

General Meetings and CE 2002-2003
Program Chairperson
Dr. Araceli Ziemba

May 20, 2003
STAFF NIGHT

May 21, 2003
 Rosemarie Van Norman
 "Prolonged Thumb/Finger-Sucking Habits:
 HELP with a ... POSITIVE Approach!"

June 17, 2003
 MCDS Annual OSHA
 Seminar/Certification
 at St. Peter's Medical Center

**Upcoming Course Registration
 forms are inside this
 Newsletter!**

The Dental Newsletter



www.MCDSofNJ.org

A Publication of the Middlesex County Dental Society

President's Message ... Bruce Huberman



Finally, my last president's message! I remember vividly last years staff night when the "gavel" was placed in my hand. It was finally my turn to lead this organization through the upcoming 2002-2003 calendar year. Realizing the magnitude of the position and the responsibility that it entails, I was truly awed. It has been a great experience serving our society as president and especially working with the executive board members and officers. Throughout the year I've tried to thank all of them in one fashion or another. So I won't rehash all my gratitude in this forum, I still have staff night. Having been involved with other county dental societies I can truly say without hesitation that MCDS continues to raise the bar with our contributions to organized dentistry. We have established our society as a leader among the state components.

Please turn to Page 2



STAFF NIGHT – Tuesday, May 20, 2003
THE PINES Route 27 • Edison, NJ
 Registration and Cocktails begin at 6:00 PM
 Dinner & Festivities begin at 6:30 PM
 Raffle Drawing at 9:30



STAFF NIGHT — A Deserving Tribute

As we gather this month to honor our respective staffs for their contribution to our success, we should reflect on how each separate staff person is so vital to the practice as a whole. Any practitioner who forgets the vital function of a staffperson is clearly reminded of it when he/she calls in sick and we are left to perform his/her functions on top of our treatment duties.

In an age where loyalty to an employer in the marketplace is becoming nonexistent, many of us are blessed with employees who will go to the end of the earth for us because they believe in us and we have made them feel a vital part of our business. For these staff members who show unyielding loyalty to us during inevitable hard times, this night of tribute is deserving. As our practices are extensions of ourselves, so too are our staffs extensions of our families. There is no doubt that they see sides of us only our immediate family members know about.

We hope that you make every effort to honor your staffs by attending this special event.

MCDS Board of Trustees Report

-April 8, 2003-

Attendance: Brunsdn, Chustckie, Courey, Fertig, Galkin, Glickman, Huberman, Kahn, Kline, Krantz, Leizer, McLaughlin, Pollatos, Rosen, Silverstein, Simos, Villa, Vitale, Weiner, Ziemba

Acceptance of Minutes-3/11/03-vote unanimous.

President's Report-B. Huberman

- Congratulations to all the people who attended the wonderful gala event last month at the Manor in West Orange. Special kudos to Dr. Celi Ziemba who orchestrated the entire evening, Marlene Glickman who once again made her presence felt with her tireless effort upon our society, Dr. Ethan Glickman who was the roving photographer for the evening, and last but not least, Dr. Cavan Brunsdn who did an outstanding job as the master of ceremonies.
- The slate of officers for 2003-2004 was unanimously accepted at our last business meeting. President- Nancy Villa, Pres. Elect-Mitch Weiner, VP-Ross Kline, Treas.-Steve Lawson, Secr.-Bob Silverstein.
- Four students at the Hygiene School of MCC obtained a 4.0 GPA. Four plaques will be presented at their award ceremony.
- MCDS will support Dr. Clemente if interested in once again representing NJDA at the foundation of UMDNJ.

Treasurer's Report-R. Kline (See full report in newsletter)

Editors Report-R. Silverstein

- I contacted a company regarding preventive maintenance on our printer and they told me that none is necessary.
- NJDA is now offering the option of receiving the Journal and Capsule electronically. I would like to propose that we offer Middlesex members the option of receiving our Newsletter electronically in lieu of sending them the newsletter via regular mail.

NJDA Trustee Report-R. Kahn (See full report in newsletter under NJDA Noteworthy News)

Special Olympics-C. Brunsdn

We are looking for donations for the Silent Auction taking place on June 11-13 at the Annual Session. The money raised will be used for the benefit of the Special Olympics. For donations, please contact Cavan Brunsdn @ 732-679-2323

NJDA Council Reports:

Annual Session-A. Ziemba

Plan ahead and save the date:

- Annual Session will be held June 11-13, 2003 in Atlantic City at the Taj Mahal.
- Early registration for courses and rooms are encouraged.
- Free CE credits are available through table clinics, product demos and essays
- There will be a theme party Wednesday, June 11th with drinks and food.
- UMDNJ Dental Alumni Luncheon will be held Wednesday, June 11, 2003.
- June 12th will be the President's Dinner Dance

Children's Dental Health-C. Brunsdn

The Poster Contest for Children's Dental Health Month will be held on April 15, 2003 at the Old Bridge High School East Auditorium at 7:00 PM.

Membership-S. Galkin

The Membership Council will meet later this month. We are asking board members to call former members from our updated lists to invite them to attend meetings and join our organization.

Peer Review-J. Fahsbender

One state appeals case was denied for both parties. One plenary hearing was ruled in favor of the dentist. One case is under mediation.

The most comforting feeling that I have as I depart as your president is knowing that I'll be turning over the reigns to an energetic, experienced, and organized team player. Dr. Nancy Villa will continue the efforts that our society has made in the recent past and blaze new paths for our county to follow. I wish her the best.

I will once again make a plea for our newer members, recently inducted members and older members who are interested in getting more involved with our society. We are always in need of re-tooling for the future and there are plenty of projects to work on.

I look forward to seeing all of you at "Staff Night".

Respectfully submitted,

Bruce A. Huberman DMD


Congratulations in Order

MCDS Congratulates Past-President
Dr. Peter DeSciscio
on being named the new
Director of Continuing Education
for UMDNJ

Receive this newsletter
electronically

For details see our web site (see below) and click on the "Of Current Interest Button".

 **Tri-State**
Dental Supplies & Equipment
For Dental Supplies
and Equipment Sales
call Anthony at
908-653-1180

 **The Dental
Newsletter**
A Publication of the Middlesex County Dental Society
Published at the office of Dr. Robert Silverstein
www.MCDSofNJ.org **login:** mcds
password: sy

Detailed Treasurer's Report

April 6, 2003
Ross Kline, DMD

	(3/6/03)	(4/6/03)
Checking	22,622.92	12,583.85
Money Market	71,640.61	71,836.33
TOTAL	94,263.53	84,420.18
P&L STATEMENT CHECKING ACCOUNT (3/6/03-4/6/03)		
INCOME		
Dues		6,096.36
Staff Night		722.00
Interest		12.20
Cont. Educ.		235.00
Corp Spon-Cont. Ed		500.00
Corp Spon-Newsletter		75.00
Dinner Dance Inc		1,920.00
Dinner Dance Fund		415.00
Mentor Comm		2,040.00
Corp Spon-Mentor		200.00
Corp Spon-Meetings		800.00
TOTAL INCOME		13,015.56
EXPENSES		
Cont. Ed.		480.99
Dinner Dance		19,221.25
Dinner Meetings		2,706.43
Executive Secretary		358.00
Mentor Committee		125.00
Office Supplies		76.00
Telephone		76.96
TOTAL EXPENSES		23,054.63
OVERALL TOTAL		-10,039.07
P&L MONEY MARKET ACCOUNT (3/6/03-4/6/03)		
INCOME		
Dues		106.00
TOTAL INCOME		106.00
EXPENSES		
No Activity		0.00
TOTAL EXPENSES		0.00
OVERALL TOTAL		106.00

Great Member Benefits:

MCDS Web Site — Our web site has all of the latest MCDS news, as well as archives of past newsletters and useful links. You can reach the site at <http://www.MCDSofNJ.org>

Login: mcds Password: sy

MCDS Video Library — at St. Peter's Hospital. All you need is a valid ADA membership card to access the extensive video collection.

Lawline — Lawline — Remember LAWLINE if you have a legal question related to your dental practice. As a continuing member benefit, NJDA's General Counsel, Arthur Meisel, Esq. and Assistant Counsel Patricia DeCotiis are always available to confer, at no cost, with members. If you have a question or need assistance, call Mr. Meisel at (732) 422-2730 or Patricia DeCotiis at (732) 422-2717 or send them a fax at (732) 821-1082.

MCDS Board of Trustees Report

Continued from page 2

MCDS Committee Reports:

Mentor-E. Glickman

The Mentor Programs for Spring 2003 that are being presented are:

- **Case Acceptance-Complete Dentistry – Wednesday, April 16, 2003 Dr. Homoly** Dr. Homoly will present a one-hour program at our monthly MCDS meetings on Tuesday, April 15, 2003 at the Pines Manor. The following Wednesday morning he will present his full five (5) hour course at the Clarion Hotel. An incredible 175 Dentists and their staff are registered for this fantastic member benefit program. **5 CEU credits** will be awarded to all those attending this seminar. Due to the incredible support from sponsors, we are able to offer this program to our **members at no cost!** The only fee to our members is for their staff to cover the cost of breakfast. It is wonderful that our members have realized this member benefit. The Western Essex Dental Association will be presenting Dr. Paul Homoly on May 14, 2003, for a **Tuition fee of \$250/dentists and \$50/staff.** I want to thank Dr. Celi Ziembra on behalf of all of us in MCDS for putting this program together as well as the Dr. Barnes [10-16-02] & Dr. Blair [11-20-02] programs and making all three of them available to us as a 100% member benefit for belonging to MCDS ... **WOW !!!**

- **“Prolonged Thumb/Finger-Sucking Habits: Help with a...Positive Approach!” Wednesday, May 21, 2003 speaker: Rosemarie Van Norman C.O.M.**

Course Outline: This is an intensive full-day workshop for dental and speech professionals as well as child psychologists to facilitate the development of clinical skills to help children discontinue prolonged digit- (thumb or finger) sucking. This is a behavior that is widespread, under treated and misunderstood that results in a host of often-preventable dental, speech, physical, emotional, learning and socialization problems. This presentation will sort out the confusion and provide comprehensive information about the WHOLE behavior. A complete therapeutic program will be presented to eliminate the sucking activity through positive behavior modification, including assessment, treatment planning, and effective treatment strategies. Actual treatment videos and a question and answer session will enhance your learning experience.

- **Annual OSHA Seminar: Tuesday evening, June 17, 2003** at St. Peters Medical Center. This program will satisfy the OSHA standard on Occupational Exposure to Blood Borne Pathogens, which is required annually for dentists and staff. Each office person trained will receive certification that they have been properly instructed for this OSHA regulation on Infection Control. **Two CEU credits** will be awarded for all those attending the seminar. The fee for this required OSHA seminar will be \$15 per person and the instructor is Mr. Mathew Giachetti, LifeForce USA. Please note that this OSHA program offered elsewhere normally asks for a tuition fee of at least \$85. Another great member benefit for belonging to MCDS!

See the insert inside this newsletter to register for these Seminars

Respectfully Submitted, Steve Lawson

Highlights from the April General Meeting



MCDS President Dr. Bruce Huberman and MCDS Membership Rep. Dr. Scott Galkin welcome our newest members



MCDS President Dr. Bruce Huberman with April featured speaker Dr. Paul Homoly

NJDA NOTEWORTHY NEWS

STATE BOARD OF DENTISTRY REPORT

Mr. Meisel reported that the biennial dentist licensure fee was proposed to be increased to \$280.

Expenses increase about 10% a year for computer expenses, salaries and benefits. Previously there was a surplus, which has now been used up. Another point is that the revenue from fines has been decreasing.

NJPAC

Tom Morgenstern is the new chair and is working on a number of ideas and changes. He urged every board member to become a diamond club member. Cost is \$275 and entitles one to a free ticket to Night at the Races on May 14.

PRESIDENT'S REPORT—Dr. Maxine Feinberg

Dr. Feinberg recently attended a Leadership Conference in Washington, DC. There were three lobbying items of interest: tort reform, Medicaid funding, and amalgam issues.

UMDNJ Dental School is beginning its fundraising campaign for the expansion and renovation of the Dental School. It is expected that the NJDA will be asked to make a contribution. Dr. Feinberg asked the Board to inform their components about the fund raising campaign.

The Auxiliary Task Force held its first meeting to discuss the dental hygienist-dental assistant shortage. Dr. Feinberg reiterated that we need to facilitate alternatives such as evening programs in hygiene schools and seek financial support.

ACTING PRESIDENT-ELECT & VICE PRESIDENT'S REPORT—Dr. Jeffrey Rempell

Dr. Rempell reported that the BOT meeting information will be available on-line which will be a more immediate means of communication to our members. He is looking into getting the capsule and possibly the Journal on line.

TREASURER'S REPORT—Dr. August Pellegrini

Dr. Pellegrini reported that dues income for the month of February is up by approximately \$60,000, as compared to last year.

This year's NJDA audit is complete. As soon as the final report becomes available, the BOT will receive a copy. The audit has been much quicker and smoother thanks to the preparation done by Stan Orenstein.

SPEAKER OF THE HOUSE REPORT—Dr. Walter Chinoy

Dr. Chinoy apprised the Board that the cut off date for petitions to run for office was March 15. There being no additional candidates, the slate stands as is. Drs. Shekitka and Hersch and will be inducted in June respectively, as secretary and treasurer. To date there are no resolutions for the upcoming House of Delegate meeting in June.

EXECUTIVE DIRECTOR'S & LEGAL COUNSEL'S REPORT—Mr. Arthur Meisel

With respect to the Dental Decision Regulation Appeal, the State has filed its Statement of Items Comprising the Record on Appeal. Mr. Meisel will be filing NJDA's brief in April and the ultimate decision is likely to be 10-12 months away. Delta Dental will file a "friend of the court" brief.

The Department of Health and Senior Services has extended for 90-days its time to consider the NJDA's Petition on the fluoridation issue.

The second HIPAA seminar was held on March 12 with approximately 170 attendees.

The Chief Auditor from the NJ Department of Labor has asked the NJDA to advise its members to observe proper withholding tax procedures with respect to part time employment of hygienists and assistants to avoid penalties and interest. This applies only to those employees working through an employment agency. Information will appear in the Capsule on this issue.

The NJDA software program will be converted in July to the ADA Systems. The conversion will be at no cost to the association since we are a member of the ADA tripartite system. The ADA program is now perfected and does everything we need save for the peer review information.

PIP FEE SCHEDULE FOR PHYSICIANS

The physicians attempt at a PIP fee increase was rejected. The ruling stated that unlike the dentists who intend to collect their entire fee, there is an increase in the difference between what the fee billed and fees actually accepted.

This shows a major liability to getting on board with the reduced fee plans and therefore discounting one's fees.

UMDNJ DENTAL SCHOOL REPORT

Dr. Feldman made a presentation regarding the school's identification of faculty needs and consideration of recruitment strategies. Nationwide there are approximately 300 positions open for full time faculty. This number has remained constant over the past few years.

The difficult financial issues with the school were discussed. They will receive 10% revenue cut from the state and the loss of adult dental Medicaid payments from the patient population.

Dean Feldman presented her position asking for our support regarding a limited faculty license for foreign-trained dentists.

The board voted to reaffirm its prior position in favor of the statute that does not allow foreign trained dentists (those without a degree from an accredited US or Canadian dental school) to be hired to teach clinical dentistry.

An overview was provided of the school's \$25 million campaign for the ongoing renovations.

REPORT OF COUNCILS, COMMITTEES & TASK FORCES

Task Force on Fluoridation and Wastewater Management Report—Dr. Graham reported that the ADA Best Management Practice (BMP) should be presented to our membership as a voluntary program. A motion was made to adopt and publish the ADA model and encourage our members to participate. The Association is looking into a bulk mercury pick up program to remove mercury from offices. In compliance with an agreement with the ADA, Environ, a consulting company, is willing to conduct a constituent society

continued on page 7

Staff Night

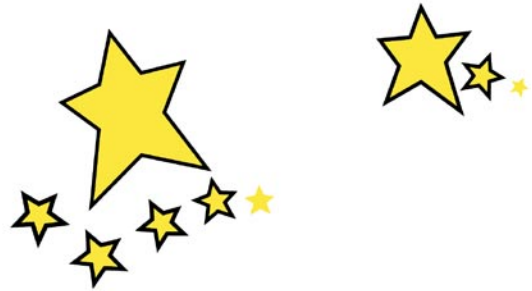
Tuesday, May 20, 2003
A Magical Night Under the Stars

6:00–6:30

Cocktails

6:30–9:30

Entertainment, Dinner
and Door Prizes



A SUPER fun-filled evening of entertainment for both doctors and staff. Discount for Early Registration!!! This event is provided for ALL members, regardless of whether they bring staff members or not. In the best interest of proper organization, based upon the large turnout of this event in the past, preregistration will be a must!! A financial incentive will be provided to encourage prompt return of reservations.

MCDS STAFF NIGHT REGISTRATION FORM

Cut-out and send check for total payable to MCDS to:
Middlesex County Dental Society, P.O. Box 7026, East Brunswick, NJ 08816

Doctor's Name: _____

Names of Staff _____

Members: _____

MCDS Member Dentists — **No Charge** \$45/Person for staff

Total # of Staff Attending: _____ Total Remittance: _____

Attention: Members Seeking Associates

As our local residency programs conclude their GPR year this June, several of our JFK and Robert Wood Johnson residents are seeking employment as general practitioners. Many of our MCDS Executive Board members are attendings at either JFK or RWJUH and can furnish references if requested for any residency graduate you are interested in. Please call or speak to MCDS Vice- President Dr. Mitch Weiner at 732-297-4900. All conversations will be kept confidential. This is being offered as both a member benefit for those seeking associates and as a recruitment/goodwill gesture for our new member dental residents.

Highlights from the Gala Ball

Saturday, March 22, 2003 at The Manor in West Orange



photos by Ethan Glickman

FOCUS ON DENTISTRY 2003 NJDA Annual Convention

June 11-13
TRUMP TAJ MAHAL CASINO RESORT
ATLANTIC CITY

Sponsored by the
New Jersey Dental Association
New Jersey Dental Assistants' Association
New Jersey Dental Hygienists' Association

Our plans are coming together and our expectations are high. This year's programs are designed for the entire practice addressing complex clinical, lifestyle, and management issues.

Jimmy Buffet Themed Cocktail Reception
Opening Day in the Exhibit Hall

Lunch & Lecture with Dr. Joyce Brothers

Silent Auction Benefitting
Special Olympics New Jersey

ATTENDEES
General Practitioners
Specialists
Assistants
Hygienists
Office Staff
Exhibitors
Guests

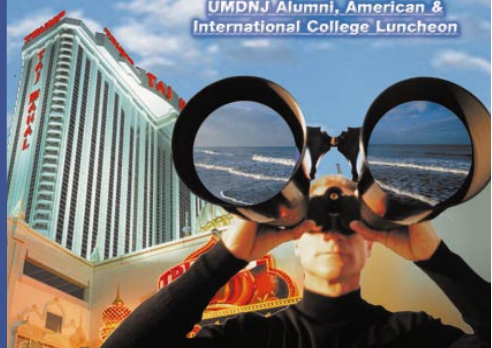
House of Delegates Meeting
NJ State Board of Dentistry
UMDNJ Alumni, American & International College Luncheon

ATTRACTIONS

Free CE Credits—Table Clinics & Essays
Vendor Product Demonstration
Exhibitor Coupon Book
Door Prizes
Meet the Dental Students—Tomorrow's Dentists
Student Contests
One Free Registration to the GNYD Meeting
One Free Registration to the Yankee Dental Meeting
One Free Registration to the ADA Annual Meeting
Extended Exhibit Hours
Guest Programs

SPEAKERS

Dr. James Braun Ms. JoAnne Guerin
Dr. Gwen Brown Dr. Bob Jaffin
Dr. Noah Chivian Dr. Karl Koerner
Ms. Jennifer Clendaniel Dr. Akshay Kumar
Dr. Robert Cowie Ms. Theresa Lennon
Dr. Cecile Feldman Ms. Brenda Martin
Dr. David Frederick Dr. William Mopper
Dr. Martin Ginger Ms. Marie Perno Goldie
Ms. Ann Gioia Mr. Joel Weintraub



METAL-FREE CERCON CROWNS & BRIDGES!

**Now You Can Have Esthetics
& Super High Strength**

**Fast In-house process in
our laboratory in Maplewood, NJ**

Shoulder prep recommended, easily cemented!
Esthetic Porcelain to Zirconium
(twice the strength of Procera)

CALL For FREE Details!



**ASTETO
DENT LABS**

Building Your Practice One Tooth At A Time!

2075 Milburn Avenue, Maplewood, New Jersey 07040

Visit us at www.asteto.com

1-800 447-7750

NJDA NOTEWORTHY NEWS *continued*

The ADA has its own task force and has devised its Best Management Practice Guidelines for waste water and it should be presented to our membership as a voluntary program. This will reduce the mercury in wastewater by 78% without using amalgam separators.

Dr. Graham would like additional volunteers for the Task Force on Fluoridation and Wastewater Management.

DENTAL AUXILIARIES

A task force was formed to examine the perceived shortage of dental hygienists, assistants and administrative personal. The first step will be to speak to the hygiene program directors to gather information and an idea of costs to expand the programs.

NEW BUSINESS

On behalf of the Council on Dental Education, Ms. DeCotiis asked the Board to approve \$1500 toward Phase II of the Dental Assistants Recruitment Program. A motion was made and the request was approved.

At it's first meeting, the Disaster Victim ID Team (DVIT) Task Force discussed funding for training, membership requirements, and state recognition. On behalf of the Task Force, Ms. DeCotiis requested Board approval for a DVIT working uniform, a one time only expense, not to exceed \$2500. A motion was made and the request was approved.

St. Peter's Medical Library

Members of the Middlesex County Dental Society are allowed to borrow dental materials from the Medical Library at Saint Peter's University Hospital. A valid ADA ID must be presented in order to borrow materials. Here is a list of some of the materials in the dental collection:

- AGD Video Journal of Dentistry
- The Country Gold Series-Video Tapes
- Excellence in Cosmetic Dentistry-Video Series
- The Masters Video Series
- Video Study Club For Staff
- Gordon Christensen Video Tapes
- Journal of oral and maxillofacial surgery Vol. 50-59, (1992-2001)
- Oral surgery, oral medicine, oral pathology, oral radiology, and endodontics. Vol. 79, (1995)-

Information about the Medical Library, including hours of operation, can be found at www.stpeterslibrary.com

Highlights from the full day course with Dr. Homoly



Dr. Bruce Huberman with a representative from Asteto Dental Labs



Dr. Bruce Huberman, Dr. Araceli Ziemba, and Dr. Paul Homoly

Dental Office Space to Share

Brand new, high tech dental office for the practitioner who wants a facility that represents quality care

Great Deal for:

Start up practices

Relocation

Satellite office

Call now: (732) 257-5444

Barbara M. Latina, D.M.D.

Choices in Dentistry

Summerhill Medical Arts Building

172 Summerhill Road, Suite 6

East Brunswick, NJ 08816

Fax (732) 257-7687

www.barbarlatinadmd.com

Support Our Full Day Sponsors

Due to the generous support of the following sponsors, MCDS was able to present an outstanding, well-received course on Implantology with Dr. Dennis Tarnow on February 21st:

- Brassler
- Biolok
- 3i
- Centerpulse
- Inova
- A Titan
- Americus Dental lab
- Dentatus
- Osteohealth



Middlesex County Dental Society Councils and Committees

– NJDA COUNCIL REPRESENTATIVES –

Araceli Ziemba.....	Annual Session.....	297-0588
Daniel Krantz	Dental Benefits (Chair).....	469-8083
Mark Vitale.....	Dental Benefits	494-7575
Peter DeSciscio	Dental Education	826-1530
Joseph Fertig	Judicial Council.....	940-1111
Harmon Katz	Governmental Affairs	246-2284
Anna Pollatos	Membership.....	545-4465
John Fahsbender	Peer Review.....	356-1313
Peter DeSciscio	ADPAC.....	826-1530
Ethan Glickman.....	Relief	572-4244

Raj Lall.....	Long Range Planning	246-2284
Maya Prabhu	New Dentists	246-2284
Joel Leizer	ADA Delegate	254-7733
Peter Clemente	ADA Alternate Delegate	985-1666
Richard Kahn.....	NJDA State Trustee	828-6622
Joseph Perlmutter	NJDA Alt. State Trustee	846-6366

– MCDS COMMITTEE CHAIRPEOPLE –

Mark Schambra	Continuing Education.....	846-6366
Ross Kline	Corporate Sponsorship	651-8470
Jeff Chustekie	Corporate Sponsorship	271-1220

Ethan Glickman.....	Mentor	572-4244
Cavan Brunsten	Children's Dental Health Mo....	679-2323
Cavan Brunsten	Special Olympics.....	679-2323

See our website for a complete list of Board Members and their contact information



The **Dental**
Newsletter

A Publication of the Middlesex County Dental Society

Business Editor: Dr. Ross Kline

E-7 Brier Hill Ct. • East Brunswick, NJ 08816

Tel: 732-651-8470 • Fax: 732-651-8033

Emeritus Editor:	Dr. Theodore Symanski (1898-1998)	
Content Editor:	Dr. Mitchell Weiner	732-297-4900
Layout Editor:	Dr. Robert Silverstein	732-846-8686
Website Editor:	Dr. Robert Silverstein	732-846-8686
President:	Dr. Bruce Huberman	732-738-6555
President Elect:	Dr. Nancy Villa	732-679-2323
Vice President:	Dr. Mitchell Weiner	732-297-4900
Treasurer:	Dr. Ross Kline	732-651-8470
Secretary:	Dr. Steve Lawson	908-753-6060

MCDS Executive Secretary **Marlene Glickman 732-238-1255**

MCDS Newsletter is the official publication of the Middlesex County Dental Society and is published 8 times annually following each Executive Committee meeting. Articles should be submitted to the Content Editor before the deadline for each issue. Publication materials may be deferred to future issues or edited without changing the author's intent, in order to conform with the requirements of the Newsletter. The publication of an advertisement, opinion or statement does not reflect endorsement, approval, or policy of the MCDS and its newsletter unless stated. All correspondence regarding this newsletter should be directed to the Business Editor.