

2019 SCHOLARSHIP WINNERS



The 2019 GMDM scholarship recipients were honored at the July luncheon. Left to right: GMDM Scholarship Committee Chair Nedra Baldwin; scholarship recipient Diane Benbow, a dental hygiene student at Guilford Technical Community College; scholarship recipient Alicia Tucker, a nursing student at the University of North Carolina at Greensboro; GMDM President Jamie Alston.

Not pictured is scholarship recipient Rebecca Helmer, a student in the magnetic resonance imaging (MRI) program at Forsyth Technical Community College.

GMDM AUGUST TEACHER SUPPLY WAREHOUSE DRIVE

MEMBERS:

Please bring your school supplies to the August meeting.

Most-requested items are:

pencils, copy paper, construction paper, colored pencils, markers, post-it notes, scissors, scientific calculators, hand sanitizer, tissues and marble notebooks.



The annual Guilford County Teacher Supply Warehouse drive is a project of the GMDM Community Service Committee, chaired by Jill Vonderhaar and Hope Jensen.

Let your office staff know so they can participate, too.

Teachers often spend a yearly average of \$1,000 of their own money to equip their classrooms with necessary supplies. The Guilford Education Alliance's Teacher Supply Warehouse allows teachers to shop for the items they need for their students at no cost to the teachers.

PLEASE ... BE GENEROUS!

FOR YOUR INFORMATION

ABOUT THE PROGRAM

"Defending Yourself Against Disgruntled Workers and Protecting Your Practice's Reputation"

ABOUT THE SPEAKER

BETH LANGLEY has more than 25 years of experience counseling employers of all sizes in a wide range of employment law matters, including workplace employment compliance, executive compensation, trade secret protection and non-competition agreements.



Beth Langley,
 Attorney

She counsels clients on discrimination and harassment issues related to Title VII of the Civil Rights Act of 1964 as amended, the Americans with Disabilities Act, the Age Discrimination in Employment Act, the Family Medical Leave Act, the Fair Labor Standards Act, and a variety of state employment laws.

NEXT MEETING

RESERVATIONS ARE REQUIRED

Date and Time:

Wednesday, August 21, 2019
 11:30–1:00 p.m.
 Buffet line opens at 11:20 a.m.

Meeting Place:

Starmount Forest Country Club

Program:

Defending Yourself Against Disgruntled Workers and Protecting Your Practice's Reputation

Speaker:

Beth Langley, Attorney

Cost: \$20.00 for a guest



MESSAGE FROM THE PRESIDENT

Jamie Alston

When August arrives, I can almost smell freshly sharpened pencils. Maybe it's nostalgia from my days in school, or maybe it's the abundance of supplies piling up for my kids' return to school. Either way, there is something about August that brings a smile to my face. It also makes me appreciate the teachers who are working so hard this time of year to prepare for our children's return.

Whether it's elementary, middle or high school, and I would dare to even include college, teachers are putting their best forward to welcome all the eager, and sometimes frightened, children. This isn't always easy as budgets are low, and the money teachers receive for supplies is minimal. GMDM believes that we can make a small difference in our educational community by giving back to those who give so much!

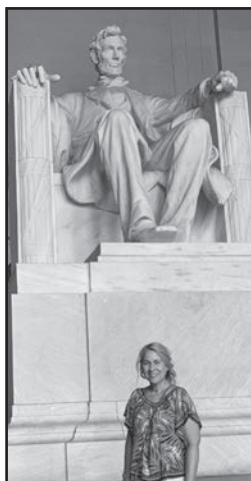
In an effort supported by our Community Service Committee, GMDM will be hosting our annual school supply drive at our August meeting. The smallest donation, like a box of crayons, can make the biggest impact. For a child whose family cannot afford to purchase school supplies, that box of crayons will mean not feeling left out or ashamed.

I hope that each member reading this will bring something – anything – to support our hard-working teachers in our under-funded schools. Your generosity will not go unnoticed. Below are just some of the items needed.

- Pencils
- copy paper
- construction paper
- colored pencils (boxes of 12)
- markers (boxes of 10)
- post-it notes
- scissors
- scientific calculators

Jamie

GETTING TO KNOW YOU – ASSOCIATE MEMBER



NAME AND PRESENT POSITION:

RITA SMITH is the regional account executive of FirstPoint Collection Resources, Inc.

GMDM COMMITTEES:

Golf, Community Service, Membership, Education, Scholarship and Communications.

EDUCATION: BS, Management, UNCG.

HOMETOWN/FAMILY: Originally from Greensboro. Have two awesome daughters, Haley and Olivia Smith.

HOBBIES: Walking, hiking, traveling, decorating, planting flowers and watching the flowers bloom each season. Also taking care of my miniature English bulldog.

COMFORT FOOD: Coffee with (lots of) whipped cream! Homemade chicken pie from Michelle's Kitchen, located in Burlington.

COMMENTS ABOUT GMDM: Great organization for networking! Love how they give back to the community.

OUR SPOTLIGHT THIS MONTH IS ON:



FirstPoint Collection Resources, Inc. has been an innovator in the accounts receivable management industry for more than 60 years. Services include bad debt collections, extended business office services, flexible patient finance plans, early delinquency programs and call center management.

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Danny Rudisill, President

MISSION STATEMENT

GMDM is the premier professional organization for medical and dental practices in Guilford County, dedicated to providing timely educational programs, strong networking support and personal growth opportunities. Join. Connect. Grow.

Background Screening Resources

- Background Screening and Verifications
- Drug/Alcohol Testing
- Employee Assessments
- Social Media Screening
- Internet I-9 Form/ E-Verify
- Fingerprinting
- Volunteer/Student Screening

Collection Resources

- Bad Debt Collection
- Extended Business Office
- Patient Payment Plans from Mosaic Finance Solutions
- Call Center Services

Management Resources

- Trade Association and Professional Society Management
- Licensing and Certification Credentialing for Healthcare
- Membership and Marketing Management for Organizations
- Executive Management Services
- Conference/Event Planning



Ask The Lawyer
By Karen McKeithen Schaeede

Have a question about the law?
Send your questions to
KSchaede@ConnorsMorgan.com

Q: We try to treat everyone the same when it comes to employees, but sometimes there is a need to make exceptions. Is this OK?

A: This can be a confusing area for employers.

“Similarly situated” employees should be treated equally. Anti-discrimination laws require you to be consistent with disciplinary action, pay and other terms of employment. Playing favorites can lead to being accused of unlawful discrimination.

There are some times when it is better to be inconsistent. Employees with disabilities or a religious accommodation must be handled on a case-by-case basis. In this way, you must consider treating the employee differently from others.

Medical leaves can sometimes require you to look at three accommodations.

- This may be an employee with a disability.
- This may also be the result of an on-the-job injury and, if you have enough employees,
- A Family Medical Leave Act situation.

If you do not have a good grasp of these laws, make sure you consult with someone who is familiar with them.

Make sure you understand how the law applies in all situations before acting. If you have doubts, notify your expert in human resources or your attorney.

This article is for informational purposes only and not for the purpose of providing legal advice. You should contact your attorney to obtain advice with respect to any particular issue or problem. The information contained in this article does not create an attorney-client relationship between Connors Morgan PLLC and the reader.

MEMBERS:

Please bring your school supplies to the August meeting for our GMDM Teacher Supply Warehouse Drive. Support our teachers!



Cone Health Women’s Hospital Welcomes
Ravi Shankar, MD

Board certified in maternal-fetal medicine, obstetrics and gynecology, Dr. Ravi Shankar specializes in providing high-risk pregnancy care.

The Cone Health Center for Maternal Fetal Care team includes perinatologists, genetic counselors, sonographers and registered nurses specially trained in providing care for both mother and fetus in complicated pregnancies. Our specialists partner with obstetricians and midwives to provide the best possible outcome for our patients.

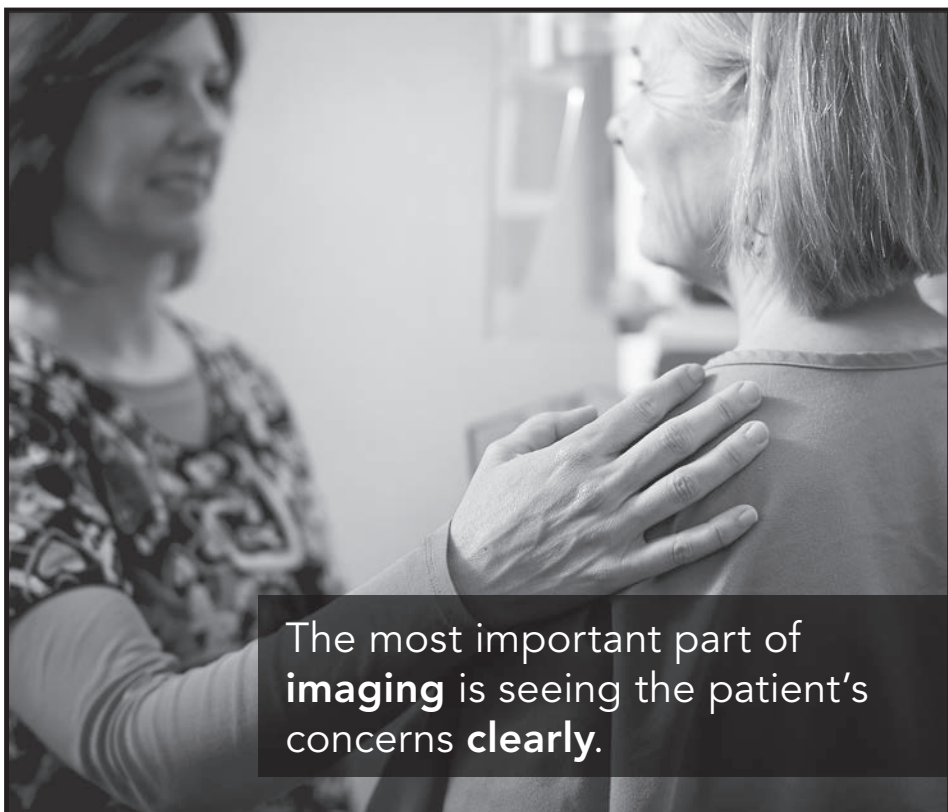


Center for Maternal Fetal Care

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RUN YOUR OWN RACE

Learning is not a one-time event.

Your development requires practice and hard work, over time.

That book you want to read, the webinar you signed up for, that workshop you are looking forward to ...

They are starting points; not destinations.

Growth occurs when you shift from an observer to a contributor.

It's the difference between watching the race and running it.

Your personal development R.A.C.E should have 4 key elements that leave you feeling:

1. **REVIVED:** "You're worth it" sounds corny. Many truths do. Investing time and resources into self-improvement isn't selfish. What feels like a gift to you is also a gift to everyone else you interact with.
2. **ACCOUNTABLE:** You are in charge of your growth (or, lack thereof). If you're expecting someone else to lead the way – you'll end up stuck at the starting line.
3. **CHALLENGED:** Growing into your full potential has a price. Turning a tool into a skill is difficult. That's what makes it valuable. In the long run, "free and easy" shortcuts are neither.
4. **ENCOURAGED:** Embarking on your personal development journey will leave you inspired about the trajectory of your career path and the impact you can have on your surroundings.

Don't exhaust yourself in the sprint of a quick fix.

Find your stride for the long haul.



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What can Thompson Communications do for you? Contact DeannaThompson at deanna@thompsononline.biz or 336-292-6041 for more information. Or view a portfolio on the Web at ThompsonOnline.biz



THE PUZZLER ???

Who was the only President who sat on the Supreme Court of the United States?

1. Look for the answer in one of the ads.
2. Identify the answer and the ad in which the answer appears.
3. Email the answer and name the ad in which the answer appears to Shay Rumsey at shayrumsey@northstate.net



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GOLF TOURNAMENT DONATION



Bruce Barton (left), chair of the GMDM Charity Classic golf tournament committee, presents a check for \$3,000 from this year's tournament proceeds to Tonya Hayes, leadership giving director at Victory Junction.



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PACE of the Triad is a non-profit, community-based health and human services agency committed to the wellness of seniors and to improving the autonomy and quality of their lives.

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www.pacetriad.org
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SHARE NEWS FROM YOUR PRACTICE OR COMPANY!

Offering a new service? Have a new doctor or a new staff member? Or do you simply have info about your services that would be helpful to fellow members? We welcome submissions of articles from member and non-member organizations on topics of interest to GMDM members. These articles should be informational or educational in nature, not sales-oriented promotions for products or services.

Have an article you would like to share? Email shayrumsey@northstate.net

Have an idea but need help with writing? GMDM member Deanna Thompson of Thompson Communications (deanna@thompsononline.biz) can assist for a reasonable fee.

LAWS OF PROBABILITY & SUCH

1. LAW OF MECHANICAL REPAIR

After your hands become coated with grease, your nose will begin to itch and you'll have to go to the bathroom.

2. LAW OF GRAVITY

Any tool, nut, bolt, screw, when dropped, will roll to the least accessible place in the universe.

3. LAW OF PROBABILITY

The probability of being watched is directly proportional to the stupidity of your act.

4. LAW OF RANDOM NUMBERS

If you dial a wrong number, you never get a busy signal; someone always answers.

5. VARIATION LAW

If you change lines (or traffic lanes), the one you were in will always move faster than the one you are in now.



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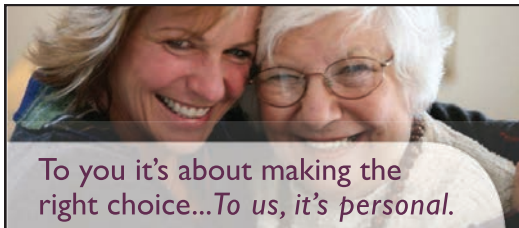


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