



DENT-IL-ADVOCATE

of the Illinois State Dental Society

Fall 2011

President's Message

By Susan Zelazo-Smith, DDS
DENT-IL-PAC President



Greetings to all present and future PAC members! A sincere "Thank you" to our outgoing President, Dr. Kevin Nelson, for his outstanding contributions during his term of office. We also recognize our ADPAC trustee Dr. Loren Feldner for his continued efforts on behalf of Illinois, and our PAC Directors for their time and dedication. Finally, congratulations to Dr. David Miller on his appointment as Chief of the Division of Oral Health, Illinois Department of Public Health.

Do you know how fortunate we are to have an outstanding PAC in Illinois? Through the insight and diligent efforts of our Springfield lobbying team, we have avoided many of the burdensome regulations that plague other states. We are able to practice dentistry in a manner that benefits us and our patients. We've had tremendous success in our access to care efforts with the Bridge to Healthy Smiles campaign and have also partnered with the Chicago Dental Society's Government Affairs Committee to enhance our efforts in the complex Cook County area. Committee Chair, Dr. Cheryl Watson-Lowry, has been instrumental in that arena. However, there are many battles yet to be fought—and won! Our lobbying team must continually monitor the status of bills, as any one item or addendum to a piece of legislation can alter the practice of dentistry. We don't want this to happen—which is why we must continue supporting our many friends in the Illinois legislature.

We are able to offer important input to these issues because of your contribution to our PAC. We need you—and we need each other. Our PAC is strong because we represent the majority of Illinois dentists—and we must maintain this strength. We offer three levels of membership so that you can participate at the level that works best for you. Our goal is increase every level of membership; we need EVERY member. If you haven't yet been able to join us, we ask "Why not?" "What would it take?" We are eager to hear from you! Contact the ISDS office or your local PAC Director, or visit the "Advocacy" page of www.ISDS.org.

Furthermore, we need your grassroots support. Become familiar with your state representative and senator. The more contacts we establish, the more visibility we have. Make contact with those who represent you—and start building that relationship. If you already have a legislative contact, please be sure to notify ISDS with that information. If you are in an area that will be affected by legislative re-districting, it is even more critical to stay involved. Your participation in the legislative process can change the outcome and affect our future ability to have a voice in Springfield.

Finally, stay active in your PAC. Check the ISDS website regularly. There are contact listings and links to help you obtain any information that you may need. Watch for Capwiz "legislative action alerts," and respond as quickly as you can. Visit Springfield during Capital Conference on April 25-26 at the Springfield Hilton. It's an amazing and educational experience! Hope to see you there!

Save these Dates!

April 25-26:
ISDS Capital Conference
Dentistry: Caring Hands with a Mission
Hilton, Springfield

May 7-9:
ADA Leadership Conference
Washington, D.C.



Your PAC Dollars at Work

According to the DENT-IL-PAC *Policy Manual* guidelines, the dollars you contribute as a DENT-IL-PAC member, Governor's Club member or President's Club member are used in support of Illinois' legislators and the Illinois Executive Branch. To that end, the board of directors for DENT-IL-PAC approves contributions for senators and representatives who show a willingness to take into account dentistry's position on legislative or regulatory matters being considered in the General Assembly. The ISDS lobbying team closely monitors actions by legislators and includes their observations and past actions by legislators when presenting requests to the PAC Board for fundraisers or for the primary or general election cycle. At every opportunity when the PAC makes a contribution, local dentists are asked to deliver DENT-IL-PAC's donation and attend events on behalf of the PAC.

DENT-IL-PAC's support and contribution efforts have a high success rate in past legislative races with an over 90% success ratio on supporting friends of dentistry in the General Assembly. This is due to three factors; 1) we make it known that we support those who support us; 2) we have a committed group of grassroots dentists who have a relationship with their legislators and; 3) we have a PAC with enough funds to support our friends and make a difference when they are up for election.

Your continued support of our efforts will ensure that the challenges we face in the coming year—such as **unsupervised practice** and **major insurance reform**—will be resolved with a strong influence by the dentists of Illinois.

PAC Directors Honored for Membership Successes



Each year, the Chauncey Cross Award is given to the DENT-IL-PAC directors with the highest percentage of PAC membership in their component or branch. Awards are given in three categories: components with less than 100 ISDS members, component with 100 or more ISDS members, and CDS branches.

This year's directors were honored at the Governor's Club Luncheon on Friday, September 9, at ISDS Annual Session in St. Louis.

Congratulations to:

- Dr. Denise Hale, Chicago Dental Society / Englewood Branch – branch award (left)
- Dr. Chad Reedy, U. S. Grant Dental Society: Component with less than 100 members (center)
- Dr. Dennis McDowell, McHenry County Dental Society: Component with 100 or more members (right)

DENT-IL-PAC: Insurance for Your Practice

Grassroots Lobbying Stops Insurance Companies' Shakedowns

Recently Governor Pat Quinn signed into law legislation proposed by the Illinois State Dental Society and actively supported by members of DENT-IL-PAC that limits the time period insurance companies can come after health care providers and demand money back for procedures paid for by insurance.

Dentists have long been targeted by insurance companies scouring records for financial "opportunities" such as this one: In 2002, "Dr. Jones" performed a series of procedures on "Mrs. Patient." Her insurance covered a significant portion of the treatment costs at the time. Just prior to treatment, her plan changed and some of those procedures were no longer covered, but she did not inform the dentist of the plan change.

In 2008, six years after completion of the procedures, her insurance company came after Dr. Jones because, as the company claimed, a portion of the dental work he performed on her in 2002 wasn't actually covered by the insurance plan after all. The company expected him to track down Mrs. Patient, who had since moved away, and tell her to pay it back. Yes, the work was complete. Yes, the procedures were approved and paid for by insurance years ago. Yes, the insurance company had the authority to come after Dr. Jones and others like him up to a decade later in some cases and demand money, until now.



Rep. Greg Harris

Rep. Greg Harris (D-Chicago) was a lead sponsor of legislation designed to stop insurance companies from targeting dentists for recoupment of payments. He says it wasn't until lawmakers heard directly from dentists that they understood the impact of this policy. "The more I talked to dentists around Illinois and found out how system was being used to their disadvantage and to the patients' disadvantage, the more I realized it was a matter of fairness. We needed to make the system more equitable for patients and health care providers. As for my colleagues in the General Assembly, when they heard directly from dentists in their

areas it became a very real issue. For those of us not in the profession, we didn't realize what was happening until we heard from the dental community."

Public Act 097-0556 now limits the time period insurance companies have to 18 months after paying a claim to review it and request a refund from the health care provider. Additionally, there is a 60-day time limit for a provider to appeal a recoupment.



Sen. Heather Steans

"I believe that many of us were quite surprised to learn that this was happening," noted lead Senate sponsor of the bill Sen. Heather Steans (D-Chicago). "With the new requirements, health care providers can appropriately provide care without concern of being hit up with claims years after care is delivered. Eighteen months is plenty of time for an insurance company to ask for recoupment if that is necessary. It is a much more fair process for providers now than it was," she added.

"Initiatives such as this one directly affect dentists financially and are actively supported by DENT-IL-PAC. Educating lawmakers so that they can make decisions that are in the best interest of patients and dental providers is a central component of DENT-IL-PAC. But it can't happen without widespread support from the membership. Support of DENT-IL-PAC is essentially insurance protection for your profession," emphasizes Dave Marsh, ISDS Director of Government Relations. For further information on how you can become involved in DENT-IL-PAC, contact Dave Marsh or Pam Cuffle at 800/475-4737.



Want to know more about current legislation?

Visit www.isds.org, click on "Advocacy." Under this section of the website, you may view current legislation. Our website contains a summary of bills introduced by ISDS as well as position papers for your use. In addition, this section will allow you to access the full text of all legislation introduced by bill number, public act number or keyword and will show the current status of the legislation to date. **Note!** You must be logged in to the website to view this information.

PAC Director Urges Members: 'It's Up to Us to Educate Lawmakers'



Dr. Phil Fijal

"We can't be shy about talking to lawmakers. We have to be proactive; any constituent can do this. As dentists, we need to educate them about dental issues." That's Dr. Phil Fijal's take on the importance of member involvement in carrying the message to lawmakers.

He is the Director of DENT-IL-PAC for the North West Suburban branch of CDS and has been

actively involved in political action for about six years. He acknowledges that it is a role that he's grown into. "I didn't know what was involved, and I just fell into the role in my branch. We knew we needed to become more involved in getting the message to lawmakers. I thought, 'Why not give it a try?'"

Dr. Fijal notes that people don't realize that lawmakers rely on their constituents to educate them about the issues. "They don't know what is happening in our field unless we tell them about it. If we are at their fundraisers and events, they ask us. Some lawmakers might be a bit more educated because they have family who are dentists. But for the most part, it's up to us to educate them."

Dr. Fijal acknowledges that the system of access to lawmakers is imperfect. "I'm not crazy about it, none of us are, but the fact is that donations improve access. The more you give, the more they listen. The more you show up at their events and fundraisers, the more you stop into their district or Springfield offices, the more they recognize you and ask questions about issues affecting dentistry. You have to get comfortable with the fact that is how the system works."

While some are more at ease talking to legislators than others, Dr. Fijal emphasizes, "Remember they are there for us. It's natural to feel a little intimidated about trying to approach them, but our senators and representatives work for us. Most of them hold jobs outside elected offices. They are just regular folks like we are. Once you talk to them a few times, they are very interested in talking to you and learning about the issues that affect our patients and the delivery of care. They want to make the best decisions on issues. In most cases, it's a matter of making sure they have the information they need to make an educated decision about issues affecting dentistry." Once an individual donates to a lawmaker, they will

receive regular information about upcoming events and fundraisers. Dr. Fijal says he makes it a point to attend a few of these each year and invites lawmakers to the ISDS event. "Every year for Capital Conference, I contact my senator and representative. I make it a point to invite them to the reception, and I always stop by their offices in the Capitol. If they are not there, I drop my card off so they know that I came by."

Dr. Fijal finds one of the most powerful advantages of being involved in DENT-IL-PAC is the matching donations that it will make. "When I am scheduled to attend a fundraiser or political event for one of my local lawmakers, DENT-IL-PAC will match whatever I donate. So I walk into the fundraiser and give the lawmaker two checks, a personal donation from me and a matching donation from the PAC. That makes an impact."

He emphasizes that DENT-IL-PAC is critical to the practice of dentistry in Illinois. "If we want to protect our autonomy and ensure that we continue to treat patients the way we know best, we need to support the PAC because as practitioners, we need DENT-IL-PAC's influence and support in the General Assembly. We need the PAC to be advocates for all dentists in the state of Illinois, so that we can practice in a way that best serves the patients. If we don't educate lawmakers about dental issues and support them through the PAC and with our own pocketbooks, the legislators are going to do their own thing. They will address issues—like access to care—in their own way, and it won't be to the benefit of our patients or the dental profession. It's up to all dentists in the state to do our part."

For more information on becoming involved in DENT-IL-PAC, contact Dave Marsh dmarsh@isds.org or Pam Cuffle pcuffle@isds.org.

Do you know who your senators and representatives are? In what legislative and Congressional districts do you reside?

For contact information on your state legislators and U.S. Congressmen, visit www.isds.org, click on "Advocacy">Find Your Legislator"

Dr. Miller Appointed Chief



Dr. David Miller

Dr. David Miller has been appointed Chief of the Division of Oral Health in the Office of Health Promotion for the Illinois Department of Public Health. The position was long held by Dr. Lewis Lampiris.

Dr. Miller served in the Illinois House from 2001 to 2011 as state representative from the 29th District, which covers a portion of Chicago's southland and adjacent suburban communities. He was chair of the Appropriations Committee for Higher Education, assistant majority leader, and a member of the Appropriations Human Services Committee, the Joint Committee on Administrative Rules, and the Health Care Access and Availability Committee. As one of dentistry's leading advocates and supporters in the Illinois General Assembly, Dr. Miller was instrumental in the passage of legislation to require dental examinations for children entering kindergarten, second and sixth grades.

"I am excited about this opportunity. It merges all my worlds together. As a dentist, I set up my first office in an underserved area of Chicago. I have long participated in

dental screening programs. And I bring a strong understanding of the legislative and rule-making process to the position. I am looking to do some exciting things in terms of the use of technology. I want to decrease disparities in access to care, and I am developing initiatives that emphasize the importance of oral health one overall health," said Dr. Miller.

Dr. Miller has practiced dentistry for more than 20 years in the Chicago area and established a Chicago dental office to treat patients, mostly children, from underserved communities. Throughout his career, he has been an active member of various professional dental organizations on a local and state level.

During his career as a dentist, Dr. Miller has made it a priority to promote oral health, especially to children. He has been involved in the Annual American Dental Society's Give Kids a Smile Day, the Tour de Smiles across Illinois, the Mission of Mercy and numerous other dental-related events and screening programs.

He holds a bachelor's degree in biomedical engineering from Boston University and a doctoral of dental surgery from the University of Illinois, College of Dentistry.

Insure your practice's future with DENT-IL-PAC...

Join the fight to protect and preserve dentistry as we know it! Vote "YES" for DENT-IL-PAC!

Become a member online at <http://www.isds.org/lawsLegislation/DENT-IL-PAC/index.asp> or complete the Membership Form below.

Name _____
Mailing Address _____
City, State, Zip _____
Office Phone _____
Office Fax _____
E-mail _____

Paying by:

- Personal check enclosed Corporate check enclosed
 Personal credit card Corporate credit card

Please circle: MC / VISA / American Express / Discover

Card # _____
Exp. Date: _____
3-digit Security Code: _____

I would like to join at the following level:

- President's Club (includes spouse): \$500
 Governor's Club: \$250
 DENT-IL-PAC: \$125

Return completed form and payment to:

DENT-IL-PAC, P.O Box 5120, Springfield, IL 62705
Fax: 217.525.8872

DENT-IL-PAC... insurance for your practice.

Thank You, President's Club, Governor's Club and DENT-IL-PAC Members!

G.V.Black District Dental Society

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Dhamrait, Rajan S
Maddox, Brandon R
Weller, Susan

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Bogges, James A
Cassens, Robert T
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Cross, Chauncey
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Grammer, Graciela M
Greenwald, James J
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Hudson, Bradley D
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McDermott, James H
Milner, David
Rackauskas, Mary Ann
Riley, Thomas W
Scannura, Louis D
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Trost, David R
Wangen, Russell K
Weller, William W
Williams, Russell A
Woolbright, Eric K

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Boyer, Gregory M
Burris, Robert S
Capati, Albert P
Colbert, John M
Conour, George P
DeSanto, Tanya L
Farrow, James E
Farrow, Jeanne M
Floyd, Curtiss O
Floyd, Kevin C
Hess, J K
Jarzen, John C
Kaplan, Stephan A
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Kerstein, Karl P
Krueger, Robert A
Lawson, Randall E
Longos, Thomas J
Luker, John D
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Morales, Julio
Osborne, Kraig D
Renken, Joshua M

Rose, Mark A
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Schlosser, William T
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Sternstein, Myron M
Taylor, D L
Van Sandt, Rodney H
Vander Molen, Matt G
Wheat, Phillip N

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Governor's Club

Cooney, Jane
Fuesting, Michael L
Hardy, James M
Zundo, George R

DENT-IL-PAC

Lewis, Ronald L
Satterwhite, Jon T
Van Burk, Richard M

Chicago Dental Society

Englewood

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Kozal, John F
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Unger, Joseph G
Villasenor, Gilbert
Walker, Jeffrey T

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Gopal, Kishore
Hajiharis, Vassos B
Haralampopoulos, Alex G
Heaton, Wilson P
Kasper, Edward L
King, Kevin M
King, Thomas J Jr
Kleszynski, Aloysius F
Lamacki, Walter F
Lingen, George W Jr
Lubas, Janice A
Matthews, Robert F
McCormick, James E
Meehan, Michael P
Moore, John F
Moss, Thomas J
Pagni, Carlo G

Petty, William D
Remijas, Thomas J
Richardson, Peggy A
Sampalis, Andrew J
Savide, Neophytos L
Swiatek, James J
Tucke, Aaron G
Unger, Robert M

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Abdullah-Ewing, Ayesha B
Aqel, Fadi M
Bailey, Glenn E
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Baptist, David B
Brendich, John A
Brenner, Richard J
Butkiewicz, Michael J
Coglianese, James A
Delk, Alvin L Jr
Dhake, Reshma
Doyle, Donald F
Drahos, Peter A
Durkin, David A
Fatland, Warren S
Flick, William G
Gambla, Brian J
Germino, Thomas A
Gorski, Michael E
Grady, Emmett P
Grebliunas, Kenneth M
Groszek, Raymond
Hart, John F
Kowalski, Raymond S
Lenz, John P
Libunao, Allan J
Loduca, Joseph
Mareing, Thomas M
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Merbaum, Eugene
Meyering, Thomas J
Michet, Lawrence T Jr
Michet, Robert J
Michet-Apolon, Marilyn
Molis, Todd A
Mrugala, Frederic J
Naem, Islam S
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Patel, Dinesh J
Petreikis, Leona D
Powell, Thomas V Jr
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Radziszewski, Margaret
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Rogers, John C
Ruby, Jack W
Sheehan, F M III
Sheth, Shamkant P
Sienkiewicz, Roger E
Soltes, James F
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Wiersema, Chad R

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Yearsich, Michael A

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Greenfield, Elisha J
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Kaufman, Richard I
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Barrington, Erwin P
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Butler, Jamie E
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Century, Janet H
Chin, Cheng-Li
Coakley, Kalee A
Cohen, Jeffrey T
Cohen, William J
Croley, Daniel W
Czarkowski, Michael A
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Dolnick, Marshall M
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Gronner, Bruce C
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Ishaya, Edison A
Jacobson, Bailey N
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Kanarek, David A
Katris, Chris T
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Krinsky, Harold J
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Kuo, James H
Lampiris, Lewis N
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Landman, Carole E
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Marcus, Martin J
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Noskin, Gerald M
Noskin, Stanton C
Oppenheim, Joanne R
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Zasso, Charles J

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Duda, Richard J
Durrett, Robert T
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Fischl, Paul L
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Fulton, David J Jr
Fulton, David J Sr
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Graber, Lee W
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Hime, Linda L
Janson, Richard W
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Antman, Robert E
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Baker, Mark C
Barlas, Spiro
Barr, Sanford L
Bentkover, Scott K
Benz, James D
Bieles, Richard C
Brenner, Scott D
Bressman, Robert A
Brunetti, John
Bueltmann, Kenneth W
Burns, Michael F
Campbell, Douglas B
Carpenter, Arthur B
Ceisel, Robert J
Chernoff, Arnold K
Chiara, Vincent A
Christie-Jaroch, Kathleen J
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Cook, Phillip M
Cottrell, Richard D
Crane, David L
Crossetti, Henry W
Cupic, Jovan
Dabhi, Josephine J
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DiFranco, Linda
DiGennaro, Gloria
Doppke, Douglas T
Duffy, Robert F
Eisen, Eric J
Engelman, Michael J
Farsakian, Larry R
Fippingger, Terrance E
Foertsch, Sharon A
Galliani, Robert E
Gaynor, Michael K
Gill, Nader
Gordon, Joseph T
Graber, Susan D
Greenberg, Robert S
Greist, Thomas J
Hamman, Joseph W
Hauf, Katherine
Hauff, Thomas G Jr
Hoffenberg, Steven M
Hoppe, Jerrold R
Isaacson, Richard D
Janzen, Ernst K
Jesenovec, William L
Jo, Heekyoung
Johnson, Bradford R
Kaplin, Alan W
Kapp, Jeffrey A
Karkazis, Frank L
Karras, Louis G
Katz, Carl S
Kelsey, John H

Kim, Daniel T
Kim, Kwang-Soo
King, Robert S
Klass, Michael B
Kohler, Craig S
Krakora, Brian J
Krueger, Robert S
Kwiat, Thomas E
Landau, Mark J
LaTocha, Fabian
Laverdiere Beck, Julie A
Le Mire, Edward G
Lee, Choon Woo
Lehtman, Craig D
Levitani, Miriam
Levy, John D
Lin, Luh-Yuan
Livacari, Gary L
LoGiudice, Benjamin A
Lynch, Gerald R
Macrowski, James W
Maddox, David S II
Madrigal, Doris
Malitz, Irwin M
Marinello, Richard F
Markiewicz, Anthony R
Martinez, Rey
Martini, Phillip J
McArthur, John C
McClenahan, David
McNerney, John M
McWhinnie, David A III
Meyer, Kenneth N
Meyers, Gary S
Miles, Jeffrey P
Monteith, Michele R
Mora, Michael D
Mortensen, David R
Neuhaus, Peter
O'Connor, Christina A
Orbon, James W
Panagakis, Peter N
Patel, Rajul
Payant, John R
Phan, Vu A
Piotrowski, Ted J
Potts, David P
Quezada, Alexander
Reilly, Stephen T
Riesberg, Jeffrey E
Robinson, Peter J
Rodbro, Michael C
Rogers, Martin J
Rosen, Jacqueline G
Rosenbaum, David S
Schmerman, Michael L
Schmidt, David E
Schwartz, Caroline
Schwartz, David B
Schwarz, Ingrid J
Shepstone, Ralph F
Shorr, Wendy E
Siegel, Michael
Sigman, Lloyd
Simon, Maria L
Sobolev, Nadiya
Stathopoulos, Angela
Steinberg, Mark J
Stewart, Cheryl A
Stone, John H

Straka, Timothy L
Swanson, Robert A
Thurman, Olga
Toraason, James H
Tschanz, John W
Tye, Richard
Wascow, Doreen A
Weidman, Douglas
Weinberg, Michael G
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Johnson, Kenneth A
Jozwiak, Tom D
Kanai, Jewel M
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Katsis, John
Kics, Peter A
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Relias, Gary C
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Rubino, Ross E
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Tomczyk, Carolyn J
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Uhler, William M
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Greenebaum, Charles J
Grosse, Gina L
Grund, John A
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Katabi, Firas F
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Kirsch, Michael E
Kreuz, James J
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Maloney, Thomas P
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Mazzotti, Ann E
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McIntyre, Stephen J
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Neidhart, Ronald
Maoloni, Anthony J
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O'Donnell, Joseph M
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Strauss, Sherwin L

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Thakkar, Devang T
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Politis, Constantine L
Rock, Steven A
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Deaver, Robert S
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Lawley, William M
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Smulson, Paul A
Sommers, Keith M
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Stempora, Steven F
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Maragos, James M
Murphy, John E Jr
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Suchy, Keith W
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Chang, Douglas T
Dettmer, Martin A
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Emmering, Thomas E
Erhart, Michael J
Gerding, John H
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Girgis, Robert F
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Guerrieri, John A
Hamois, Peter T

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Kempf, Paul T Jr
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Machnowski, Thomas J
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Novak, Michael A
Patel, Pranav V
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Petranek, Keith E
Pick, Robert M
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Ryan, Kevin P
Sullivan, Michael E
Szeremeta-Browar, Taisa L
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Visco, Diana M
Wertke, Scott C

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Anast, Paul T
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Belniak, Richard D
Beron, Ivone A
Bhatia, Sudhir K
Blass, Matthew L
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Borello, John S
Brandys, Robert F
Brennan, William Jr
Bronke-Wind, Carolyn A
Brown, Blase
Brown, Jason F
Carlson, David L
Cater, Mathew I
Chandler, Jeffrey R
Chavez, Edward W
Ciebien, Gerald J
Collins, Kevin E
Cozzi, Nancy D
Cozzo, Daniel G
Cratin, Thomas L
Cunningham, Michael P
Dale, Donald A Jr
Darley, Karen V
DeLeon, Daniel J
Deweirdt, Glenn L Jr
Doerfler, Gregory E
Drahos, Gary L
Dziubyk, Roman M
Ellis, John R
Erickson, Mark F
Eulenberg Williams, Rachel
Evans, Brian T
Fako, Stephen
Fidanze, Daniel M
Fleming, Patrick J
Fornal, Joseph J
Fornatto, Daniel J
Francis, John K
Freeman, Ronald C
Fu, Russell V
Gardner, Gerald P

Gentile, Lawrence R
George, Thomas H
Giannini, Anthony F
Gibbs, Thomas R
Gibson, Chiann Fan
Glorioso, Anthony T
Goers, Ronald W
Gotsch, Philip W
Gregie, Kenneth J
Guy, Antoinette E
Hamada, Kenneth M
Hamel, William B
Haque, Umar U
Harrington, Rosanne
Hasiakos, Peter S
Hawkinson, Robert W Jr
Hilo, Dan B
Hollis, Maryann M
Houlihan, John F
Johnson, Vicki H
Jones, David L
Karakourtis, Michael J
Kellner, Crystal B
Kent, Dennis P
Kesman, Russell A
Kleiber, Diane G
Kolb, Jay G
Kostko, Mark A
Kunath, Eric J
Ladone, Paul J
LaFemina, Gilbert J Jr
Lakars, Thomas C
Lambert, Lance A
Lane, Gregory L
LaSpisa, Joseph A
Lehenbauer, Daniel J
Letizia, Frank D
Liaros, Peter B
Ligocki, Mark A
Mach, Phillip C
Major, Michael
Malecki, Joseph M
Mandelaris, George A
McBeth, Gregory S
McGonigle, Robert S
McMullen, Raymond J Jr
McNamara, John P
Metcalf, Christopher A
Metcalf, Robert G
Miller, Marjorie
Minalt, John E
Mody, Yasmin B
Mortell, John W
Mueller, George H
Mueller, Jay P
Musil, Scott
Naborowski, Michael W
Neach, Charles R
Nihill, John M
O'Connell, John F III
O'Donnell, Robert E
Oliva, Randall
Oslak, Robert R
Palatinus, Stephen D
Pardon, Roger E Jr
Patelski, Richard E
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Petrelli, Charise M
Polacek, John T

Provenzale, Donald J Jr
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Ricks, Linda
Ridlen, James R
Rodgers, Gary A
Rojek, Keith P
Ronning, J D
Rosenfeld, Alan L
Ryne, Joseph E
Sandell, Donald W
Sanders, Martin B
Saylor, Adam L
Scherer, Michael S
Schneider, Ausrine
Schuberth, Richard A
Seybold, Harvey G
Shanahan, Timothy M
Sheikh, Dilmubarak
Sheldon, James F
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Skreko, John C
Slovick, Jeffrey J
Splitt, Jennifer L
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Sun, Joon Y
Surjan, Jacob D
Szydelko, Christopher
Talentowski, Diane R
Thomas, Chris T
Thompson Fernandez, Jacqueline

Torno, Lamberto R Jr
Troscinski, Christopher A
Verma, Anita
Verma, Rajan
Versaci, Vincent T
Voorhees, Lisa K
Walters, William C
Wanders, Joseph A III
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Wiley, Evelyn R
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Wintersteen, Bruce C

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Hudson, J M
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Mason, John C
McLane, Bruce L
Nickelsen, Jon D
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Baginski, Steven J
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Bertoglio, Richard M
Bicknell, Brian K
Biel, Stan G
Boule, Melvin A
Bruno, Michele L
Chroust, Richard J
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Crosby, Tricia R
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Davidson, Robert B
Deihs, George F III
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Engen, Paul L
Fee, Donald J
Finger, Michael B
Garvin, James H
Gruber, Joseph W III
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Holevas, William J
Horton, Michele S
Ikram, Moeen
Isbrandt, John M
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Kanani, Yasmin
Kelly, Daniel M
Kelly, William M

Kissell, Denise M
Koehler, Douglas A
Kolinski, Martin L
Kontos Vranas, Ellena M
Kostal, Dennis C
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Lang, Curtis E
Lazzara, Dennis J
Lee, R Mark
Lipskis, Edmund A
Lipskis, Lynn O
Masoncup, Mike W
Maurovich, Thomas J
McCall, James R
McCall, Ryan J
McGough, James W
Miller, Donald T Jr
Mohan, Shalini
Neu, Gregory
Nickelsen, Dale C
Nudera, Robert J
Otto, Robert F
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Palmer, Douglas C
Pedersen, Kyle E
Peltz, Frederick D
Remus, Ralph E
Runne, Barbara J
Senderak, Daniel M
Sexton, Laurence A
Sheehan, Timothy W
Smunt, Steven W
Stojanovic, Zoran D
Varghese, Shaun R
Villa, Rosemary
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Yergler, Rodney E

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Spolar, Jerald A

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