

From the Doctor's Desk.....

In 1985, Dr. Fogarty started his private practice on Jones Road with another office on Ella Blvd. His first day in practice he saw 3 patients in borrowed offices. Taking xrays, vacuuming the waiting room, labeling charts, and unstopping toilets were all his bailiwick. Mrs. Fogarty did the bookkeeping, dictation, and hiring. Debbie Rollins and Lyn Scheffer were 2 of the first 3 hires. Debbie chased patients into the parking lot to collect copays, wore slippers in the office, and deftly moved around the playpen set up in the back office when Mrs. Fogarty came in to input patient information into the new computer system. Lyn learned everything about the "business" from the ground up and acquired her penchant for wearing a white lab coat almost from day one. Making daily visits to referring physician's offices and eating hospital food soon paid off with a steady stream of patients and the beginnings of a strong presence in the 1960/Cypress area. The rest is history!

New Employee Spotlight



Kati Schmitz, PA (Dr Bacon)

I love sports and in my spare time I coach a 60 year old and up women's basketball team with my dad. I also have two dogs, Oliver and Penny, and a cat named Kassy, whom I love spending time with. Originally from Bryan, I am new to the Houston area and look forward to starting my new life here!!!



Allison Hogan, PA (Dr Elbaz)



I have lived in several areas of the US including New Mexico, Massachusetts, Texas, and New York. I am involved in a number of activities including Athletic Training at local schools, Habitat for Humanity, Extreme Makeover Home Edition, and Fellowship of Christian Athletes. In my spare time, I enjoy reading, cooking, working out, and shopping.

Carla Crider (Appointments)

I am a part time writer and an artist. I live with my daughter during the week and drive home to Crystal Beach (Galveston) on Friday's. I have 3 grown children and 14 grandchildren with one on the way. Thank you Advanced Orthopaedics and Sports Medicine for giving me a chance.

Ivone Tovar (PT Tech)

I am from Houston and graduated from Morton Ranch High School in 2009. I am currently going to school to work in the medical field and enjoying my work at AOSM. In my spare time I enjoy shopping, getting my nails done and catching up on sleep.

Compliance/Regulatory Update

- ◆ The Red Flags Clarification Act of 2010 redefines the scope of the Red Flag Rules. This has exempted physicians and physician offices from the Red Flag Rules. Red flag Rules compliance would require AOSM to take additional steps to store our patients' private medical, financial, and personally identifying data securely, ensure the privacy of our patients' protected health information and be vigilant for "red flags" that would suggest identity theft. *AOSM employees should be vigilant for signs of identity theft and take steps to correctly identify the patients who are seeking treatment. For more information please review the Red Flag rules in AOSM policy on "Protecting patients from ID Theft"*
- ◆ CMS now requires mandatory Advanced Beneficiary Notices (ABN) to be included as a part of the request for additional medical records (ADR) for Recovery Audit Contractor Audits (RAC). *Staff need to make sure that ABN's are signed and scanned into patient chart for non covered services for Medicare. Not having required ABN can result in recoups of previously paid monies and additional audits.*

Loyalty Listing

Micheal Youngblood–Jan, 2003 (Physical Therapist)
Eloina Parsons, PT– Jan, 2009 (Physical Therapist)
Monica Shirley– Jan, 2009 (Collections)
Thai Tran– Feb, 2007 (PA ,Dr Elbaz)
Connie Campos– Feb, 2010 (Receptionist)
Charlene Dana– Feb, 2007 (Verifications/Precertification)

*Thank
You
for your
years of
dedication!*

Cynthia Joubert– Jan, 2006 (Verifications)
Saundra Davies– Jan, 2009 (Appointments)
Ronald Holley– Feb, 2009 (MA, Dr McChesney)
Jenna Sklar– Feb, 2010 (Physical Therapist)
Ivone Gonzalez–Feb, 2010 (Financial Counseling)

Advances at AOSM

Billing: We have switched to a new billing company FTGU from Dallas as of Feb 1, 2011. We hope that this new relationship will develop a methodical, and scientific process for our billing and collection process improving overall revenue for the clinic

EMR: After several years of being on Penchart, we have found the latest and best software ChartLogic for our Electronic Medical Records. The transition will happen in May, so look forward to the opportunities ahead. We will also be updating the Centricity software to Centricity 10.

New Physician: We look forward to Dr Alexander Mohr joining Advanced Orthopaedics and Sports Medicine. He is a spine surgeon who will be adding to the quality surgeons we already have on staff. He will office out of WBO and NCO.

HR CORNER Julie Killion

410K: The next available enrollment for 401K is April 1. Anyone interested in enrolling for 401K, please do so between now and end of March. Changes to their current election can be made anytime by going online with ML Kerns.

PTO and Time Clocks: Please remember that you are responsible for clocking yourself in/out using the new time cards. Requests for PTO (Vacation, sick, Jury Duty, Bereavement) needs to be done through ADP. For both salary and hourly employees

Payroll Tax reduction: You might have noticed a small increase in your take home pay. This is because Congress has enacted a bill which includes a 2% reduction of your payroll taxes. All employees pay 6.2% FICA tax on the first \$106,800 of annual income. All employers (including OAR) pay a matching 6.2% Congress is cutting all employees' FICA tax from 6.2% to 4.2%. Employers' tax rate remains the same 6.2%.

Health and Fitness

Morgan Denson, Physical Therapist

Enjoy the benefits of Cardiovascular exercise : **Stay FITT**

FREQUENCY 3-5 times per week.

INTENSITY 220-age, 70% of your heart rate; Talk Test (be able to talk while you exercise).

TYPE walking, jogging, swimming, elliptical, aerobic dance, biking, stair climbing

TIME 20-60 minutes (ACSM, CDC Recommendations)

Warm up: light activity to warm up muscles and then stretching

Conditioning stage: cardiovascular exercise, resistance training

Cool Down: reduction of heart rate, post exercise stretching

Interval Training: jump starts your metabolism, circuit training and the variety gives your muscle groups a chance to recover

Accountability: join exercise class, find an exercise partner

gradually increase as fitness level and exercise tolerance increases.



Friends and Family Update



Thai Tran has been blessed with a new baby girl London Avery Tran on 2.6.11. (left)

Bonnie Beam, PTA has been blessed with her first granddaughter on 2.10.11. She is a healthy 8 lb girl, named Ava Grace (right)



Barbeque Chicken Quesadillas (Feeds 4 adults)

Krista Westmoreland— WBO Front Office Supervisor

Ingredients

3-4 large boneless skinless chicken breasts	1 Tbs of hot sauce
8 large whole wheat tortillas	1 small onion
¼ cup of sour pickles diced finely	Shredded cheddar jack cheese
4-5 Tbs of Spicy Honey barbeque sauce	2 Tbs of zesty Italian dressing
2 Tbs of olive oil	Black pepper
Garlic powder	Season salt



1. Put chicken on to boil in a large pot – add garlic powder, season salt and pepper to the water.
2. Chop onion and pickles and set aside in separate bowls.
3. Mix barbeque sauce, hot sauce and Italian dressing together in a bowl and set aside.
4. When chicken is cooked thoroughly (you should be able to stick a knife in and it cuts through easily – no pink), take it out of water, drain and shred it roughly using a fork.
5. Preheat oven to 400 degrees.
6. In a skillet, add the olive oil and chopped onions on medium heat. Cook until onions begin to turn a little clear then add chicken and mix well.
7. Pour in pickles and mix well.
8. Slowly add sauce mixture a small amount at a time, stirring up thoroughly after adding each time until the chicken is coated well but not too wet. Leave the rest of the sauce aside (great for heating up and dipping later).
9. Taste the mixture for spices – add garlic, season salt and black pepper to taste and mix again.
10. Turn heat down to very low.
11. Lay out bottom tortilla onto foil – add a layer of cheese, then chicken, then cheese (making sure there is enough cheese to make the tortillas come together) – then add the top tortilla.
13. Place on foil or on a baking sheet/pizza pan in the oven - you can put an extra skillet on top to add pressure and help the cheese melt between the tortillas.
14. Bake for about 8-10 minutes or until cheese is fully melted. Take out, slice and serve with heated sauce on the side.

Good Bye Till We Meet Again:

We wish them all the best of luck!

Bonnie Beam (PTA),
Pallavi Saxena (PT Tech)
Renee Edwards (Appointments)

Please feel free to provide your input, suggestions, contributions to the newsletter in future months. We will attempt to have a newsletter **once** every two months as a way to communicate between the departments and bring AOSM closer as a unit.

Valentine's



AOSM

★ Birthday Corner ★★

January

Vanessa Flores: 13th

February

Jessica Arroyo: 12th
Monica Shirley: 13th