunity to read a copy of the very first NCBA Newsletter published June 12, 1981. The editor of that Newsletter was also the NCBA's first President, Patrick Lynch. The entire content of that first issue was under the authorship of Pat Lynch. On two separate occasions he asked the membership for their support and help. Please help us, he asked, "by becoming an active member, contributing to the Newsletter and volunteering to participate on the various committees or projects which will be undertaken in the near future." The final paragraph of that first issue read as follows, "this Newsletter welcomes (and needs) letters and articles from readers pertaining to meetings, problems and solutions, hazards, comments, suggestions or other items of interest to other readers." Not much has changed in the past 20 years, has We can make this Newsletter equal to none, and interesting to all, if we'll just commit a few minutes out of our busy schedules to support a most worthy cause. Won't You Please Help!

Editor

To Fail To Plan, Is To Plan To Fail. Author Unknown

WHAT I DO BEST
IS
SHARE
MY
ENTHUSIASM,

Bill Gates Cofounder & CEO, Microsoft



Membership Update March 2000

e have almost completed the first quarter of our year. Here, we have worried about the year 2000 so long and now it's already 2 months behind us. The current membership in the NCBA stands at 486 members and is as follows: 242 Individual members, 195 Corporate, 12 Students, 12 Honorary, and 3 Associate members. That means, that since the last report we have had 8 renewals and 2 NEW members, To introduce our new members, they are:

Dan Bickerstaff, ServiceMaster Robert Bergeron, ServiceMaster

Don't forget to send in your renewal card if you were unable to come to the symposium in October. Also, mention to those around you that do not get this newsletter that they have possibly forgotten. You may also send name, address, phone number, email address, and employer change to the following:

Diane Aker, Membership Secretary Alamance Regional Medical Center Phone: 336-538-7760

Fax:336-538-7722 E-mail: akerdian@armc.com

NCBA News Advertising

NCBA News is accepting advertising that relates to biomedical equipment and of interest to our readers. Suggested subjects are: Positions Desired, Position Available, Biomedical Equipment Wanted or For Sale (New or Used), or Announcements of Educational Opportunities or Service Schools in the area.

Advertising is open to all individuals, hospitals, and companies. The decision to carry a particular ad or classified will be the decision of the Editor with the support of the NCBA Board. Camera ready copies of actual size ads required. Corporate Members please remember what free advertisement your membership allows. Please contact the Newsletter Editor for other pricing.

Prepayment of all advertising is required.

Classified Advertising

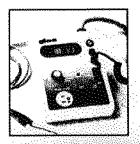
Except "Position Wanted" notice by members (one ad per year-limit 50 words- no charge) the following ads apply:

| (Per 75 words) | Member | Not |
|----------------|--------|------|
| Individual | \$5 | \$7 |
| Institute | \$15 | \$25 |
| Corporation | \$20 | \$30 |

RALANCE SHEET AS OF 12/31/99

| BALANCE SHEE | T AS OF 12/31/99 | |
|------------------------------|------------------|----------------------------|
| ASSETS | | BALANCE |
| Cash and Bank Accounts | | |
| Eddie Whisnant | | 300.00 |
| NCBA First Citizen's | | 50,016.49 |
| NCBA First Union | | 0,00 |
| Norman Reeves | | 900.00 |
| TOTAL Cash and Bank Accounts | \$ | 51,216.49 |
| | April 1997 | |
| Other Assets | | |
| Certificate of Deposit | | 20,000.00 |
| Certificate of Deposit | | 20,000.00 |
| Certificate of Deposit | | 0.00 |
| NCBA Asset List | | 1,738.38 |
| Total Other Assets | \$ | 41,738.38 |
| TOTAL ASSETS | \$ | 92,954.87 |
| LIABILITIES & EQUITY | | |
| Liabilities | | 0.00 |
| Equity | <u>\$</u> | 92,954.87 |
| TOTAL LIABILITIES & EQUITY | \$ | 92,954.87 |
| | | the acceptance of the con- |

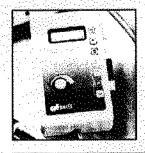
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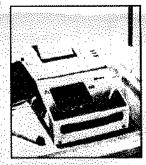
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Charlotte Rep: Mike Marston 704-341-1744

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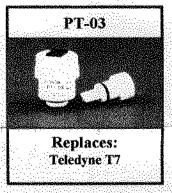
Save up to 50% or More!

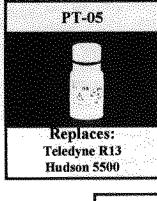
Unconditional 12 Month Warranty

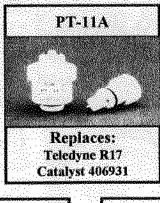
For Most Anesthesia and Respiratory Applications

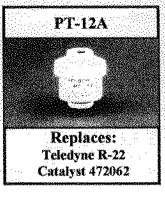






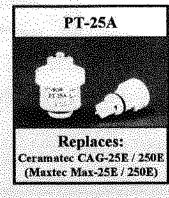


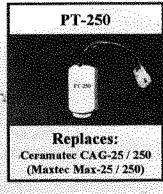












Pacific Analytical Oxygen Sensor Cross Reference Chart

| Price | | | 355 | \$57 | \$23 | \$26 | \$59 | \$83 | \$139 | \$50 | \$59 | Price | | \$52 | \$9\$ | \$57 | \$59 | \$29 | \$59 | 88 | \$139 | 653 |
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Pacific Analytical Technologies, Inc. P.O. Box 893143 Temecula, CA 92589-3143

Toll Free: (877) 699-7367 (877-Oxy Sensors) Fax: 909-677-0136

Raleigh Rep: Scott Rabun 919-960-8180

Charlotte Rep: Mike Marston 704-341-1744

Lt the recent NCBA Board Retreat in Myrtle Beach, South Carolina, I could sense the anticipation and excitement associated with the NCBA's 22d Annual Symposium, to be held at the Pinehurst Resort & Country Club. It had been a number of years since the last time the location of the Symposium had changed, so there was much to discuss and plan to ensure that nothing was left to chance. We sought answers to as many questions as there were topics and expressions of concern surrounding the relocation of the Symposium to Pinchurst. The vendor fair at the 21' Symposium, held at the Koury Convention Center in Greensboro, was the best it had ever been. Could we expect the same kind of participation from the vendors at our new location? How about the timing - what effect would the December date have in terms of attendance by both vendors and members alike? After all, the first week in December is wedged right between the two most popular and busy holidays of the year. Would people be too preoccupied with holiday planning, to give thought to making arrangements to attend the symposium? Would we be able to satisfy the number of guaranteed room bookings, or be required to cover Pinehurst's revenue shortfall at the conclusion of the Symposium? As you can see, we had a full agenda, but we were all equal to the task before us. I can't recall another Board meeting that I have attended in which the body of its members was more unified or committed. As members of the NCBA. making Pinehurst happen is of paramount importance to us all. The Symposium is the very "Life's Blood of the NCBA." Most importantly, it enables us to fulfill the objectives outlined in Article II of the NCBA ByLaws. Training and devel

opment of personnel involved in the selection, operation, repair and support of biomedical instrumentation, was and still is the primary objective of the NCBA. Without it, the opportunity to train is lost, as well as the revenue required to continue other equally important functions such as publishing the NCBA Newsletter, operating the web site, and sponsoring educational scholarships and grants.

In the next three issues of the Newsletter we'll be publishing a series of articles about Pinehurst; its location, accessibility, local attractions, activities (in addition to golf), and other such amenities designed to capture the interests and tastes of our members and their families. We really want the 22nd Symposium to be a Family Affair. There is much to do at Pinchurst, even during the month of December. The last NCBA meeting of 1999 was held at Pinehurst during the same week in December that our next Symposium will be held. The grandour of the holiday season was evidenced by the festive decorations, pleasant and accommodating staff, and general good feeling in just knowing that Christmas season was close at hand.

As I conclude this first article on Pinehurst I'd like to quote a paragraph from the Pinehurst Brochure, entitled Pinehurst - There's Only One.

"Long known as the "Queen of the South," Pinehurst has received every accolade, every honor, every award. But to us the true achievement comes in knowing that for 100 years, this has been home to all that is gracious and inviting. A charm well worth the journey. A journey that may bring you closer to your heart." This is one Symposium you won't want to miss. Mark your calendar's today.

Editor

2000 TRANSPORTATION RATES

Lts never to early to begin making your travel arrangements for attending the December Symposium. Hope-

fully, most of you will utilize your own vehicles, but for those who can not, check out the Pinehurst transportation he year of 1999 was a very good one for the NCBA. Financially the association made sound decisions as costs were rising at the Koury Convention Center, and made an unprecedented donation to the educational well being of biomedical programs in the state. Our generous support from the membership, vendors, and students made our time at Koury Convention Center one of tremendous growth.

During the year the association had \$88,826 dollars in revenue against a comparable \$89,969 in expenses. This resulted in a year-end loss of \$1,143 after all charges.

The cash flow of the association was a negative \$20,555 this change in available cash was the direct result of adding an additional \$20,000 certificate of deposit.

The assets of the North Carolina Biomedical Association total \$92,954.87 for the year ending 1999.

This amount represents a turning point for our membership. Having a large amount of liquid assets presents a number of unique challenges for the treasurer. During the 2000 planning retreat the board discussed better ways of securing the future of NCBA assets. At the next meeting the board will hear from the Triangle Community Foundation about what benefits a foundation program could provide for the membership of the NCBA. I will keep all of you apprised of the details in the next issue, and update you on the foundation exploration process.

The balance sheet ending 12/31/99 is located on page 4. Also, the approved NCBA budget for FY 2000 appears on page 11, for your review.

Brian R. Poplin



SETTING THE STANDARD FOR CHANGE

ithout question, Wake Forest University Baptist Medical Center is recognized as one of the leading institutions of higher learning, research and development, and quality patient care in the Nation. This reputation has been justly earned and sustained by the many dedicated employees, past and present, whose individual contributions have contributed much to our continued success and growth. There are many factors that contribute to success, but the most important key element is People. We enjoy the reputation as one of the Premier Medical Centers in the State of North Carolina, because of the quality of our people. As an organization it is imperative that the impression we create in the minds of future employees supports their belief that North Carolina Baptist Hospital is second to none in the delivery of health care services, and treatment of their employees. From the Clinical Engineering standpoint, that is the very impression we want to instill in the minds of our own staff, that they in fact are amongst the very best in their profession, and that they are adequately compensated. To recruit the best, and retain the best, we must be competitive in all areas of compensation, and opportunities for the growth and development of our staff.

These were my opening remarks to Administration in my justifying a need for change within our department. Although a number of long standing concerns expressed by technicians would be addressed in a Proposed Reorganization Plan, the major focus would center on the need for Competitive Salaries, Promotional Opportunities, and Recognition of BMET Certification. Achieving just one of these goals would be reason enough to celebrate, but to accomplish them all at one time would exceed the most ambitious of expectations. To satisfy each of these needs would increase the staff expense of our department, unless we were willing to give up something in exchange. To promote the departmental restructuring plan as

cost neutral, did require us to give up one open position. After many months of preparation, the final plan was submitted to administration for review and approval. To our great joy, it was approved without change.

Space doesn't afford me the opportunity to discuss all of the organizational changes associated with the plan, but in addition to having achieved wage comparability, and opportunities for growth, the most important achievement to me personally, was recognition of BMET Certification. It has long been my experience that the reasons most often given by technicians for not taking the AAMI Certification Exam were: it doesn't make me a better technician than my peers, its not required, there is no incentive for me to do so, and it costs too much. These reasons are no longer valid at Wake Forest University Baptist Medical Center. I will agree that being certified doesn't necessarily make you a better technician then your peers, but it does attest to the special effort, and self initiative expended by the individual in achieving certification status. True, its still not required, but the incentive for achieving certification now exists. Five BMET III positions were added as a result of reorganization, and certification is now a requirement for promotion to a senior tech or supervisory position. The opportunity for growth is now a reality, but to be considered for those opportunities requires preparation, part of which includes certification. If promotional opportunity is not reason enough for becoming certified, then recognition in the form of special pay should entice even those who adamantly oppose certification. Of nineteen assigned technicians, the certification status of ten is current with AAMI requirements. The remaining nine technicians are scheduled to take the Certification Exam on May 6th in Greensboro, N.C. Every effort is currently being undertaken to ensure a successful outcome for each participant.

It should be evident by now that I am a strong supporter of certification, not just for the technicians at WFUBMC, but for the BMET organi-

zation as a whole. I think it would be fair to state that most BMET technicians consider themselves to be as much a professional as any other group of healthcare providers. Isn't our job as important as any other, in terms of patient care? Is the Mission, Vision. and Values of a Healthcare Institution applicable to only certain groups of employees, such as physicians and nurses, or are we all held equally accountable in achieving the overall healthcare objectives of the institution? Of course our job is just as important as any other, yet why is it when we look at all of the other professional groups, we note that registration or certification is a requirement of the job? Shouldn't that be the case for us as well?

Is certification important to you? Should it be a requirement of the job? As to the conditions of employment, isn't it time we upgrade the certification standard form preferred to required? What happens is really up to us. As managers of Biomed programs we can very much influence the direction certification will take in the fu-

Students Need Help

some very useful equipment to the BMET students of Caldwell Community College & Technical Institute. These machines include Pulse Oximeters, NIBPS, and EKG Monitors. We were very excited about the opportunity to operate and work with this equipment, unfortunately the manuals were not included with this donation.

Other Students in the class have contacted the appropriate manufacturers, and seem to have had some luck in obtaining service material, however I have not been so lucky. I contacted Datex/Ohmeda in regards to acquiring a manual for the 255 oximeter capnometer, type # SC-103-27-00, but unfortunately, they no longer have this item in stock.

If any NCBA members have an extra manual for this equipment, it would be sincerely appreciated if you could send it our way! You would be helping Biomed students, now and in the future, in their preparation to stepping out into the field. Chad

2000 TRANSPORTATION RATES

AIRPORT SHUTTLE-RESERVATIONS RECEIVED MORE THAN 48 HOURS IN ADVANCE

| AIRPORT | SINGLE | MULTIPLE |
|----------------|--------|-------------------|
| Raleigh-Durham | 110.00 | 55.00 per person |
| Fayetteville | 110.00 | 55.00 per person |
| Greensboro | 110.00 | 55.00 per person |
| Charlotte | 240.00 | 120.00 per person |

Pinehurst/Southern Pines

NO CHARGE- U.S. Airways passengers must depart at scheduled times to receive complimentary service. Reservations are required, in addition to reserving approximate arrival times for private aircraft, the pilot must call 15 minutes prior to landing. They may do so by calling direct to 910-295-8410 or radio to the airport and they will call Pinehurst.

AIRPORT SHUTTLE-RESERVATIONS/CHANGES RECEIVED LESS THAN 48 HOURS IN ADVANCE

| AIRPORT | SINGLE | MULTIPLE |
|----------------|--------|---|
| | | Secretary Control of the Control of |
| Raleigh-Durham | 140.00 | 75.00 per person |
| Fayetteville | 140.00 | 75.00 per person |
| Greensboro | 140.00 | 75.00 per person |
| Charlotte | 270.00 | 140.00 per person |

All rates quoted are one way. Guests arriving within thirty minutes of each other are scheduled for transfer Together. Cancellations received less than 24 hours in advance will incur the single passenger fee. Gratuities are not included. Soft drinks and bottled water are provided at no additional fee on airport transfers excluding SOP.

For reservations and information: Phone: 1-800-487-4653 or 910-295-8410 FAX: 910-295-8717

EMAIL: pinehurst.transportation@ourclub.com

RESORT SHUTTLE

Express Shuttle is provided around the Village of Pinehurst and services The Carolina, Holly Inn, Manor INN and Resort Country Club. Shuttle service is provided to outlying Resort areas including our condominium accommodations. Please contact transportation department when your party is ready for transfer. Pick up times average less than fifteen minutes. For hire taxi service is available for transfers off the Resort property. Please contact the concierge or bellman for information these services.

Chris Dissinger

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| Ž V | 750 | 10,000 7,400 | 1,100 | 19,900 | 26 1500 | | 13,000 | 14,713 | 5,187 |
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| May | | 7,000 | 150 | 7,350 | 20 100 43 | | 7,000 | 7,313 | b |
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| | Revenue Golf Participants Sponsors | Registrations Seminars Symp Members Symp Vendors Symp Students Memberships | Misc. Revenues Interest Income Scholarship Symp. Sales | Gross Revenue Expenses | Bank Charges Board Functions Depreciation Golf Tournament | Newsletter Office Supplies Postage Scholzschip | Seminar Seminar Symposium Web Site | Total Expenses | Net Income |

SCHEDULE OF NOBA BOARD OF DIRECTORS MEETINGS FOR 2000

May 5, 2000 Time: 10:00 A.M.

Durham Regional Hospital, Durham, NC

Host – Linda Leitch Phone 919 470-8182

July 14, 2000 Time: 10:00 A.M.

NC Baptist Hospital, Winston-Salem, NC

Host – Howard Wigle Phone 336 716-3437

September 15, 2000 Time: 10:00 A.M.

Moses Cone Health Systems, Greensboro, NC
Host – Chris Dissinger Phone 336 832-7911

November 3, 2000 Time: 10:00 A.M.

First Health Moore Regional Hospital, Pinehurst, NC
Host – Sonny Richards Phone 910 215-1298

January 12, 2001 Time: 10:00 A.M.

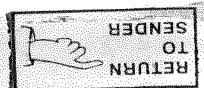
Duke University Medical Center, Durham, NC

Host – Glenn Scales Phone 919 681-6638

bership. Please plan to attend.

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