HAWAII MEDICAL BOARD

Professional and Vocational Licensing Division
Department of Commerce and Consumer Affairs
State of Hawaii

MINUTES OF MEETING

The agenda for this meeting was filed with the Office of the Lieutenant Governor, as required by §92-7(b), Hawaii Revised Statutes ("HRS").

Date: Thursday, October 13, 2016

<u>Time:</u> 1:00 p.m.

<u>Place:</u> King Kalakaua Conference Room

King Kalakaua Building

335 Merchant Street, 1st Floor

Honolulu, HI 96813

<u>Present:</u> Niraj S. Desai, M.D., Chairperson, Kauai Member

Sharon "Shay" Bintliff, M.D., Vice-Chairperson, Hawaii Member

Maria Chun, Ph.D., Public Member Darren K. Egami, M.D., Maui Member Jone Geimer-Flanders, D.O., Oahu Member

Peter Halford, M.D., Oahu Member Peter Holt, M.D., Oahu Member Palasi Puletasi, Public Member Karen E. Sept, D.O., Oahu Member

Shari J. Wong, Deputy Attorney General ("DAG")

Ahlani K. Quiogue, Executive Officer

Wilma Balon, Secretary

Excused: Gerard K. Akaka, M.D., Oahu Member

Guests: Kelley Withy, M.D., University of Hawaii John A. Burns School of Medicine

Lorraine Lunow-Luke, Hawaii Pacific Health

Call to The meeting was called to order at 1:00 p.m., at which time quorum

Order: was established.

Approval of the September 8, 2016

September 8, 2016

Minutes:

It was moved by Chair Desai, seconded by Dr. Egami, and unanimously carried, to approve the minutes of the regular session and executive session of September 8, 2016, with the following corrections:

Regular Session Minutes:

On page 6, under Correspondence a., the third full paragraph, second

sentence should read:

"As such, it would be difficult to read that a 4th-year resident seems to be functioning barely beyond internship on a residency evaluation, <u>and</u> [te]

not infer serious and irremediable deficits in the acquisition and retention of new clinical knowledge."

Executive Session:

On page 1, under the application of Ryan Louie, M.D., the third paragraph, second sentence should read:

"...University of Hawaii Psychiatry".

On page 5, under New Business, the second full paragraph, third sentence should read:

"...(e.g., medical education,)".

On page 5, under New Business, the last paragraph, second sentence should read:

"...bylaws and rules, which..."

On page 6, under New Business, the third to the last paragraph, second sentence should read:

"...The Dartmouth Atlas <u>of</u> Health Care, the Association <u>of American</u> Medical Colleges, [the] USA Today, and the..."

Additions/ Revisions to Agenda:

None.

Adjudicatory Matters:

Chair Desai called for a recess from the meeting at 1:04 p.m. to discuss and deliberate on the following adjudicatory matters pursuant to Chapter 91, HRS.

a. <u>In the Matter of the License to Practice Medicine of Louis F. Puig,</u> M.D.: MED 2015-63-L

After discussion, it was moved by Dr. Egami, seconded by Dr. Sept, and unanimously carried to accept the Settlement Agreement After Filing of Petition for Disciplinary Action and Board's Final Order.

b. <u>In the Matter of the License to Practice Medicine of Steven A.</u>
Baldwin, M.D.; MED 2016-90-L

The Board noted that Dr. Baldwin was disciplined by the Board by Final Order ("Order") dated August 11, 2016. The terms of the Order include, but are not limited to, Dr. Baldwin providing the Board, in writing, proof of compliance with the Kentucky Board of Medical Licensure's ("Kentucky Board") Agreed Order of Fine, in Case No. 1581.

Members reviewed information provided by Dr. Baldwin, and determined that the information is not sufficient to meet the terms of the Board's Order. As such, it was moved by Dr. Geimer-Flanders, seconded by Chair Desai, and unanimously carried to defer this matter.

The Board requests that Dr. Baldwin obtain from the Kentucky Board a letter confirming that he has complied with the Kentucky Agreed Order of Fine, Case No. 1581.

c. <u>In the Matter of the License to Practice Medicine of Wendell C.</u> Danforth, M.D.; MED 2014-103-L

The Board noted that this matter was last discussed at its June 9, 2016 meeting.

At that meeting, Dr. Danforth was reminded that it is his sole responsibility to remain compliant with the terms of the Board's Final Order.

The Board received documents from Acumen Longitudinal Treatment Program which indicated that Dr. Danforth successfully completed the Program.

Following the Board's review, deliberation and decision in this matter pursuant to Chapter 91, HRS, Chair Desai announced that the Board reconvene to its regular Chapter 92, HRS, meeting at 1:19 p.m.

Applications for License/ Certification:

a. Ratifications:

(i) List

It was moved by Dr. Sept, seconded by Dr. Bintliff, and unanimously carried to ratify the attached lists of individuals for licensure or certification.

It was moved by Dr. Halford, seconded by Dr. Holt, and unanimously carried to enter into executive session at 1:21 p.m. pursuant to HRS §92-5(a)(1) to consider and evaluate personal information relating to individuals applying for professional licenses cited in HRS §26-9, and pursuant to HRS §92-5(a)(4), to consult with the Board's attorney on questions and issues pertaining to the Board's powers, duties, privileges, immunities and liabilities.

Applications for License/ Certification:

b. Applications:

Mr. Puletasi entered the meeting room at 1:28 p.m.

Geoffrey S. Ames, M.D.

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Sara C. Harris, M.D.
Christina A.G. Jackson, M.D.
Richard P. Knudsen, M.D.
Kedar Kulkarni, M.D.
Jeremy S. Mann, M.D.
Qudsia W. Shaikh, M.D.
Paul H. Umemoto, EMT
Shreyas G. Makwana, M.D.

It was moved by Dr. Bintliff, seconded by Dr. Halford, and unanimously carried to return to the open meeting at 1:47 p.m.

It was moved by Dr. Holt, seconded by Dr. Geimer-Flanders, and unanimously carried to approve the following applications:

Sara C. Harris, M.D.
Christina A.G. Jackson, M.D.
Richard P. Knudsen, M.D.
Kedar Kulkarni, M.D.
Jeremy S. Mann, M.D.
Qudsia W. Shaikh, M.D.
Paul H. Umemoto, EMT

Shreyas G. Makwana, M.D.

After due consideration of the information received, it was moved by Dr. Holt, seconded by Dr. Geimer-Flanders, and carried by a majority, with the exception of Drs. Chun and Halford who recused themselves, to approve Dr. Makwana's application for medical licensure.

Geoffrey S. Ames, M.D.

The Board reviewed and considered all of the records and files of Dr. Ames' application and information received from him as well as from other organizations. After due consideration of the information received, it was moved by Dr. Geimer-Flanders, seconded by Dr. Bintliff, and unanimously carried to deny Dr. Ames' application for medical licensure, and based its decision on the following grounds of the HRS and Hawaii Administrative Rules ("HAR"), which find factual support in the records and files of Dr. Ames' application:

HRS §453-8(a)(7): Professional misconduct, hazardous

negligence causing bodily injury to another, or manifest incapacity in the practice of

medicine or surgery;

HRS §453-8(a)(8): Incompetence or multiple instances of

negligence, including but not limited to the

consistent use of medical service, which is

inappropriate or unnecessary;

HRS §453-8(a)(9): Conduct or practice contrary to recognized

standards of ethics of the medical profession as adopted by the Hawaii Medical Association, the American Medical Association, the Hawaii Association of Osteopathic Physicians and Surgeons, or the American Osteopathic Association;

HRS §453-8(a)(11): Revocation, suspension, or other

disciplinary action by another state or federal agency of a license, certificate, or medical privilege for reasons as provided in

this section;

HAR §16-85-107(a)(1): When the applicant has committed any of

the acts for which a license or certificate may be suspended or revoked under sections 453-8 or 463E-6, HRS, or section

16-85-112; and

HAR §16-85-107(a)(3): If the applicant has had disciplinary action

taken by any jurisdiction, including any

federal or state regulatory body.

Accordingly, the Board considers Dr. Ames' conduct extremely troubling and contrary to the recognized standards of medical ethics as adopted by the American Medical Association ("AMA"). Specifically, the Board believes that Dr. Ames failed to uphold the following AMA Principles of Medical Ethics:

- I. A physician shall be dedicated to providing competent medical care, with compassion and respect for human dignity;
- II. A physician shall uphold the standards of professionalism, be honest in all professional interactions, and strive to report physicians deficient in character or competence, or engaging in fraud or deception, to the appropriate entities;
- III. A physician shall respect the law and also recognize a responsibility to seek changes in those requirements that are contrary to the best interests of the patient; and
- VIII. A physician shall, while caring for a patient, regard responsibility to the patient as paramount.

New Business: a. <u>Physician Workforce Assessment Report</u>

Chair Desai welcomed Kelley Withy, M.D., PhD, from the University of Hawaii John A. Burns School of Medicine ("JABSOM"), and Lorraine Lunow-Luke from Hawaii Pacific Health, to the meeting room at 1:52 p.m.

Dr. Withy distributed to members three documents, which included: the PowerPoint Presentation on the Hawaii Physician Workforce Assessment 2016; the Physician Workforce Special Fund Budget (Fiscal Year 2016); and the Report to the 2017 Legislature entitled "Report on Findings from the Hawai'i Physician Workforce Assessment Project" dated October, 2016.

Dr. Withy provided information to the Board regarding the Physician Workforce Assessment ("Workforce and/or Assessment") statistics and trends. Dr. Withy explained that the following statistics were collected from 90% of practicing physicians who renewed their medical or osteopathic medical licenses online. She went on to remind members that part of the online renewal is a voluntary survey that physicians may complete. The statistics are as follows:

- ≥8,900 physicians licensed in Hawaii as of July 2016;
- 3,693 actively practicing, >45 retired in 2016;
- 2,903 Full Time Equivalents, up 97 from last year;
- Average age: 54.9, US Average age 51;
- 32% female;
- 15% do telehealth (up from 2%);
- 56% are employed; and
- Group size (54%; 5 or less down from 58%)
 - 1-2: 39%
 - 3-5: 15%
 - 6-10: 10%
 - Over 10: 36%

Dr. Withy informed the Board that the demand projection model was created by IHS Global, a Business Solutions Group ("IHS") that collects data for, among other organizations, the federal government. Dr. Withy explained that IHS collects data from across the country which is taken from Kaiser Foundation, CMS data, etc. Dr. Withy further explained that this information determines how many physician visits an average person has in the U.S. This information was broken down further by age, gender, ethnicity, insurance coverage and other health information.

Dr. Withy stated that based on the population in Hawaii, IHS came up with specific characteristics for each age, gender, ethnicity, health status, and insurance coverage. Dr. Withy explained that they applied the U.S. utilization patterns to the Hawaii's microsimulation model for each of the four counties.

With regard to the Hawaii physician supply and demand projections, Dr. Withy explained that applying the model to Hawaii produced estimates of physician demand by select specialty if people in each county were to receive a level of care consistent with the national average, but adjusting for differences across counties demographics, health and economic factors that affect demand for health care services.

Dr. Withy stated that the demand for physicians in Hawaii is 3,000+ FTEs before taking into account island geography and oversupply in some areas and specialties. After adjusting these factors, the current estimated shortage is 700 physician FTEs.

Chair Desai referred to Dr. Withy's slide entitled "Hawaii Physician Supply and Demand Estimates-status quo", and asked whether one can interpret the information provided as Hawaii having a 200 physician surplus (700 – 500 national avg. utilization = 200 surplus).

Dr. Withy answered in the affirmative, and explained that the demands are based on the current utilization patterns in the U.S.

With regard to the statistics, Chair Desai stated that it appears that half of the country has a surplus and the other half has a physician shortage.

Dr. Withy stated that that statement is probably true.

Dr. Withy informed the Board that the physician shortage compared to the U.S. average utilization is 500. Dr. Withy reiterated that the shortage of physicians in Hawaii is 700. Dr. Withy went on to say that the State lost forty-five physicians, but gained ninety-seven, and that there are currently seventy-two vacant physician positions in the State.

Char Desai then clarified that, using this methodology, there is both a physician surplus of 200 and physician shortage of 700.

Dr. Withy explained that if we ignore the surplus and just look at the deficiencies, the State still needs 700 physicians.

Chair Desai asked whether it is fair to say that 90% of the physician surplus is on Oahu.

Dr. Withy answered in the affirmative.

Dr. Withy informed the Board that in January, 2016, they introduced in collaboration with Department of Health and Hawaii State Rural Health Association, Project ECHO®. Project ECHO® is an education and mentoring model that builds primary care capacity while improving access to specialty health care in rural communities. The program was established in New Mexico, and has expanded to 54 sites in 10 different countries. It's a free program that provides no-cost CME to participants.

Dr. Withy informed members that the Workforce have focused on several other activities, including providing loan repayment and online job postings.

Dr. Withy stated that the Hawaii State Loan Repayment Program ("Program") currently supports 14 individuals, and has supported 25 during its 3 years of existence. Dr. Withy indicated that most of the recipients of the Program are physicians. More recently, a psychologist as well as nurse practitioners became recipients of the Program.

Regarding online job postings, through collaboration with the Hawaii Physician Recruiters Group, all available physician job openings are advertised through 3RNet. This connects inquiring physicians to jobs and alerts recruiters to potential interested physicians.

Dr. Geimer-Flanders asked whether the Physician Workforce Assessment fee, which is funded by physicians, is also funding the loan repayments for the other health care providers.

Dr. Withy answered in the negative, and explained that the Assessment fee is only used towards physician loan repayment or activities specific to physicians.

Dr. Geimer-Flanders asked Dr. Withy where the money is coming from to fund the other health care providers.

Dr. Withy explained that the funds are coming from UHA, The Queen's Health System, Aloha Care, Ohana, Department of Public Safety, and Department of Labor and Industrial Relations.

Dr. Withy explained that JABSOM has received a federal grant of \$225,000/year, but is required to match it with local funds. This year they have raised \$65,000.00.

Dr. Withy referred to the Workforce Special Fund Budget (FY 2016), and stated that the budget is divided by activity:

- Workforce Research Subtotal: \$57,307.42
- 2015 Workforce Summit Subtotal: \$63,466.10
- Student Loan Repayment Subtotal: \$82,266.36
- ECHO Subtotal: \$22,519.18
- Online Job Listing Subtotal: \$9,764.78
- Navigator Subtotal: \$2,190.58

Chair Desai expressed his concerns with what he considers discrepancies in the data provided by JABSOM compared to other national studies.

Chair Desai shared with members and guests information from the following sources: The Dartmouth Atlas of Health Care dated July 20, 2016, and the Association of American Medical Colleges ("AAMC") 2014 Hawaii Physician Workforce Profile.

Chair Desai noted that The Dartmouth Atlas of Health Care bases its information on CMS information which it has found to also reflect findings in the private insurance market. Based on this information, it appears that Honolulu has the largest number of physician specialists and Hawaii Island has the largest physician shortage per 100,000 residents (Note: Information is based on all physicians per 100,000 residents).

Based on both The Dartmouth Atlas of Health Care and the AAMC, it appears that the State seems to have more doctors than the national average. Chair Desai indicated that Hawaii patients' access to care is at the national average, and in some cases better than the national average.

Chair Desai did recognize that there is a mal-distribution of specialists throughout the State; however, he reiterated that Hawaii has more physicians per 100,000 residents than many other jurisdictions. To illustrate his point, Chair Desai provided that the state of Texas has 29 physicians per 100,000 patients, California has 26 physicians per 100,000 patients, and Hawaii has 27 physicians per 100,000 patients.

Chair Desai inquired whether Dr. Withy would then conclude that Hawaii has one of the mildest physician shortages in the nation.

Dr. Withy disagreed with Chair Desai's statement that Hawaii has one of the "mildest physician shortages in the nation", and explained that a lot of the information is based on the number of licensees we have, and not necessarily those who provide care. Additionally, she stated that the information gathered in the AAMC report is based on the information gathered as part of the AMA Master File. She then explained that the information gathered through the AMA is not as specific as JABSOM's, and that the mal-distribution of specialists throughout the State is a huge problem.

Chair Desai queried whether the focus of the Workforce should shift from providing information that continually reflects a "shortage" to focus more on how to recruit physicians and keep them in the State to address access to care issues.

Chair Desai expressed his apprehension with the term "shortage", and indicated that JABSOM's methodology in determining the "shortage" is very unique.

Chair Desai explained that the goal of everyone – members, JABSOM, etc. – is to ensure access to care for all.

Chair Desai reiterated that the information presented reflects that Hawaii has by far one of the highest number of licensed physicians per capita.

Dr. Withy agreed with that statement, but also stated that there is a huge issue with specialists.

Chair Desai and Dr. Geimer-Flanders expressed their concerns that Dr. Withy's methodology is different from all other national studies, and is not necessarily accurate in all areas.

Chair Desai thanked Dr. Withy for appearing before the Board, and excused her as well as Ms. Lunlow-Luke from the meeting room at 2:36 p.m.

Correspondence:

a. <u>Email inquiry dated September 9, 2016, from Clifton Otto, MD, Regarding Medical Marijuana</u>

The Board reviewed and discussed an email from Dr. Otto dated September 9, 2016, to which the Board was copied. In particular, Dr. Otto inquired whether "[it is] time for the HMB to provide us some relief, and give us some formal guidelines on the subject, so that DOH can stop feeling like it's in the business of regulating Physicians?...BTW, what is Medical Marijuana?"

First, it was noted that the Board provided Dr. Otto with guidance at its November 12, 2015 meeting, regarding medical marijuana certifications and dispensaries.

Second, regarding issuing formal guidelines on medical marijuana, the Board noted that it may provide informal interpretations and/or opinions regarding a matter pursuant to HAR Chapter 16-201, Subchapter 5. However, if an individual requests an official opinion they must comply with HAR Chapter 16-201, Subchapter 3. Further, if Dr. Otto is recommending that the Board change its laws or rules, he must go through the appropriate channels to seek those changes.

Discussion followed. After due consideration of Dr. Otto's email as well as information obtained from the Department of Health's Medical Marijuana Registry Program website, the Board informally opined that physicians may seek guidance from professional societies and published literature regarding medical necessities. With respect to compliance with state and federal laws, physicians may seek guidance from legal counsel concerning the legal restrictions in the use of controlled substances.

Lastly, in accordance with HAR § 16-201-90, the above interpretation is for informational and explanatory purposes only. It is not an official opinion or decision, and therefore is not to be viewed as binding on the Board or the Department of Commerce and Consumer Affairs.

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Advisory

<u>Committees:</u> a. Physician Assistants

b. Emergency Medical Service Personnel

c. Podiatrists

Chairperson's

Report: None.

Executive Officer's

Report: Executive Officer Quiogue informed members that she attended a

meeting with representatives from the State of Hawaii Department of Commerce and Consumer Affairs, Department of Health, and Department of Labor and Industrial Relations. At this meeting, State representatives discussed with the state of Arizona representatives the FSMB's Medical Licensure Compact ("Compact"). The meeting concluded with the decision that an administrative bill would not be submitted to Governor Ige for consideration during the 2017 legislative session. Instead, a

proposed resolution may be introduced to bring stakeholders together to

study the Compact, and its possible benefits to the State.

Next Meeting: Thursday, November 10, 2016

King Kalakaua Conference Room, First Floor

335 Merchant Street Honolulu, HI 96813

Adjournment: It was moved by Dr. Bintliff, seconded by Dr. Sept, and unanimously carried to

adjourn the meeting at 2:58 p.m.

Reviewed and approved by: Taken and recorded by:

/s/Ahlani K. Quiogue /s/Wilma Balon

(Ms.) Ahlani K. Quiogue Wilma Balon Executive Officer Secretary

AKQ:wb 10/28/16

() Minutes approved as is.

(X) Minutes approved with changes; see minutes of <u>November 10, 2016.</u>

HAWAII MEDICAL BOARD (10/13/2016-RATIFICATION LIST)

LTYPE LIC NUM BP NAME PART 1

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- MD 18802 JOHANNA < DELACROIX <
- MD 18803 CHRISTINE L <WOLFE<
- MD 18804 JOHN G <MEISEL<
- MD 18805 MARA K <ALEXEEV<
- MD 18806 AMBER J <BENTON<
- MD 18807 MICHAEL E < ALDRIDGE <
- MD 18808 CLARE M < SCHNURR <
- MD 18809 KIRAN < VADADA <
- MD 18810 JOHN L <SNOW<
- MD 18811 KIMBERLY L <JUDD<
- MD 18812 JAMES <PITTS<
- MD 18813 LUDANE T <SIMMONS<
- MD 18814 VERONICA <SLOOTSKY<
- MD 18815 SANDRA R < PETERSEN <
- MD 18816 ERIC V < REINERTSON <
- MD 18817 ALAN E < ROSENBACH <
- MD 18818 MICHAEL D <TINO<
- MD 18819 PHILIP E <HENDERSON<
- MD 18820 WILL < CHAPPLE <
- MD 18821 SHILPA < DESHMUKH <
- MD 18822 MANSOOR S < EMAM <
- MD 18823 NICOLE <GORDON<
- MD 18824 TARYN M < PARK <
- MD 18825 SHANNON L <BIANCHI<
- MD 18826 LEXI L < GULBRANSON <
- MD 18827 DAVID C < HUGHES <
- MD 18828 MITCHELL C < HARRIS <
- MD 18829 CAROLINE A <RYAN<
- MD 18830 NEIL R <HALONEN<
- MD 18831 SAMUEL P < GRISSOM <
- MD 18832 MICHAEL P < DELACRUZ <
- MD 18833 ANTHONY K < LOMBARDI <
- MD 18834 JUDE <SELLS<
- MD 18835 ERIK T < CRIMAN <
- MD 18836 MARTHA M <TAYLOR<
- MD 18837 STEPHANIE T < PHAN <
- MD 18838 JENNIFER T < MALLEK <
- MD 18839 TIMOTHY J H < CURLETT <
- MD 18840 ERIN L <HUNT<
- MD 18841 SUSAN G < HURLEY <
- MD 18842 STUART H < LEVINE <

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MD 18843 DANIEL M <LANDIS<

MD 18844 KENNETH L < GOWDY <

MD 18845 DENISE D <WALLIS<

MD 18846 GEOFFREY C < ALEXANDER <

MD 18847 STEPHEN D < HOADLEY<

MD 18848 SCOTT G < PARKHILL <

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AMD 710 ALIA A <MULCAHY<

AMD 711 JESSE A <BLANTON<

AMD 712 NELLIE K < CRUZ <

AMD 713 MICHAEL E <BEGG<

AMD 714 MARIA T <FORLENZA<

AMD 715 JANEL L <WRIGHT<

AMD 716 APRYL J L <SARABIA<

DOS 1761 WILLIAM F <BERINGER<

DOS 1762 LOIS S < NOSKER <

DOS 1763 CHRISTINA < MOTA <

DOS 1764 KATIE L <BEAUREGARD<

DOS 1765 KATHERINE D < PERCY <

DOS 1766 KELLI E < JOHNSTON <

---- ------ -----

MDR 7170 MONICA < MIKKILINENI<

MDR 7171 ASHLEY M VANCE

MDR 7172 NADIA M <EL-FAKIH<

MDR 7173 JANESSA R < ENGLAND <

MDR 7174 CHETAK <PATEL<

MDR 7175 CASEY R < GRAVES <

MDR 7176 VINCENT <KAN<

MDR 7177 ANTHONY D <BREWER<

MDR 7178 ASHLEY <PINAWIN<

MDR 7179 KUSHAL <NANDAM<

MDR 7180 MARY K < JORDAN <

MDR 7181 MATTHEW <SALZBERG<

MDR 7182 GEORGE E < ASHBY <

MDR 7183 ALEXANDRA < CASTRO <

MDR 7184 ERIC S < OKELBERRY <

MDR 7185 STEPHANIE J < HANDLER <

MDR 7186 INNA <SHNITER<

MDR 7187 ROBERT T <SAWYER<

MDR 7188 AMARANTA D < CRAIG <

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MDR 7189 PETER G <SMITH<
MDR 7190 CYNTHIA M <OLIVA<
MDR 7191 TIFFANY T K <AYABE<

DOSR 385 TALITHA C <MOON<
DOSR 386 OMAR <FARUQUE<
DOSR 387 JULIE H <AHN<
DOSR 388 EMILY A <KIERNAN<

MDT 4085 MARK E < GINSBURG

EMTB 2750 JORDAN T < CLAPSON <

EMTB 2751 PARIS M <KIPPEN<

EMTB 2752 LORA L <LUM<

EMTB 2753 DOMINIQUE C <PEITTI<

EMTB 2754 KAWIKA J < ROMAN <

EMTB 2755 TIFFANY <AGUSTIN<

EMTB 2756 CHRISTOPHER <TSAMOYDAKIS<

EMTB 2757 SEUNG H P <KIM<

EMTB 2758 KOA M <BEASLY<

EMTB 2759 KEITH T < ENDOW <

EMTB 2760 BRANDON K <STEVENS<

EMTB 2761 CHRISTOPHER J < MILLER <

EMTB 2762 CARMI A < PALICTE <

EMTB 2763 TODD <FUJIE<

EMTB 2764 RYAN M <BUMP<

EMTB 2765 DAVID T <SHIPMAN<

EMTB 2766 JOSEPH O <TORO<