

NURSES' NOTES

Volume Fifteen, Number Two

President's Message

by **LaNita Knoke, RN, BS, CMCN**



Summer is almost here; it is unbelievable how fast time has flown since the Fall Forum! We have just completed the Spring Forum in Orlando, home of Mickey Mouse and Company. It is exciting to see the numbers build each Spring making each conference more successful than the last. We had an excellent turn out with exciting topics and new exhibitors. It was AMAZING! Thank you to each of you who participated, and please let us know what you thought! If you were unable to join us please make plans to join us in Las Vegas in November! The networking and educational opportunities are perfect for managed care participants and leaders. Hope to see you there!

Leadership brings me to my first topic, Managed Care Nurse Leader of the year nominations. I am hoping each of you had the chance to learn about the previous winner Cheryl Slagle. Cheryl has been involved with not only Managed Care but also has been an active participant in AAMCN for many years. She has worked on many projects and committees - her latest the Leadership Institute. Cheryl has also been interviewed by ADVANCE online magazine, due to receiving the Managed Care Nurse Leader of the Year Award (publication date TBD)! What great visibility for Cheryl, her organization and AAMCN! We will post a link to the interview as soon as we receive it. My challenge to each of you is to think of your peers and nominate someone worthy for the 2010 award.

At the same time, remember you can bring other peers to the forefront by sending information to have them Spotlighted in Nurses Notes. Let's give each other accolades! Just send a note to Patti, Katie or I with information to have them highlighted.

...continued on page 2

Process for CMCN Certification

by **Patti Hulcher**

Making an investment into your employees' knowledge base is the best investment in the human capital portion of any healthcare management unit. Creating a career ladder for the staff that includes a certification that validates that knowledge base strengthens that career ladder and enables clinical staff to operate with a base level of knowledge that enhances their job performance.

Understanding the global view of total healthcare management enhances the holistic approach to assisting each patient to receive the optimum care at the right time and right place for their individual needs. This basis forms for the foundation for a successful staffing program and provides trained and competent staffing.

Providing external enhancement to staff education emphasizes the importance of the individual staff member and increases employee retention. Employee retention is an important measure of program success and stability in any environment (insurance company, hospital, or physician office).

Intro written by Sandy Bunting, RN, CMCN, CCM, CPHQ

Process for Preparing for and Obtaining the CMCN

The CMCN credential is becoming more wide spread throughout managed care, receiving quite a bit more recognition as both AAMCN and the number of nurses obtaining the certification continue to grow. Nearly every day of the week I receive phone calls or emails regarding AAMCN's preparatory course for the Certification in Managed Care Nursing (CMCN) so I thought, why not put together an article to explain the process in full detail for the membership? I hope that by doing so, it will clarify any concerns and answer any questions about the certification process, but if there are any questions you have that I have not addressed, please don't hesitate to contact me at (804) 747-9698 or by email at phulcher@aamcn.org.

CMCN Eligibility Requirements

Candidates must meet an acceptable minimum level of basic knowledge of the following components: Managed Care Overview, Healthcare Economics, Healthcare Management and Patient Issues. Basic knowledge is verified in one of two ways:

1. Candidates can purchase the curriculum material from the American Association of Managed Care Nurses (AAMCN) OR

2. Candidates can submit a signed job description, resume and educational background that attests to completion of equivalent course work taken elsewhere to the American Board of Managed Care Nurses (ABMCN) Board of Directors for approval to sit for the exam. The Board of Directors performs review of candidates submitting this form of eligibility on a quarterly basis.

At this point, I should clarify that AAMCN offers the preparatory course for the CMCN exam, while ABMCN monitors, administers and oversees all details of the certification. Many of our AAMCN members have their CMCN certification, but the relationship between AAMCN and the CMCN lies only with the home study preparatory course. The following steps are for the candidates who purchase the home study course.

...continued on page 3

Inside

- pg 2..... President's Message Cont.
- pg 2..... CMCN Certification Cont.
- pg 3..... Corporate Corner
- pg 3..... What our AAMCN Members are Doing!
- pg 3..... New CMCNs!
- pg 4..... New Members!
- pg 5..... Leveraging Resources to Improve Diabetes Management
- pg 6..... Quick Change Artist
- pg 6..... Jokes for a Laugh
- pg 6..... Fall Managed Care Forum

President's Message cont.

...continued from page 1

tion on whom they are and why you feel they deserve to be spotlighted. We love to spotlight those in Managed Care that are making a difference!

Previously I commented on the goals of the association and each of our involvement in healthcare. I again want to remind and challenge each of you to stay involved and make a difference. I believe it is needed now more than ever, as over the next few years there may be drastic changes in all aspects of what we do. Become active at work, with AAMCN and other groups to make your voice heard and to share our knowledge of what is needed to help patients be successful. I truly believe each person can make a difference but first you have to take the step. If you or someone you know is making an impact, let us know so we can report to others on these great accomplishments.

One way each of us can become involved is to start recruiting others to join AAMCN. Spread the word, tell others why belonging is important to you! Whether you are new to AAMCN or been here for awhile, look around and see where you would like to make your impact, there is a committee for you. We each have a valuable role to play and I am a firm believer that we each have an opportunity to make an impact.

Have an incredible summer and please let us know if you have ideas to strengthen and enhance what we do at AAMCN. See you in November!

Membership Challenge

Since 2009 was our best year yet, with the highest number of new members and home study purchases, I have a challenge for each and every one of you. **80% of our new members come from member referrals.** If each one of you could reach out to at least one nurse colleague during the year and refer them to join, we can not only meet and exceed the 2009 numbers, but we could double the size of the current membership, allowing us to offer you more! And, remember, with the Member Referral program, which is ongoing all year round, you receive discounts for new members - PLUS we have added an additional discount that I'm sure many of you would want to take advantage of - **\$10.00 off your renewal fee!**

So, between discounts, decreasing costs to you and increasing the membership size, can YOU take on the 2010 Membership Challenge?

Process for CMCN Certification cont.

...continued from page 1

For Candidates who purchase the AAMCN preparatory course

1. Purchase the Home Study Preparatory course from the American Association of Managed Care Nurses (AAMCN) *Group rates available – contact Patti to discuss

- Each individual must purchase a course in order to receive CEUs and eligibility to sit for the exam
- Each individual has an unlimited time to complete this course – however, on average, it takes approximately 15 hours to complete
- Once completed, the post-test and evaluation form for the course must be sent back to Patti Hulcher by mail or fax

- Mail to:
AAMCN
4435 Waterfront Drive, Suite 101
Glen Allen, VA 23060
• Fax: (804) 747-5316

• Upon completion of the home study course, each individual will receive 15 CEUs; Once Patti Hulcher receives the post-test and evaluation forms, each individual will be sent out a mailed (or emailed) copy of their CEUs

• From the date on those CEUs (in other words, the date that the post-test/evaluation were received), each individual has 120 days to sit for the CMCN exam

2. Certification Requirements after Home Study Program Completion

- Following the AAMCN Home Study prep course completion and obtaining the CEUs, each individual has 120 days to sit for the CMCN exam
- During that window, each individual must send in their proctor form, an exam application and their examination fee to Ann Patrick of ABMCN at least TWO WEEKS PRIOR to the expected date of sitting for the exam

- Mail to:
ABMCN
4435 Waterfront Drive, Suite 101
Glen Allen, VA 23060
• Fax: (804) 747-5316

The examination fee of \$250 is to be paid to the American Board of Managed Care Nurses (ABMCN) – the entity that administers and monitors the exam – not to AAMCN, who provides the home study preparatory course All exam material will be sent directly to the proctor.

- Upon successfully passing the CMCN, mailed certificates will be sent

For any questions regarding the CMCN examination, please contact Ann Patrick at (804) 527-1905 or by email at apatrick@abmcn.org.

Certification Renewal Process

- The CMCN certification is renewed on three (3) year intervals, beginning January 1st following the completion of the certification exam and ending on December 31st of the third year (example of interval – January 1, 2008 thru December 31, 2010)
- During the three (3) year interval, each individual must demonstrate ongoing professional development with proof of 25 CEUs and verification of current licensure as a Registered Nurse or Licensed Practical Nurse – documentation of continuing education must be submitted to ABMCN
- Advance notices to remind each individual of their upcoming renewal date (to allow plenty of time to obtain the requirements) are sent three (3) times during the year of the renewal date – at the beginning, the middle and toward the end
- The cost of the CMCN renewal is \$55.00 if the CMCN is renewed prior to January 31st of the following year after the renewal date (example – if renew date is December 31, 2010, the fee is \$55.00 if paid before January 31, 2011)
- There will be a late fine of \$30.00 if renewing after January 31st
- The CMCN can now be renewed online at www.abmcn.org

AAMCN Membership vs CMCN Certification/Renewal

AAMCN Membership and CMCN Certification/Renewal are often confused for the other, as AAMCN provides the Home Study course for the CMCN exam.

AAMCN Membership – Renew Annually

- With the Home Study & Join purchase price, the first year of annual membership within AAMCN is included
- AAMCN Membership is an annual renewal and begins from the date of purchase/join, not by calendar year (example – if you purchased the home study program June 5, 2010, your renew date will be June 5, 2011)

• Three (3) renewal reminder notices are sent for membership dues – once a month for the three months prior to the renewal date

• Annual membership renewals are paid to AAMCN, whereas CMCN renewals are paid to ABMCN

What our AAMCN Members are Doing!

by Susan Flaster, RN, BSN, MPA, CMCN

AmeriChoice by United Healthcare's Medicare Integrated Care Coordination

Program Overview

AmeriChoice by United Healthcare has implemented a national multidisciplinary approach to providing personalized care to our dually-eligible Special Needs Plan (SNP) members. This national approach provides a consistent model and member / provider experience across AmeriChoice Health Plans in order to improve quality, enhance communication, develop best practices, and improve member outcomes.

Program Goal and Scope

The goal of the program is to provide additional support to members with complex medical conditions and co-morbidities or who may be at risk for a medical condition as identified by Health Risk Assessments or predictive modeling. The program is a collaborative partnership among the case manager, the member, the primary care provider and community-based organizations – all with a member-centric and culturally sensitive focus. AmeriChoice's holistic Medicare Integrated Care Coordination Team (ICCT) includes highly skilled case managers, social workers, behavioral health advocates, transition nurses, medical advisors, pharmacists and non-clinical support staff.

Program Benefits

AmeriChoice Medicare ICCT transition nurses bridge the gap between settings to ensure that member needs are met across the continuum of care; these nurses steward complex care members from inpatient discharge to that member's next step. An integral part of the transition nurse's role is to conduct a Post-Hospital Assessment and Medication reconciliation within 72 hours of discharge. This allows the Health Plan to identify care gaps and potential medication discrepancies and to affirm that the discharge plan is appropriate for the member while the member is in their home setting.

Program Flexibility

As CMS requirements are added or modified, AmeriChoice is well positioned to implement those changes for our entire SNP population regardless of location.

Products

AmeriChoice dually-eligible SNP plans include AmeriChoice Personal Care Plus, UnitedHealthcare Personal Care Plus and Unison Advantage products.

Congratulations New CMCNs!

Rosemary Knight, RN, CMCN
BCBSRI

Jennifer Baron, RN, CMCN

Kimberly Bloodworth, LPN, CMCN
Secure Health Plans of GA

Linda Braden, RN, CMCN
The Toledo Hospital

Jeanette Brewer, RN, CMCN
CareSource

Pamela Cardaci, RN, BSBA, CPUM, CMCN
Fallon Community Health Plan

Julia Christian, RN, CMCN
CareSource

Kathy Davis, RN, CMCN
Capital Blue Cross

Karen Flynn, RN, CMCN
Health Net Federal Services

Gloria Harris, RN, BSN, CMCN

Rhonda Lash, RN, CMCN
Capital BlueCross

Anne McGann, RN, BSN, CMCN
Anthem

Beth McIntire, RN, CMCN, CCM
CareSource

Karen Elizabeth Mitchell, RN, CMCN
Health Net Federal Services

Barbara Jo Nighbert, RN, CMCN
Anthem

Josephine Ojeaga, RN, CMCN

Patricia Pate, RN, CMCN
Health Net Federal Services

Meloney Porter, RN, CMCN
CareSource

Shirley Read, RN, CMCN
Health Net Federal Services

Corporate Corner

Thank You to our newest Corporate Partner! Great Lakes Medical Supply

CareSource
www.caresource-ohio.com/en/default.htm

Coram, Inc.
www.coramhc.com

Gilead Sciences, Inc.
www.gilead.com

Great Lakes Medical Supply
www.glmssupply.com

Health Career Professionals, LLC
www.HealthCareerProfessionals.com

KCI
www.kci1.com

Medtronic Xomed
www.xomed.com

Optum Health
www.OptumHealth.com

RCM Health Care Services
www.rcmhealthcare.com

Sarasota Memorial Health Care System
www.smh.com

The Scooter Store
www.thescooterstore.com/managedcare

Welcome New Members!

Tammie Baisch, RN
Anthem/Wellpoint

Robin Bandino, RN
WellPoint

Cindy Bergman, RN
Health Alliance Medical Plans

Beth Branstetter, RN
Anthem/Wellpoint

Amy Brill, LPN
Anthem/Wellpoint

Charlotte Brown, RN
Anthem/Wellpoint

Sharon Campbell, RN
BCBSRI

Brenda L. Cappellini, ADN, CMCN
The Health Plan

Susan Caudill, LPN
Anthem/Wellpoint

Carlene Chagnon, LPN
Ohio Health - Grant Family Practice East

Terri Clark, RN
Christian Care Ministry

Merina Daniel, RN
AMERIGROUP Community Care

Regina Howard Daniels
BRAVO HEALTH

Felicia E. Davis, BSN
Presbyterian Hospital

Stephanie Davis, LPN
Ohio Health - Grant Family Practice East

Sara Doty, LPN
Ohio Health - Grant Family Practice East

Kathy Driscoll, RN
SeniorBridge

Amy Edgerton, RN
Christian Care Ministry

Jan Elliott Health
Alliance Medical Plans

Susan Fischer
USFHP, CHRISTUS Health

Donna Garrison
Anthem

Joseph Gelineau, RN
BCBSRI

Jennifer Gillman, LPN
Ohio Health - Grant Family Practice East

Gale Goldner, RN, MSN, CCM
Anthem

Deborah M. Gould, RN
UnitedHealth Group

Laura Hacker, RN
Health Alliance Medical Plans

Vickie Hannah, RN
BCBS of TN

Tina Hannappel, RN, BSN
CPR/HeartPlace

Dorothy Hanson, RN
BCBSRI

Colleen Hargraves, RN
Christian Care Ministry

Donna M. Hayes, RN, AD

Barbara J. Hess, RN, BS, CCM

Linda Hunne, RN

Debbie Kelly, RN
Synergy Medical Education Alliance

Barbara Kronas, RN, MSHSA
Health Alliance Medical Plans

Julie Kulawiec, RN, MBA
Express Scripts, Inc.

Pamela Larson
SMDC Health System

Katherine Leebrick, RN
Health Care Partners

Jean Lockington, RN, MA
JT Lockington Consulting, LLC

Ruth C. Maher, RN, BSN, CHPN, CCM
Anthem

Sheryl Miller, RN
Anthem

Faye Newman

Patty Pate
Health Net/Federal Service

Jamie J. Patterson, RN, MSN, MBA
Volunteer State Health Plans

Lorena Repaal, RN

Stacy Richards, LPN
Anthem/Wellpoint

Nancy Rogers
USFHP, CHRISTUS Health

Melinda Ruple, RN
Northshore Specialty Hospital

Todd Ruth, LPN
Wellpoint

Denise Sannicandro, AAS, BSN, MSN, MBA
Alvarado Hospital

Michelle Schroeder
UnitedHealth Group

Cheryl Slegers, RN
AMERIGROUP Corporation

Heather Smith, LPN
Ohio Health - Grant Family Practice East

Jenni Smith, LPN
Ohio Health - Grant Family Practice East

Debra Stango, RN
Keystone Mercy Health Plan

Dana Steffey, LPN
nHealth Insurance Company

Toschka Stewart-Jones, RN
Kaiser Permanente

Cheryl Strait, LPN
Ohio Health - Grant Family Practice East

Danielle Lynn Stull, BSN
Enhanced Care Initiatives

Misty Swicegood, RN-BC, MSN
Humana

Annelise Vaughn, RN, BSN
Anthem

Louella Vivas, AASN
Kaiser Permanente

James Voiland
El Paso First Health Plans, Inc.

Genevieve Williams, RN
AMERIGROUP Corporation

Akeisha Wilson-Coulibaly, RN
Wellpoint

Leveraging Resources and Raising the Bar to Improve Diabetes Management

by **Sean Mahone, President and Co-owner of Great Lakes Medical Supply**

Every 19 seconds someone is diagnosed with diabetes in the United States; it's no secret that diabetes is becoming an epidemic. As managed care organizations enroll more and more members with diabetes, how does the influx of members – and their costly diabetes diagnosis – stay manageable? A simple answer: demand more from your vendors.

Diabetes is expensive

The American Diabetes Association reported that approximately \$1 in \$10 U.S. healthcare dollars is attributed to diabetes – a total of \$174 billion annually. The average individual with diabetes costs their health plan \$11,744 every year. Costs include: diabetes medications and supplies (12%), other healthcare expenditures (88%), including prescription medications to treat complications of diabetes (11%), physician office visits (9%) and hospital inpatient care (50%). If you can learn how to manage the “12%”, it can dramatically affect the other “88%”.

With my company, Great Lakes Medical Supply (GLMS), we have proven to reduce the clinical costs of diabetes, the “88%”, for a partnering health plan. Great Lakes Medical Supply provides diabetes supplies and prescription medications to customers nationwide. Our specialty is partnering with plans to help reduce diabetes costs – we do much more than just “putting strips in a box.”

Healthy behavior saves money

People with diabetes who self-monitor their glucose levels also take their medication more regularly and have lower, healthier long-term blood glucose levels. GLMS customers test their blood sugar with a 95% compliance rate to what their physician prescribes (average prescribed rate of 2.69 times per day with an average customer testing amount of 2.55 times per day). In addition, the return on investment for an increase in prescription costs due to compliance for diabetes is 7 to 1.

As a durable medical supply company with a full-service pharmacy, our philosophy revolves around test strip compliance, medication adherence and diabetes education. We know this model works; we have proven to reduce

clinical costs of diabetes by 22% for a partnering health plan.

Compliance is driven from healthy behaviors. We've found that compliance is made up of three key factors: convenience, care and education, and communication. And when these three factors combine, plans save money.

Convenience

Motivating the member to be proactive keeps compliance rates high and helps to keep costly complications low. Refill reminders, simple transitions for existing prescriptions and follow-up for renewal prescriptions lead to compliance and medication adherence for members.

Care and Education

In addition to reinforcing test strip compliance and medication adherence, we promote diabetes education. Every shipment of diabetes supplies includes our diabetes educational newsletter, The Monitor. GLMS and the American Diabetes Association are working together to provide free education to people with diabetes through our educational classes, Diabetes Review and Healthy Steps. These programs have reached over 3,600 people, with 73% of Diabetes Review attendees requesting to go on for further education.

Diabetes is a disease in which a person must make their own healthy decisions. As I've heard it best from one of our partnering plan's CMCN, “you manage your diabetes or it manages you.” Empowering members to make healthy decisions and proactively manage their diabetes to prevent or delay serious (and costly) complications are goals of our educational programs.

Communication

Ongoing communication with the member, plan, and physician keeps Great Lakes Medical Supply in the “communication hub.” This allows us to provide our managed care partners with something that we constantly hear they're starving for – data. Through state-of-the-art reporting capabilities, we provide numerous monthly reports to partnering plans to help them manage their diabetes members and identify “at-risk” members.

Leveraging Your Vendors

You should demand this information from your vendors! Do you know how often your members are testing? Do you know if they've missed a shipment or a prescription refill? Do you know if they've moved? As the member's diabetes supply provider, we at GLMS have this information and provide it to our partnering health plans. This can lead to case management interventions before serious complications arise. If your vendor is not providing this data to you, ask them why not. If your vendor tells you it's not possible, challenge “why”. This information should be readily available to you. You are paying a vendor to provide services to members whose health is your responsibility; you are rated on HEDIS, not the vendor.

Another way to leverage your diabetes vendor is through HEDIS support. We have helped our plans' HEDIS initiatives in many ways. We reinforce health initiatives in shipment stuffers or over the phone. HEDIS-specific diabetes prescriptions can also be implemented to help collect this data. In addition, we can target educational programs for members to reinforce healthy behaviors and support plan-identified HEDIS initiatives. With a growing population of patients with diabetes, you need a diabetes supply company that you can trust to provide your patients with the supplies they need. Whether it's Great Lakes Medical Supply or your current vendor, demand that they're providing you with information so that you can keep your HEDIS scores high and members healthy.

For more information about GLMS' diabetes management program, please contact Sean Mahone, President of GLMS at 1-800-774-0788 or visit GLMS online at www.glmsupply.com.

References

1. Diabetes Care, Volume 31, Number 3, March 2008.
2. www.diabetes.org. Covering the Costs of Diabetic Testing Supplies Improves Health.
3. Impact of Medication Adherence on Hospitalization Risk and Healthcare Cost, Medical Care, Volume 43, Number 6, June 2005

Become a Certified Managed Care Nurse (CMCN) Today!

The CMCN is setting a standard for nurses across the continuum of managed healthcare. AAMCN offers a preparatory course for the certification, covering all the critical areas of managed care. In 2009, more nurses began preparing for the exam with our course than ever before; take on our challenge to become certified! Group rates available for the purchase of the Home Study Preparatory Course! Contact Patti Hulcher at phulcher@aamcn.org or 804-747-9698 for more information!

Quick Change Artist

by Richard Yadon, CPC, CERS

One of my family's favorite television shows is "America's Got Talent." We enjoy watching that vast array of performers that range from very talented and unique to just plain awful. Several years ago the show featured a "Quick Change Artist." It was a fascinating act. A stunning woman twirled around the performer, darting quickly behind curtains or other fabrics.

Within a split second, the very same woman would emerge in a new, elaborate costume. It was almost as if a magical can of paint had been poured over the woman to create a new set of clothes. Never have I seen someone "change" so dramatically, so fast.

Do you ever feel like "quick change artist" should be listed in your job description as a manager? We are in a new economy, swiftly approaching the dawn of an evolving health care environment. The economy is shifting more toward services and knowledge based work. Technology will take on an even greater role in driving profitability and efficiency in health care operations. Soon, competition for your job could come from practically anywhere

on earth.

Careers just don't develop the way they did ten years ago and this is no one's fault. The economy and health care reform have no regard for our opinions, feelings or fears. The world rewards only those of us who catch on to what's happening; those who invest energy into seizing the opportunities that will be brought about by change.

In order to take care of your own career and those individuals who work for your company, you need to manage perpetual motion. Your organization needs to reshape, shift and flex to fit the rapidly changing world. These are the only ways to flourish in a fiercely competitive economy.

You can expect flexible ways of working. Job descriptions should be thrown out and replaced by role analysis. If you are still interviewing new employees to validate their resume you have already tied one hand behind your back. Short-lived assignments will become ordinary. Change can be painful. When it damages careers, emotions such as grief,

anger and depression come naturally, making it hard for people to "buy in" and be productive.

Mobility makes you a valuable member of the management team. Your goal should be rapid recovery and instant alignment to changes regardless of the impact on you personally. Take individual responsibility for adapting to change just like you would if you were accepting a new job; watch how quickly your responsibilities grow within the organization.

Finding and retaining top talent through a changing environment is one of the greatest challenges Corporate America faces today. You will always have a seat at the table for strategic meetings when your input is welcomed and relied because of your established reputation as a change agent.

Richard Yadon, CERS, CPC, is President and CEO of Health Career Professionals, a managed care talent consulting and executive search firm. You can get more career advice at www.MyHealthCareerProfessionals.com.

Jokes for a Quick Laugh

by Jennifer Baron, RN, CMCN

"Leave" jokes

Be "like a tree and leave"

Be like a hockey stick and get the puck out of here!

Be like a banana and split!

Be like a baby and head out!

Be like Michael Jackson and beat it.

How is a woman's skirt like a good book??!?

Punchline: It should be short enough to be interesting yet long enough to cover the subject! (And, nurses, don't we know so far too well about long books!)

My students do say amusing things once in a while and I was thinking about it and thought it might be more amusing for us nurses' to enjoy:

One time, during our postconference time at the end of a nursing home clinical day, a very eager replying student spoke up in response to a question I threw out. I asked the students, "OK does anyone know what C & S stands for (in regard to lab tests). He immediately replied enthusiastically, "CENTRAL NERVOUS SYSTEM". LOL - There are so many acronyms that mean different things, aren't there?!

Fall Managed Care Forum November 4-5, 2010 Bellagio Hotel Las Vegas, NV

Don't miss the chance for the highest quality continuing education, networking with a diverse group of executive managed care professionals & learn about the latest available products and services to utilize in your population, all with a fun-filled backdrop of Las Vegas! PLUS, receive a low hotel rate of just \$179/night! You won't want to miss this fantastic opportunity!

\$250 Discount off your registration fee!

Visit www.aamcn.org to register! Enter the code NN250 in the value code box of the registration form to redeem this offer!

**** Remember, AAMCN Pre-Conference Wednesday, November 3rd!!**