Issue 101 May 2008

#### **General Meetings and CE 2007-2008**

Program Chairperson Dr. Constantine Simos

> May 20, 2007 STAFF NIGHT



June 19, 2008 Annual OSHA Certification

> Coming in September: Linda Miles



Beach Party! Saturday, July 12, 2008 See the flyer on page

# The Dental Newsletter



# www.MCDSofNJ.org

A Publication of the Middlesex County Dental Society

President's Message ... James Courey



Its been said that the older you get, the more quickly time seems to pass. Recently, I traveled to Germany for a CE course; I have not been there in 20 years. When I graduated dental school, my brother and I backpacked throughout Europe for 3 weeks before starting my professional career in the Navy as an active duty dentist. During this recent visit, I reacquainted myself with a place

they called "Checkpoint Charlie." It was an old army border crossing station that once separated East and West Berlin. It has since been dismantled and the original hut was moved to a museum, however, a replica stands in its place. As I watched the people marveling at this place, I took notice of some teenagers and thought to myself, they were not even alive when the wall was taken down in 1989. It affirmed that although I do not feel so old, I am older than I'd like to be reminded.

Regrettably, the same is true of this year. It feels as if this year was a tape on fast forward and we are at the end, where my Presidency is

Continued on page 2



STAFF NIGHT – Tuesday, May 20, 2008
THE PINES Route 27 • Edison, NJ
Registration and Cocktails begin at 6:00 PM
Dinner & Entertainment begin at 6:30 PM
Prizes awarded All Night Long!



## **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 staff person 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

4/8/2008

Attendance: Ashmen, Brunsden, Courey, Kahn, Nandra, Savage, Schambra, Silverstein, Simos, Villa, Vitale, Weiner, Ziemba, Marlene Glickman. Acceptance of Minutes-vote unanimous.

President's Report-James Courey

Under the President's Report, Dr. Ziemba reported on the summer beachparty that we are planning. Drs. Brunsden and Villa were kind enough to host the event at their house in South Mantoloking. All MCDS members are welcome (they can bring guests for \$35 each). A registration form is available in this newsletter and on our web site under the "Of Current Interest" link.

Treasurer's Report-Robert Ashmen

See full report on page 3.

Editor's Report-Bob Silverstein, Constantine Simos

Just so the Board is aware, I purchased 58 cent stamps in anticipation of the size of the April Newsletter. After I put the April issue together, and saw that the newsletter would not need that much postage, I purchased 41 cent stamps. I anticipate using the 58 cent stamps next month.

**Program Chairperson-Constantine Simos** 

Dr. Cranham's presentation was well received with 101 dentists and 20 staff registered for the course. Dr. Flynn will present an update on odontogenic infections and antimicrobial therapy in April. This will be the Sy Symanski memorial lecture. Staff Night will occur on May 20th, please see the registration form for information.

Give Kids a Smile/Children's Dental Health Month-Cavan Brunsden Eric Elmore was the on site manager and coordinated media coverage. There was newspaper, TV and radio coverage of the event. Cavan is meeting with Eric next week to initiate plans for next year. Next years push is going to be for more private practice participation. This year there was a great amount of private practice participation, with these practices following up on the kids that were treated under this program.

NJDA Council Reports:

Dental Benefits-Mark Vitale

See full report on page 4.

Governmental Affairs-Mitch Weiner

The next meeting is on 4/23. I'll have a report at the next Board Meeting. Membership-Tara Savage

The MCDS study club continues to meet every 6 to 8 weeks. The next meeting will be held on May 15, 2008 at 6:30 pm at the Clarion Hotel in Edison. Dr. David Stein will be giving a presentation titled "Implant Therapy in the Dental Office." Members will receive 2 CE credits for attending. New Dentists-Arpan Nandra

On March 19th members of the New Dentist Committee went to NJDS to speak about their practices and how they transitioned from dental school to where they are now. The members of the New Dentist Committee are young dentists that have gone into private practice themselves either through a buy-in or start from scratch.

The New Dentist Committee is sponsoring a lecture and cocktail hour after during the annual session.

Currently members of the NDC are calling new members to personally invite them to the lecture/cocktail in Atlantic City.

The Dental
Newsletter

A Publication of the Middlesex County Dental Society

Published at the office of Dr. Pobert Silverstein

Published at the office of Dr. Robert Silverstein www.MCDSofNJ.org login: mcds password: sy

coming to a close. I am so proud of this wonderful year; it was filled with

knowledgeable speakers at the general

meetings and all day courses. Mostly, I am proud and impressed with the team members who worked so hard, namely, your program chairman, Constantine Simos, your mentor chairman Ethan Glickman, and education chairman, Mark Schambra. Our society has had a productive year—maintaining our budget, vet still offering our members excellent CE at a minimal cost. I am also proud and honored to have participated in the organizational part of the board by helping set up sub-committees to investigate and report issues; All the while, keeping members abreast of the latest developments at NJDA and in Trenton. This outstanding newsletter produced by Bob Silverstein and its contents brought to you by numerous committee members who volunteer their time for the benefit of MCDS is incredible. I also want to recognize Mark Vitale, your president-elect. He is a dedicated and valuable member of MCDS and has assisted me many times this year. He will be an excellent President and I hope you will continue to provide the same enthusiasm for the society that I witnessed this year.

Finally, I would like to say thank you to all the members of MCDS for their support and encouragement during the challenging transitional period of my professional career. It is easy to see great distances when you stand on the shoulders of giants like our prior leaders of this wonderful organization who made the job of President seem effortless. Although, I will no longer be your President, I will always be your friend. It has been a pleasure and an honor to serve you.

Warmly, Jim

#### Detailed Treasurer's Report March 31, 2008 Robert Ashmen, DMD

	3/31/07	2/29/08	3/31/08	
Checking	\$1,196.84	\$1,994.22	\$16,429.90	
Savings	\$24,462.70	\$4,090.00	\$4,102.29	
CD (4.43%)	\$25,000.00	\$25,979.64	\$25,979.64	
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PayPal	\$0.00	\$7,881.22	\$8,491.95	
TOTAL:	\$50,679.60	\$39,951.16	\$55,003.78	
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#### MCDS Board of Trustees Report

Continued from page 2

Invitations are also being sent out.

I have taken on the responsibility of having each dental society in NJ represented on the New Dentists committee.

The annual ADA New Dentist Committee meeting is usually held in different cities throughout the US. We do not have a member going due to funding issues. Nancy will be bringing this up at the next NJDA board meeting. A member could still go but would have to fund the trip themselves.

#### Committee Reports:

#### Corporate Sponsorship-Dave Stein

Dr. Simos reported for Dr. Stein that we have about 6 vendors for the next meeting. Dr. Kahn asked that we patronize American Express at the meeting. They have an excellent rewards program that more than makes up for the annual fee (which works out to be free for the first year based upon rewards given out).

#### Mentor-Ethan Glickman

Our bi-annual OSHA program that satisfies the OSHA standard on Occupational Exposure to Blood Borne Pathogens, which is required annually for dentists and staff, will be given on June 19, 2008. Each office person will receive certification that they have been properly instructed for this OSHA regulation on Infection Control. Two CEU credits will be awarded to the staff members attending this 2-hour seminar. This seminar is available to our members for \$20/pp as a member benefit of MCDS. A big "Thank You" to Dr. Joe Fertig for arranging all our room accommodations for the MCDS-OSHA programs at St. Peter's Medical Center in New Brunswick.

The Central New Jersey Dental Hygiene Study Club met on February 13, 2008. Sponsored by Middlesex County Dental Society, MCDS hygienists met at the Clarion Hotel, Rte 27 South, Edison NJ. Dr. Arnold Rosenheck presented a seminar," Oral Manifestations of Diseases of Local and Systemic Etiology," at the meeting. Two CEU credits were awarded for the meeting.

The next meeting of The Central New Jersey Dental Hygiene Study Club will be on April 9, 2008. Dr. Lucian Kahan will present a seminar, "Getting Excited about Dental Implants: An Overview" at this meeting. Two CEU credits will be awarded for this meeting. This CNJDH study club is available to our hygienists as a Dentist-member benefit of MCDS.

Please contact Marlene Glickman, our Exec.Sect'y for MCDS, at # 732-238-1255 for additional information and registration in advance for either program.

Oral Cancer Screening-Arpan Nandra

We are in the process of forming a committee. Members of the

Continued on page 6

### JOIN YOUR OFFICERS AND FELLOW MEMBERS OF MCDS FOR A COCKTAIL RECEPTION AT THE NJDA ANNUAL CONVENTION IN ATLANTIC CITY

Wednesday June 4 5:30pm-7:30pm
The Silver Room at Taj Mahal
Go to the NJDS website and register for the meeting today.

Cudos to MCDS's own Dan Krantz, who will be installed as NJDA President at this year's annual session!

### Council on Dental Benefits

- CRP Statistics: Staff provided the council with cumulative statistics from January 1, 2007 through December 31, 2007 indicating a total of 265 complaints submitted to NJDA for the year. On a monthly basis, 13 complaints were received in August, 4 in September, 13 in October, 14 in November, and 10 in December. Of that number, NJDA successfully resolved 182, 28 were for data purposes, 6 were not resolvable, and 49 are still pending. Once again, the vast majority of complaints involve requests for refunds.
- -Horizon Class Action Suit: The council discussed a class action suit filed by Dr. Michael Kirsch on behalf of New Jersey dentists against Horizon Blue Cross and Blue Shield. This is Dr. Kirsch's second class action against Horizon, this one alleging bundling and downcoding practices.
- -ADA Report on Least Expensive Alternative Treatment (LEAT): The council reviewed the report produced by ADA on the dentists' perspective vs. the dental plans' perspective on the LEAT clause in policy contracts. In particular, the council focused on what was cited as the most common example of LEAT, that being the provision of benefits for amalgam when a posterior composite is provided. In light of the environmental concerns being raised by amalgam waste, many dentists have discontinued its routine use, and patients are being forced to bear a greater share of the cost. Staff emphasized the need for dentists to educate patients about alternative restorative materials, noting the ADA has a downloadable brochure on this subject. ADA continues to promote amalgam as a safe, durable and relatively inexpensive restoration choice. -Horizon Dental Plan: Dr. George McMurray, President of Horizon Healthcare Dental, and Dr. Angela Crincoli, Dental Director, attended a portion of the meeting to allow the council to personally meet Dr. Crincoli (who was recently hired to replace Dr. David Pettigrew) and to update the council on various issues of mutual concern. Of note, Dr. McMurray reported that Horizon has a policy and procedures committee comprised of Horizon staff that meets once a week to review claims processing and code interpretation. When reviewing appeals and grievances, the committee also includes 3 dentists not associated with Horizon. Dr. McMurray also acknowledged the governor's signing of the dental consultant legislation, and that Horizon would be in compliance. Coverage for single implants was also discussed, and the apparent fee discrepancy with the implant crown and implant abutment codes. That matter will be considered by Horizon's policy committee. Overall, the meeting was cordial, and intended to further the relationship between NJDA and Horizon. - Medicaid Fee Increase: Staff reported on the Medicaid fee increase for services provided to children up to age 20, which
- Medicaid Fee Increase: Staff reported on the Medicaid fee increase for services provided to children up to age 20, which in the case of dental, brings fees up to approximately the 50th percentile, but applies only to the Medicaid fee-for-service plan. Discussion with the Medicaid managed care plan directors indicates that additional monies are not being provided to the Medicaid HMOs, so it is likely their fees will not increase above current levels. The new Medicaid fee-for-service schedule was due to take effect on January 1, 2008, but as of this writing, claims are still being paid on the old fee schedule due to computer programming challenges. These claims will be automatically re-processed and supplemental fees paid.
- Family Care Expansion: The council discussed the partnership between Horizon Healthcare and the state, which expands FamilyCare eligibility to families earning up to 350% of the federal poverty level (\$72,275 for a family of four). This is a buy-in program with monthly premiums of \$137 for one child, \$274 for two children, and a maximum of \$411 for three or more children. The plan is equivalent to FamilyCare "Plan C", meaning that only preventive dental services are covered up to age 12. No state funds will be expended. Reports indicate that this plan will also lay the groundwork for a proposal to introduce "universal health care" in this state.
- -Dental Consultant Legislation: The council discussed the details of the dental decision legislation that was finally signed by the Governor after he had initially issued a conditional veto. The legislature concurred with the Governor's requested amendment to eliminate the need for the additional dentist member of the State Board to be a dental consultant recommended by the insurance industry.

### MCDS Study Club Meeting

The next meeting will be on –Thursday, May 15, 2008 Lecture Title: Implant Therapy in the Dental Practice Speaker: Dr. David Stein

Time: 6:30 pm

Location: Clarion Hotel, Edison, NJ, CLUB Room on the main level

2 CE credits will be given. No cost to attend, other than the cost of your own dinner.

Study Club members should respond to: Dr. Ethan Glickman Fax # 732-572-4274 or E-mail: Glicktooth@aol.com by Friday, May 9, 2008, 12 Noon

MCDS members who have not yet joined the study club can contact Marlene Glickman at 732-238-1255.

### NJDA Noteworthy News

- Prescription pads—The May 23rd deadline for having sequentially numbered prescription pads including the individual's NPI # has been delayed.
- Cosmetic Tax—A dentist was recently audited and asked to pay the cosmetic tax for placing "cosmetic" laminates. The lab bill described the laminates as cosmetic. According to Art Meisel, if the laminates are restoring normal form and function, they are not taxable.
- Specialty permit numbers—As of April 7, 2008, specialists will no longer need to include their specialty permit # in advertisements. It is necessary to identify the specialty for which the specialist has been granted a permit by the state
- Fingerprinting for dentists—During April 8, 2008 the Division of Consumer Affairs will begin notifying dentists, licensed dental assistants and hygienists that a background check and fingerprinting will be required for maintenance of an active license. The following are the necessary steps:

A letter will be sent to the licensee along with a Certification and Authorization form

The form must be completed and returned to the Health Care Reporting Unit

A universal form and letter explaining how to proceed with the fingerprinting process will be mailed to the licensee The licensee schedules an appointment to be fingerprinted by Sagem Morpho, Inc. who is the vendor under contract with NJ for digital fingerprinting. The dentist is responsible for the fee for the background check.

The licensee's fingerprints are electronically forwarded to the FBI and the SBI (state bureau of investigation) Visit www.njconsumeraffairs.gov/chbcfaq.htm for more data on the criminal background check process.

- Unsupervised Dental Hygiene in Maine??? The members of the Maine Dental are bracing themselves for the passage of a bill allowing the independent practice of dental hygiene. The only other state that has this is Colorado.
- The NJDA board voted to contribute \$5,000 to the NJ Dental School's Indian Health Service Group Externship Program again this year. Two students presented a PowerPoint with photos from last year. Their enthusiasm about dentistry in general and their attitude about donating their time to needy patients in the future was impressive.



LaDerrick D. Bullock, D.M.D.

Call for a \$2500 value free practice appraisal!

Stockholder Program

#### MCDS Board of Trustees Report, Continued from page 3

MCDS study club have expressed interest in being involved. Once the committee is set we can then decide on activities that we would like to participate in.

**Dental Shadowing-Paresh Patel** 

Marlene Glickman reported that 17 people have completed the program and a large number are still enrolled.

#### **Old Business**

Dr. Glickman asked about the status of compiling email addresses and fax numbers for our members. Dr. Vitale suggested that Dr. Galkin present this as part of his CE package.

Dr. Vitale reported that we cannot meet for our Board meeting in the NJDA building in May. Dr. Silverstein offered his office for the November 2008 meeting, since we can't meet at the NJDA building then either. Dr. Glickman suggested the Clarion as an alternate, as they would not charge for the room, just \$25 per person for meals. Marlene will find out by tomorrow if we can meeting in the Library at the NJDA building. If not, Dr. Glickman will pursue the Clarion. If we are not meeting at the NJDA building, Marlene will call the caterer to make sure they do not deliver a meal to the building.

Dr. Kahn asked if we could ask all of the Board members to confirm their attendance at the Board meeting. Marlene reported that she has asked for this in the past and there were enough people that did not respond that she stopped doing this. The Board asked that everyone who has a council/committee position, or represents us at NJDA and needs to report to the Board on their activities, take responsibility for getting your reports to the Board (at least posted on the Google group) and let someone know if you cannot attend a Board meeting.

Dr. Vitale confirmed that the Tuesday night meetings are 2 CE credits (not 1).

#### New Business

Dr. Kahn made a motion that we fund the cost of 1 ticket to the dinner dance (cannot be transferred) for each elected MCDS leadership position along with the immediate past president. A condition of this is that they attend the House meeting the next morning. The meeting is a distance away (in Atlantic City), and since we want out leadership to be there to represent us, we feel that this is appropriate. Seconded by Dr. Weiner. Motion passed.

Dr. Kahn made a motion that Dr. Villa ask the NJDA BOT to fund the chairperson of the NJDA New Dentist Committee to represent NJDA at the annual ADA New Dentist meeting. Seconded by Dr. Vitale. Motion passed.

Dr. Weiner suggested that we honor Dr. Fahsbender at one of our upcoming general meetings, for his years of service as our representative on the Peer Review Committee (he resigned this position to serve as the state chairperson of the Peer Review Committee). We will set this up for September.

Dr. Weiner brought up the subject of asking some members who have been active in coming to meetings/courses in recent years to join the Executive Board. The members Dr. Weiner suggested will be approached at the next General Meeting.

Respectfully Submitted, Bob Silverstein for Maya Prabhu, Secretary



MCDS Membership Chairperson Dr. Tara Savage (L.) presents membership certificates to residents from RWJUH and JFK;

From left to right:

From RWJUH:

Dr. Suzanna Lekht (UMDNJ '07),

Dr. Trisha Grantham (Temple '07),

Dr. Gautam Govitrikar (UPENN '07)

(RWJ residents Dr. Evan Abrahams (UMDNJ '07) and Dr. Susie Lee (Columbia '07) were not present)

From JFK:

Dr. Sanjeev Satwah (UMDNJ '07)

Dr. Mihe Park (UPENN '07)



Cost: Members: No Charge, Guests \$35 each Dress: Casual beach attire

RSVP: a must! You must register by 6/14/08

#### Registration

Doctor's Name (Last)	(I	First)	ONLINE Registration/Credit Card Payments along with directions are available on our web site: www.MCDSofNJ.org
Address			(follow the "Of Current Interest" Link)
City	State	Zip	Please copy this form to register additional doctors or guests Checks Payable to MCDS
Office Telephone Number	F	ax Number	(Payment must accompany registration)
Guests:			(Fayment must accompany registration)
			— Mail to: Middlesex County Dental Society, P.O. Box 7026,
Name			East Brunswick, NJ 08816
Name			For further information call 732-238-1255
Name			

# Middlesex County Dental Society

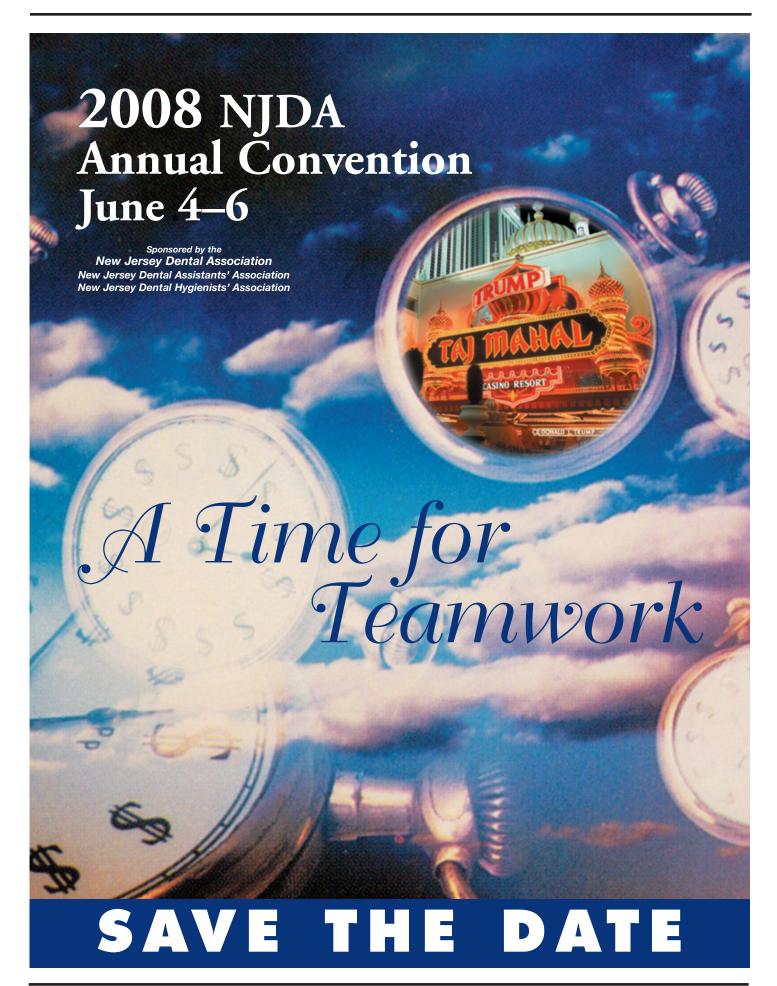
# **REGISTRATION FORM**

MCDS Annual OSHA Seminar/Certification THURSDAY JUNE 19, 2008

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Time:	Registration:	6:00 pm	Program:	6:30 - 8:30 pm
Place:	St. Peters Me	dical Cent	er, New B	runswick, NJ
Tuition:				n [member benefit]
	(payable to M	<u>n-member Den</u> iddlesex Cou		ociety)
ВІ	Each office person tr	s, which is requestined will received for this OSHA will be awarded	ired annually for certification to regulation on line to those attention.	or dentists and staff. that they have been infection Control. ling this 2-hour seminar
	<b>Y - JUNE 19, 200 FER</b> as early as possible s		~	= Total \$
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Mail and Return to:
MIDDLESEX COUNTY DENTAL SOCIETY
P.O. Box 7026 East Brunswick NJ 08816

MCDS OFFICE: (732) 238-1255 MCDS FAX: (732) 390-2332 ONLINE REGISTRATION ALSO AVAILABLE ON OUR WEB SITE





6:00-6:30 Cocktails

6:30-9:30 CASINO NIGHT AND DINNER

# **Staff Night**

Tuesday, May 20, 2008





9:30 Raffle Drawing

The Casino will consist of Black Jack, Craps, Roulette and a Money Wheel. Poker fans will also enjoy both Caribbean Stud and Texas Hold 'Em games. This will be a SUPER fun-filled evening of entertainment, games and PRIZES for both doctors and staff. 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, pre-registration will be a must!! A financial incentive will be provided to encourage prompt return of reservations.

#### MCDS STAFF NIGHT REGISTRATION FORM

(See our web site for Online Registration which allows payment by credit card)

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** Staff: \$54/Person until 4/25 \$69/Person after 4/25 Total # of Staff Attending: Total Remittance: Includes Open Bar

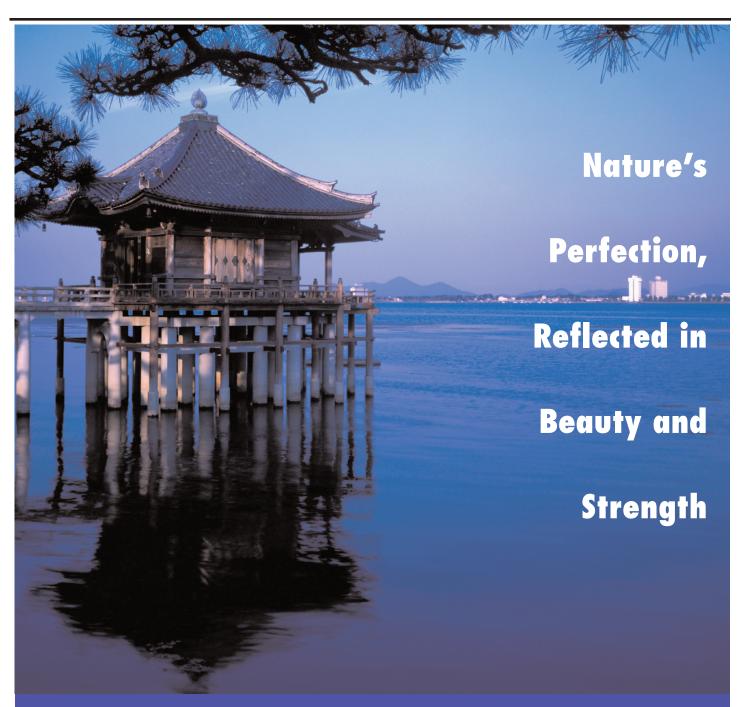
# Highlights from the April General Meeting



NJDA President Elect and MCDS member Dr. Daniel Krantz (C.) and MCDS President Dr. James Courey (R.) present Dr. Joseph Fertig with his Life Member Plaque.



Former MCDS President Dr. Cavan Brunsden (L.) and MCDS Program Chairperson Dr. Constantine Simos (R.) present the Sy Symanski Memorial Award to April Featured Speaker Dr. Thomas Flynn.



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### 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:

- Excellence in Cosmetic Dentistry-Video Series: • Gordon Christensen Video Tapes:
  - Journal of Oral and Maxillofacial Surgery;
- Oral Surgery, Oral Medicine, Oral Pathology, Oral Radiology, and Endodontics.

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

# Middlesex County Dental Society Councils and Committees - NJDA COUNCIL REPRESENTATIVES -

	110211	COCHCIL
Peter Clemente	. ADA Delegate	985-1666
Daniel Krantz	. ADA Alternate Delegate	469-8083
Mark Vitale	. ADPAC	494-7575
Mark Vitale	. Dental Benefits	494-7575
Robert Ashmen	. Dental Education	846-6366
Mitch Weiner	. Governmental/Public Affairs.	297-4900
Ira Rosen	. Judicial Council	422-7440

Tara Savage	Membership	679-2323
Nancy Villa	NJDA State Trustee	679-2323
•	NJDA Alt. State Trustee .	
John Fahsbender	Peer Review	356-1313
	Relief	

#### - MCDS COMMITTEE CHAIRPEOPLE and MEMBERS AT LARGE -

Ira Rosen	Budget and Finance	.422-7440	1
Cavan Brunsden	Children's Dental Health Mo	.679-2323	
Mark Schambra	Continuing Education	.846-6366	
David Stein	Corporate Sponsorship	.257-6500	1

Ethan Glickman Mentor 572-4244 Arpan Nandra....Oral Cancer Screening/Education .....257-6500 

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



Business Editor: Dr. Constantine Simos 109 Livingston Ave, New Brunswick, NJ 08901

Tel:732-247-8083 • Fax:732-247-8100

Emeritus Editor: Dr. Theodore Symanski (1898-1998) Newsletter Editor: Dr. Robert Silverstein 732-846-8686 Website Editor: Dr. Robert Silverstein 732-846-8686 President: Dr. James Courey 732-577-0555 President Elect: Dr. Mark Vitale 732-494-7575 Vice President: Dr. Scott Galkin 732-750-2600 Treasurer: Dr. Robert Ashmen 732-846-6366 Secretary: 732-246-2284 Dr. Maya Prabhu Dr. Constantine Simos 732-247-8083 Program Chair:

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.