



Policy Title: Financial Assistance	Effective Date: 10/01/2016
Department: Patient Financial Services	Revised Date: 02/22/2021

POLICY: The purpose of this policy is to establish standard procedures for the determination of financial assistance to patients of Pleasant Valley Hospital (PVH) that are in financial need. This policy sets forth a process for Patient Financial Services Department staff and other hospital personnel to identify those patients and families who are eligible for free or discounted care. PVH Patient Financial Services Department has the final authority for determining whether an individual is eligible for financial assistance.

PVH is dedicated to providing quality healthcare to all patients regardless of age, sex, sexual orientation, race, religion, disability, veteran, national origin, and/or ability to pay.

The services covered by this policy include all emergency and other Medically Necessary Care provided by PVH. PVH will provide, without discrimination, care for emergency medical conditions to individuals regardless of whether they are eligible for assistance. PVH shall comply with all Emergency Medical Treatment and Labor Act (EMTALA) by providing medical screening examinations and stabilizing treatment and referring or transferring an individual to another facility, when appropriate, and providing emergency services in accordance with 42 CRF 482.55 (or any successor regulation). PVH prohibits any actions that would discourage individuals from seeking emergency medical care, such as by demanding that emergency department patients' pay before receiving treatment for emergency medical conditions or by permitting debt collection activities that interfere with the provision, without discrimination, of emergency medical care.

DEFINITIONS:

Federal Poverty Guidelines – A measure defined by the United States Government based annual income and household size to indicate poverty threshold.

Gross Charges – Amounts charged for medical care.

Medically Necessary Care – Healthcare services or supplies needed to prevent, diagnose, or treat an illness, injury, condition, disease, or its symptoms and that meet accepted standards of medicine.

Medicaid – State or Federal Programs which include but are not limited to Medicaid and Medicaid Managed Care Organizations.

INSTRUCTIONS:

Eligibility Criteria

Any uninsured or underinsured receiving or seeking to receive emergency or other medically necessary care at PVH are eligible to apply for financial assistance.

- Has a household income equal to or less than 200% of Federal Poverty Guidelines.
- Individuals residing in OH and WV and other states are requested to complete and fully cooperate in Medicaid application and eligibility determination process.
- Individual is denied Medicaid coverage.
- Application accepted 240 days from the initial patient statement date.
- Applicant must reapply every 6 months.
- Financial Counselor will process clean applications with 30 days from date received.
- Presumptive Eligibility - Through the use of proprietary data resources and scorecard development with a self-pay outsourcing agency a unique tool has been developed to identify accounts that qualify for available assistance care programs. Coupled with the ability to identify the patient's ability to pay, the agency gathers aggregated data elements related to Federal Poverty Guidelines (FPG) that indicates average household number and income. The agency can has developed a report based on Pleasant Valley Hospital's Assistance Guidelines, applying the correct formulas to assist the Hospital in administering the program. Scoring 1-10 with segments 8,9 and 10 being the lowest propensity to pay. Accounts that score in segments 8,9 and 10 will be sent back to Pleasant Valley in a separate file coded CHR (charity/financial assistance) for review of write off.
- Patients that have insurance plans that do not have a contractual relationship with PVH may be deemed uninsured for services provided. Patients must meet the FAP guidelines.

Basis for Calculating Amounts Charged to Patients

PVH will give uninsured patient's a discount on emergency and medically necessary care. This discount equals amounts generally billed (AGB) to individuals who have insurance covering these types of services. These basis for calculating will be based on the hospital's gross charges and certain related payments received during the most recently completed fiscal year. PVH's determines by multiplying the gross charges for any emergency or other medically necessary care it provides to an individual eligible for financial assistance by and an AGB percentage calculated on an annual basis. Members of the public may obtain this percentage and accompanying description of the calculation in writing and free of charge by contacting PVH Patient Financial Services Department. AGB is provided to all uninsured patients.

Methods for Applying for Financial Assistance

To be considered for financial assistance the individual must complete a Financial Assistance Application. Applications are available to individuals:

- Prior to receiving services an individual may contact Patient Financial Services or Financial Counselor

- From Patient Financial Services staff or Financial Counselor will discuss Financial Assistance and provide application and information to the individual.
- Financial Counselor will assist with applying Medicaid application.
- Individual may download application directly from PVH website www.pvalley.org, complete the application and return by mail to the address on the application (2520 Valley Drive, Point Pleasant, WV, 25550).
- Individual may request a copy of the application form from the Financial Counselor by telephone at (304) 675-4340 ext. 1394, or by mail 2520 Valley Drive, Point Pleasant, WV 25550 and return the complete application to the Financial Counselor or return by mail.

Actions in the Event of Non-Payment

PVH will make every effort to collect on account of patients who are able but unwilling to pay. These accounts will be considered uncollectible bad debts and will be referred to outside agencies for collection. PVH will follow the Self-Pay collection policy

Widely Publicized

The Financial Assistance Policy is available:

- Organization website www.pvalley.org
- Paper copies are available at points of access including, but not limited to, emergency room, employed physician clinic locations, physical therapy locations, admitting registration area, Express Care locations, Wound Center, and Infusion Center.
- Patient admission packets
- Financial Counselor's Office
- Patient Financial Services

Plain Language Summary:

Pleasant Valley Hospital offers financial assistance to patients that are in financial need. Patients must use all other resources, including application to the local Department of Health and Human Services before financial assistance will be considered. Eligibility for assistance is based upon the total gross income (how much you make before taxes) and the number of dependents in the family. A financial assistance eligible individual may not be charged more than AGB for emergency or other medically necessary care.

Qualifications:

- At or below 200% of the federal poverty level
- Does not qualify for Medicaid
- Patient is a Medicaid recipient and services are not covered by Medicaid

HOW TO APPLY FOR FINANCIAL ASSISTANCE

- Call (304) 675-4340 extension 1394
- www.pvalley.org
- Financial Counselor at 2520 Valley Drive, Point Pleasant, WV 25550
- Any Pleasant Valley Registration Desk
- Application in admission packet

2021 POVERTY INCOME GUIDELINES

Family Size	FPG	<200%
1	\$12,880	\$25,760
2	\$17,420	\$34,840
3	\$21,960	\$43,920
4	\$26,500	\$53,000
5	\$31,040	\$62,808
6	\$35,580	\$71,160
7	\$40,120	\$80,240
8	\$44,600	\$89,200

For families/households with more than 8 persons, add \$4,480 for each additional person.

PVH list of Providers Eligible for Financial Assistance

Appendix B

**Calculation of Amounts Generally Billed October 1, 2019 –
September 30, 2020**

A. Medicare Fee-for-Service Claims Paid Hospital during Relevant Period	\$9,328,869.98
B. Private Insurer Claims Paid Hospital during Relevant Period	\$ 7,295,448.71
C. Coinsurance, Co-pays, and Deductibles Paid Hospital for the claims listed in A and B during Relevant Period	\$3,104,830.52
D. TOTAL PAYMENTS FOR CLAIMS	\$19,729,149.21
E. Usual and Customary Hospital Charges for Services Provided for Claims listed in D.	\$64,347,315.02
F. Hospital Amounts Generally Billed (AGB) Percentage (D divided by E)	31%



Pleasant Valley Hospital

PLEASANT VALLEY HOSPITAL

PLAIN LANGUAGE SUMMARY OF FINANCIAL ASSISTANCE POLICY (FAP)

FINANCIAL ASSISTANCE PROGRAM

Pleasant Valley Hospital offers financial assistance to patients that are in financial need. Patients must use all other resources, including application to the local Department of Health and Human Services before financial assistance will be considered. Eligibility for assistance is based upon the total gross income (how much you make before taxes) and the number of dependents in the family.

Qualification:

- At or below 200% of the federal poverty level
- Cannot be a Medicaid recipient

HOW TO APPLY FOR FINANCIAL ASSISTANCE

- Call (304) 675-4340 extension 1394
- www.pvalley.org
- Financial Counselor at 2520 Valley Drive, Point Pleasant, WV 25550
- Any Pleasant Valley Registration Desk
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5	\$31,040	\$62,808
6	\$35,580	\$71,160
7	\$40,120	\$80,240
8	\$44,600	\$89,200

For families/households with more than 8 persons, add \$4,480 for each additional person.

Provider List

Ahmed Mohamed Abdelgaber	James Bailes	Luis E Bolano
Katherine Anne Able-Perkins	Shelley Bailey	Clifton Bolinger
Jean Paul Achkar	Sonal Bajaj	Murrita Bolinger
Jesse R Ada	Ahmad Bali	Christian L Bonasso
Alesia F Adams	Tammy L Ball	Nicole Marie Book
Catherine Adams	Tammy L Bannister	Richard O Booth
Mary H Adams	Darci Nicole Barger	Zachary Bosley
Joseph Bernard Africa	Khurram Bari	Lois Bosley
Suresh K Agrawal	Erica Barringer	Aaron Boster
Afiah A Ahsan	Terrance Barrett	Karim Boukhemis
Oluwadamil Ajayi	Dennis William Bartholomew	Michael M Boustany
James Alan Akins	Jason Barton	Nadin Louis Bou Zgheib
Bashar M Al-Atie	Robert Bartley	Sasigarn Bowdwn
Anthony M Alberico	Esam Baryun	Brian Bower
Angelice Alexander	Crystal Bastin	Robert Bowers
Sharifa Alhassan	Dilip K Basu	Christophe E Bowman
Dara Porfeli Aliff	Rami Yousef Batarseh	Paul Bown
Mohammed Aljasmi	Erin K Bateman	Kevin S Boyce
Adam Robert M Alley	Denis Becker	Robert S Bradley
Jason Adams Allen	Jordan Beckett	Jeffery T Braham
Sara Alleman	Sandra Beck	John Brandenburg
Mohammed AL-Ourani	Rachel Beirne	Maegen Brennam
Anas Adel Alsaleh	Robert Belluso	Elizabeth Bright
Mohamed Alsharedi	Sachin Vila Bendre	Jane Broecker
Latasha L Alvaro	Nesreen Benhamed	Clydena Jean Broughton
Amjad H Alwaal	Douglas Bennett	Leslie P Brouwer
Nisar Amin	Craig Berg	Brian Brown
Robin Anora	Richard A Berger	Jared Brownfield
Stacy Ardoin	Robert Bermel	Kevin Brown
Austin Arnett	Alizabeth Berry	Mary Brown
Divya Arora	Duane Berry	Ronald Lee Brownfield
Misty Arrington	Kathleen Bertuna	Rebecca Marie Brown
Robin Arora	Sanjay Bharti	Steven S Brumfield
Lane Artina	Shaun Bhatt	Amber Denay Bryant
Lori Beth Artrip	Lindsay Bias	Joshua Bryant
Tonia K ASH	Nick Bicak	Chelesea Buchanan
Joseph Assaley	Rachel Renee Bidwell	Charles Bukovinsky
Salman Assad	Charles Bishop	Matthew Wayne Bullock
M Bashar Al-Ataie	Ereny Bishara	Thomas Burdon
Jana Atik	Julie Y Bishop	John Burgers

Robert Austin	Bisher Mustafa	Lisa G Burke
Hesham Awadh	Heidi Bissell	William Burns
David Ayers	James Douglas Bloch	Melissa Burris
Harold Ed Ayers Jr	Thomas Blodgett	Rebecca Butcher
Irina Azaryan	Lara Blumburg	Kristina Renee Butler
Jawad Babar	Christine C Bogda	Aasia Butt
Brian Baggott	Nathan Boggs	Zackary Ostin Byrd
Jennifer Calafato	Kanooz Qadir Chaudhary	Kara Crosthwaite
George Calloway	Joshua Boggs	Angela Dawn Crowe
Samantha Campolo	Christophe Edward Bowman	Robert R Crowell
Yolanda Y Campbell	Aamir Adnan Cheema	Robert J Crow
Elizabeth A Canaday	Monica K Cheesman	Jeremy Cumberledge
Daniel Cappelletti	Felix Ho-Ming Cheung	Kelly Cummings
Jean Marie Caputo	Jessica Chiang	Kyle Michael Curry
Renee M Caputo	Crystal Chisler	Matthew B Curry
Holli Dalton Carag	Natavoot Chongswatdi	Jeremy Clifton Cuzzouri
William D Carey	Victoria Fasick	Edward A Dachowski
Gregory Carico	James E Malone	Andrew Dagg-Murry
Susan Carter	Heather D Straight	Ramona A Dagostine
Lisa Casalenuovo	Lana Dawn Christiand	Timothy Damron
Deborah Ann Casdorff	Mark Christopher	Emile Daoud
Renee Caslow	Matthew Christiansen	Anthony Dasaro
Nicholas Cassis Jr	Carolyn Clark	Sireesha Dasari
Amy Dale Casto	Christophe B Clark	Amanda Davis
Lindsay Marie Castle	James P Clark II	Amanda Nicole Davis
Alexander Caughran	Nathan Clark	Charles Davis
Kelli Cawley	Benjamin Claytor	Cody Davis
Kristin Cellozzi	Charles Clements	George Stephen Dawson
Sireesha Dasari	Sean Michael Coffey	Matthew Dawson
Jennifer L Leavitt	Justin David Cohen	Ashok K Dayal
John Onestinghel	Jacqueline M Cole	James B Day
Elizabeth Powers	Andrew Bernard Collins	Patricia Lynne Debruin
Tamara Aman	James Collins	Timothy R Deer
Justin Bailey	Lisa Collins	Francis Degenova
WM Christophe Edward Bowman	Michael A Collins	Vivian Rivera-Dejesus
Michelle R Burdette	Neal W Collins	Joseph Michael Delapa II
Malcolm L Chaney	Sean Collins	Amy DeLong
Kelli J Dunn	Kelly F Columbus-Cline	Stephen E Demick
William Lee Harris	Krista Cowell	David A Denning
YE Richard D Hayes Jr	Kevin Conaway	Brenda Dequasie
Elizabeth Kristi Hensley	Rebecca Conaway	Julie DeTemple

John B Kelly Jr	Silvestre Consimo	Prasad Devarajan
Jonathan Lilly	Heather Renee Conway	Brandon Dewees
Reginald Jay McClung	Mark Hayden Cooper	Andrew Dhawan
Cynthia Zhao Pinson	Amy Beth Cope	Sarita L Dhiraprasiddhi
Christophe C Skaggs	Thomas Cortellesi	Larry Dial Jr
David G Chaffin	Norman C Cottrill	Sean Dicristofaro
Allan S Chamberlain	Lora G Courts-Midkiff	Jamie Dilly
Michael Chambers	Anthony Kitchen	Stephanie Dillon
Ruth CHAN	Robert Tayengco	Jaime L Dixon
Ashley Chapman	Cheryl Cox	Victoria Dobbins
Benjamin Lee Chapman	Jason J Cox	ERX DOC
William Jarrod Chapman	Tierra Crockett	Lorena K Donofrio
Amy Lynn Chase	John Crompton	Ronald John Dorbish Jr
Connie Fay Dorfner	Kristina Marie Finlaw	Rammy S Gold
Jennifer Lynn Dotson	Glenn Fisher	Stuart Leonard Goldstein
Mark L Douglas	Ryan Houston Fitzwater	Gilbert Goliath
Kara Dravenstott	William R Fitz	Michelle Gonzalez-Miller
Kyla Driest	Sarah Crandall Fletcher	Jeffrey L Goodrich
Henry K Driscoll	Brandon Flores	Xiaomei Gao-Hickman
Suzanna N Duncan	Melinda E Ford	Rajesh Gopalarathinam
Robert F Dundervill	Kathy Foreman	Morgan Gordon
Patrick Dunster	Shelley Foster	Jessica Granger
Amanda Stephens Dye	Sarah Fox	Jodi Grandominico
John Anthony Eastone	Carrie P Frame	Ronn Grandia
John Onestinghel	John Frame	Jamie Green
Tracy Hendershot	Adam Franks	Ronald Greer II
Rachel C Edwards	Fulvio Franyutti	Ashley Grimmatt
Morgan Efaw	Lyndsey Friley	Michael Grimes
Kevin L Eggleston	Ruth Full	Alexei Grom
James K Egnor II	James Gaal	Regina D Grome
Mehiar O El-Hamdani	Emily Galedia	Ramnika Iqbal Sing Gumber
Ashraf M El-Hinnawi	Justin Gandee	Erica Diane Gunnoe
Haley Ellett	Sarah Garand	Jennifer Hadley
John Ellison	Juanita Garces	Mohamad Bassam Haffar
Sandra Y Elliott	James Garvin	Yaser Haffar
Entesar Elsaady	Cecilia Gaynor	Patrick A Hager
Nancy S Elwood	Roberto Gedaly	Sara Haile
Melissa Emery	Sheena K Greer	Nathan Hale
Thomas C Emmer	Michael Gentile	Jason Hall
Michelle Endicott	Bassem George	Khawaja Hamid
Alyson Engle	David S George	Mirza T Hamirani

Shelana Marie Gibbs-Mcclvy	David George	Rabina Malik-Hamirani
Bryan Powderly	Jennifer K Gerlach	Barry A Hammer
Timothy Epps	Robert J Gewirtz	Edward Hamrick Jr
Joesph Esmaelli	Luma M Ghalib	Samira Hanif
Ida Evans	Suzanne Gharib	Emily S Hankins
David Faber	Abdi Ghodst	Stephan D Hanna
Nealie Faber	Charles E Giangarra	Brian Hardman
Asmed Faheem	Majida Bisharah Giancola	Larry Harman
Nabil W Fahmy	Michael W Gibbs	Curtis Harrison
Meredith Fallon	Scott R Gibbs	Erika Harris
Ashar Farooqi	Shelana Gibbs-McClevey	Gregory S Harrah
Michael Louise Antoli	Christy Gibson	Russell Hartwick
Angela Ferguson	Gina Giffin	Roger W Harty
Jessalyn Ferguson	Courtney Marie Gilbert	Sheri Cotterman-Hart
Paul Ferguson	Charles Gilliland	Hyla Harvey
Lora Fetty	Mark E Gittins	Koji Hashimoto
Amber Fields	Kevin Gladis	Deena Hassuna
Jennifer Fields	Michael R Goins	Nathan Randall Hatfield
Paul Thomas Finch	Monique L Goldschmidt	Mark R Hatfield
Michael Hattwick	David J Hunt	Samina Kazmi
Bruce Haupt	Drema Hunt	Lisa Kearns
Mounir J Haurani	Isaac Hurst	Seth Kearney
Randall Hawkins	Callie Hutchinson	Lora Keaveny
Damia Hayman	John Patrick Hutton	Lindsey A Keeney
Brian Kent Heaberlin	Christopher F Hyer	Andrea Kellar
Amber Healy	Panos Ignatiadis	Charles Keller
Sterling William Hedrick	David Impastato	Sean Gerald Kelly
Lori Ellen Helgesen	Pavithra M Indramohan	Hanna Kesler
Amy N Hendrix	Colbe Ingels	Christine Kessell
Gregory S Hendricks	Jeanne Lynn Ingles	Linda L Kessinger
Tracy Hendershot	Ronald J Innerfield	Ahmed Khalid
John Henry	Michael A Istfan	Elie Khalil
Kelsey M Henry	Pamela Rice Jacobs	Hafsa Khan
Stacey Hensel	Samantha Mary Jaglowski	Jamal H Khan
Peimei He	Scott Conrad Jamerson	Leila Zeinab Khan
Suleina Hernandez	Muhammad Jamil	Sajeel Khan
George E Herriott	Victor Jaramillo	Ghulam Abbas Kharal
Marc Hetlinger	Cheree Elizabeth Jarrell	Kamran Khatak
Richard Heuer	Rachel Jarvis	Imran Khawaja
Gavin W Hickey	John Jasko	Murad Kheetan
Ryan Hicks	Cynthia Daen Jefferson	Zeid Khitan

Lily Hill	Jamie Jeffrey	Houman Khosrovi
Patrick Hill	Rachele N Jeffries	Rodhan Khthir
Rachel Hill	Janet Jenkins	Gregory A Kidwell
Edwin A Hissa	Mary B Jenkins	Robert Kiltz
Matthew John Hofeldt	James C Jensen	Ih Kim
Tonnette Hoffman	Sherrilynne Johnson	Gerrit Kimmey
Marietta A Hofmeister	Thomas Johnson	Lindsay King
Donald Lynn Holcomb II	Alexis Marie Jones	Susan King-Watts
Isis Holloway	Derek Jones	Stephanie Kingman
Jared Hollinger	Michael Jones	Laurel Kirkhart
Kati Holland	Sharmilam Jones	Molly Elizabeth Kirkland
Lesly Hollon	George Joseph	Robert B Kirkpatrick
Robert Holley	David C Jude	Spencer Kissel
Ellie E Hood	Thomas M Jung	Anthony Kitchen
Rick Houdersheldt	Linda J Justice	Jeri S Kitchen
Julie Hout	Kahwash Ziad	James Christophe Kitchen
Thomas Howard	Mohomad Kalov	Dori L Klemanski
Alastair Tucker Hoyt	Pradeep K Kandula	Mark E Knable
Caleb Huff	Samia Kanoos	Paul Knowles
Charles Huh	Albert Jeffery Kaplan	Alan Koester
Bria Hull	Donna V Kaplan	Bhavana Konda
Miichele Humphreys	Jill Kapple	Adam Krompecher
Nicole Humphrey	Gudjon Karlsson	Amber Kuhl
Kimberly D Hunkele	Sukhmit Kaur	Pramod Kumar
Douglas D Hunter	Heather Kay	Subhash Kumar
Suresh Gopalakuru Kumar	Tammy Lynch	Lindsay Miller
Mostafa Kurdi	Gregory Jarrell	Stephen B Miller
Paul Kuryla	Marcus Rodney Jarrell	Physician Miscellaneous
Jane Kurucz	Daniel Macias	Brenda L Mitchell
Stephanie Iacono	Arif M Malik	Roberto Mitsui
Howard Wesley Lafferty	Asifa Mahboob Malik	Mofor-Eta Fri
Subrat K Lahiry	Jane Maloof	Brij MOHAN
Robert Tayengco-Lakin	John Henry Mani	Niraj Mohan
Scott Lallier	Richard B Manis	Manuel Molina
Robert Vaughn Lamb	Kenneth Mankawski	Christy Monson
Lucinda G Landis	Christophe Todd Marazon	Olivia Mooney
Nicholas V Landry	Mary L Marcuzzi	F. Scott Moore
Rebecca Lang	Frederick Carl Martinez	Charles Kevin Moore
Chad Lavender	Mehrette Maru	Ruth Elizabeth Moore
Ivan D Lavender	Jessica Matheny	Rocco A Morabito
Torrin Layne	Michael A Mathier	Shirin M Morad

Paul Lee	Babu Mattam	Scott Morehead
Patrick Lee	Joseph Matusic	Breton L Morgan
Mary Teresa Legenza	Kevin D Maupin	Julie Morgan
Sarah Leger	Ketty Maurice	Holly Morning-Fannin
Paul S Legg	Laura Mayer	David E Morris
Joseph Leith	Adrienne Mays-Kingston	Michael Morris
Ronald Lemaster Jr	Rida Mazagri	Melin J Moses
Jeffrey R Leonard	Amanda McConnell	Ghassan T Moufarrege
Melissa D Lester	Jeffrey Mcelroy	Romy Abou Mrad
Todd W Lester	James Martin McGinnis	Veronica Mruk
Justin Levine	Kenneth Mcneil	Carroll Christiansen
Jessica Maria Lewis	Mary McPherson	Susan Mullooly
Leah R Lewis	Roland Meffert	Teresa Lynn Mullins
Robert Lewis	Megafu Onyechi	Khalid Mumtaz
Wesley Lieving	Laxmi Mehta	Ann Marie Murray
David Michael Life	Richard Mendieta	Samuel Muscari Jr
Jonathan Paul Lilly	Teferi Mengesha	Aravinda Nanjundappa
John Preston Lilly	Gregory Stephen Merrick	Tarachandr Narumanchi
Na Li	Stephanie Dawn Metz	Anise Nash
Lindsey Litchfield	Timothy P Metzger	Jordan A Nash
Ayisha Llias	Nicholas Mezitis	Amana N Nasir
Samuel Lofton	Muhammad Mian	Amana Nasir
Adolph Lombardi	Anthony J Michaels	Elizabeth Naylor
Joann Longenecker	Megan Dene Midkiff	Rebecca Nduaguba
Barrett Louden	Samer Mikhail	Darren Blaine Nease
David Richard Lough	Zhanna Mikulik	Jordan Needens
Kristin Lowe	Joseph Mileti	Brandon Neeley
Landyn Lucas	Michael Wesley Milks	Kimberly Neely
Megan Grace Lunsford	Christophe Miller	Vivek S Neginhal
Dana S Lycans	Judson S Millhon Jr	Steven D Nelson
David Patrick Lynch	Laura Ellen Miller	Erin Nethercutt
John Neville Jr	John Phillips	Christophe C Skaggs
Vivien R Newbold	Jessica Philpott	Larry Hugh Robertson II
Ralph Newman	Thomas J Piehowicz	Michael E Robie
Melissa Nibert	John Pierson	Daniel Rodgers
William A Nitardy	Jan Pijanowski	Megan Rodriguez
Zaveen Ahmad Kureishy	James Pipes	Nicolas Rojas
Mark Warren Nolan	Jodi Plumley	Leon Ronen
No PCP	Clare Bajamundi Plyter	Melissa June Rose
Nori S Uday	Lauren Podkowirow	Andrea Roush
Vday Nori	Joel Politi	Christi M Roush

Steven Richard Novotny	Luis Hidalgo Ponce	Kelly J Roush
Iheanyichu Ogu	Lou Potter	Amy Roy
Paul Imoudu Okhumale	Finbar Gerald Powderly	Stephen A Roy
Adenrele Olajide	BRETTON L POWELL	Thomas Rushton
Omolola Olajide	Sheena Pramod	Sherry Russell
Ali Oliashirazi	Michael Prayson	Vishal Malpani
Terra Lynn Oney	Stephaine Price	Arif Malik
Ann E Onofri	Jeffrey Priddy	Kathy Saber
Carl Ottman	Leanna Carolyn Profitt	Raghda T Sahloul
Maegan Osborne	Viorel Raducan	Linda Salem
Tracy Hendershot	Rajesh Rajan	Mauricio Naim Saleme
Brian Powderly	Ravi M Ramani	Muhammed Saleem
Michael Owens	Mitchell Rashid	Dawn Lynnette Sammons
Ahmet Husamettin Ozturk	David Summers Ratliff	Julie Balch Samora
Brian Powderly	Elizabeth Rave	Matthew Samuel
James Toothman	Choudhary V Rayani	Ahlim Al Sanani
Toni O Pacioles	Jaqueline R Ray	Juan R Sanabria
Curtis Pack	Sirisha P Reddy	Samar Ryiad Sankari
Karen Palmateer	Susmitha Reddy	Aradhna Bakhshi Saraswat
Nirav M Parekh	Charlotte Reed	Dwight Saulle
Kevin Matthew Pargeter	Jason A Reed	Elizabeth Saunders
Gregory Parkins	Leeann Nicole Reed	Sarah K Savage
Leroy H Parks Jr	Regina D Reed	Regina Sayers
Lindsey Denee' Parsons	Laura Reese	Grant Schmidt
Melissa Parsons	Jean Rettos	Kathryn SCHOLL
Sybil Parsley	Meagan Reynolds	Alicia J Scott
Hiren Pravin Kum Patel	Cassie Ann Rice	Kylie Scott
Robert Patel	Leslee Rice	Thomas F Scott
Tina Pathadon	Georgianna Richards	L Constance L Anderson
David Lawrence Patrick	John Porter Richards	Nadew Sebros
AMANDA M PAULEY	Carlos Alberto R Rios	Jonathan Sedeyn
Kelly Paxton	Mathew Risendal	David Gene Seibert
Mary Payne	Adam Ritchie	Ugur Sener
He Peimei	James Ritchie	Ahmad Shabsigh
Kristina Peron	Frank Rivas	Khan Shabih
Leslie Michael Peterson	Joshua Bradford	Hazma Shah
Nicolas Phan	Patricia Lewis	Mohammad Shah
Nikunj Shah	John Snyder	Vikhyath Terla
Samir Shah	Russell O Snyder	David Terry
Sona Shah	Kambiz Soleymani	Anthony Thacker
Yash Shah	Shivkamini Somasundaram	Bethanne Thomas

Zainab Shaheen	Thomas Sonnanstine	Breann Hawley Thomas
Ammar Shammaa	Jessica Paige Sparks	David Thomas
Lucy Kara Shamblin	Lana B Spears	Ellen A Thompson
Steven Michael Sharp	Brittany A Spencer	James L Thomas
Warren Mitchel Shaver	Kimberly Spencer	Vickie L Thomas
Joseph A Shehadi	Misty Lynn Spradlin	Maria Tirona
Mina Shenouda	Rajamouli Srichandhana	Larry T Todd
Meagan Watts Shepherd	H James Stanton	Billie Toler
Mark Sheridan	Jeremy Ryan Stapleton	Pinide Toochinda
Ashish Sheth	Katherine Steele	James Toothman
Jessie Shields	Molly Steele	B Joseph Touma
Lance Shinn	Victoria Steen	Joseph B Touma
Robert Shinn	Scott Stephens	Jack Traylor
Jacob Short	Ralph A Stevens II	Daniel Trent
Yousef R Shweihat	Michelle Stewart	Leah Triplett
Helgi K Sigmundsson	Jackie R Stines	Rory Tropp
Sigurdur Thor Sigurdarson	Syam Stoll	Robert E Turner
Mitchell Silver	Rodney B Stout	Deborah Gillispie
Christa Simmons	Misty K Strow	Cynthia Zhao Pinson
Agnes A Enrico-Simon	David Stuart	Kirsten Tychonievich
Theresa Simon	Julie Stuart	Tadahiro Uemura
Friday G Simpson	Mark A Studney	Neera Ummat
Joseph Jefferds Sinclair	Debra Stultz	Letty Urban
Barbara Jane Singer	Mark Subik	Marjorie Urban
Beenu Singh	Abdelwahab Alamin Suliman	Shrikant Vaidya
Dharampreet Singh	Alice Sullivan	Antony A Valentine
Lindsay Skaff	Lili Sun	Andrea Vallejos
Heather Skeens	Phillip D Surface	Gerald Vallee
		Matias Emanuel Valsecchi
Lisa M Skinner	Zaveen Kureishy	
Megan Slack	Thomas Schmitt	Kenneth W Vandyke
Jocelyn Slone	Brenna Joleen Sweeny	Julie Lynn Vannoy
Andrew Smith	Elizabeth Sweet	Teresa Lynn Varney
Dianna Kay Smith	Swing Swing	Amy A Vaughan
Jade Smith	Daryl R Sybert	Mary Lee Vaughn
Malea Smith	Benjamin W Szerlip	Karla Kristine Vaz
Neesha Smith	Chandos Dewayne Tackett	Bhavana Vemula
Staci Smith	Juman Takeddin	Daniel Enrique Vilchez
Scott E Smith	Stanley S Tao	Xavier Villa
Skyler Tate Smith	Robert Tayengco	Wisler Saint Vil
Stephen C Smith	Melissa Taylor	Khai Vu
Tabitha Lynn Smith	Nicole Teeters	Betty Waddell

Daniel Snavely	Bonnie Heather Templeton	Ryan Waddell
Derek L Snook	Richard Tenglin	John Alexander Wade
Kadara Wade	John Onestinghel	
Steven Waggoner	O Brian Powdery	
James Wagner	A Catilyn Santer	
Rebecca L Wainwright	T Kim M Stooke	
Katrina Walker	William Paul Tomlinson	
Matthew P Walker	Kirk Whetstone	
Sara Walker	Kylen Whipp	
Janet M Wallace	Breanna F Whitmore	
William Christ Wallace	David John Whitmore	
Adriana P Walsh	Tiffany White	
Patrick Warmoth	Whitney Wigal	
David Scott Watkins	Christophe B Wilcoxon	
Richard W Watson	Courtney Wild-Whiting	
Whitney Watterson	Brianne Willis	
Brian James Hornsby	Kara Willenburg	
James Toothman	Melissa Kaye Williams	
Cheryle Webb	Jessica Wilson	
Christina Webb	Matthew C Wilson	
Ralph W Webb	Stephen Lawrence Wilson	
Paulette S Wehner	John Franklin Wiltz	
Amy Wehrle	Cynthia A Winger	
Mathew Weimer	Courtney Wiseman	
Donald Welch	Brian Powderly	
Courtney Wellman	Mayhar Tahbaz	
Holly Wells	Brett Wolfe	
James Matthew Wellington	Gai Mei Wong	
Mark Wells	Nafiseh Woodard	
Whitney Wellenstein	Jessica Wooten	
Matthew C Werthammer	Gail Ann Workman	
Christine L Westfall	Kenneth Carr Wright	
Danny Westmoreland	Tasha N Wyant	
Jason Matthew Westenhofer	Lawrence Wymer	
Catherine A Adkins	Yuanquan Yang	
Joan R Allman	Charles L Yarbrough	
Orton C Armstrong	Anita Yeager-Smith	
David T Cramer	Ming YIN	
Terry W Capel	Jennie L Yoost	
John T Conner II	Allen Young	
Christoper James Edmands	Abdul Rahman Zanabli	

David Gnegy	Ashley Zawodniak	
Stacie D Gump	Steven A Zehring	
Mirza Hamirani	Fuad Zeid	
Robert Heavner	Steve M Zekah	
Jennifer L Leavitt	Kayla Marie Zerkle	
Ryan D Lowers	Charles Edward Zierenberg	
Michael Brian Mauzy	Jonathan M Zuniga	
Dennis E Newland		