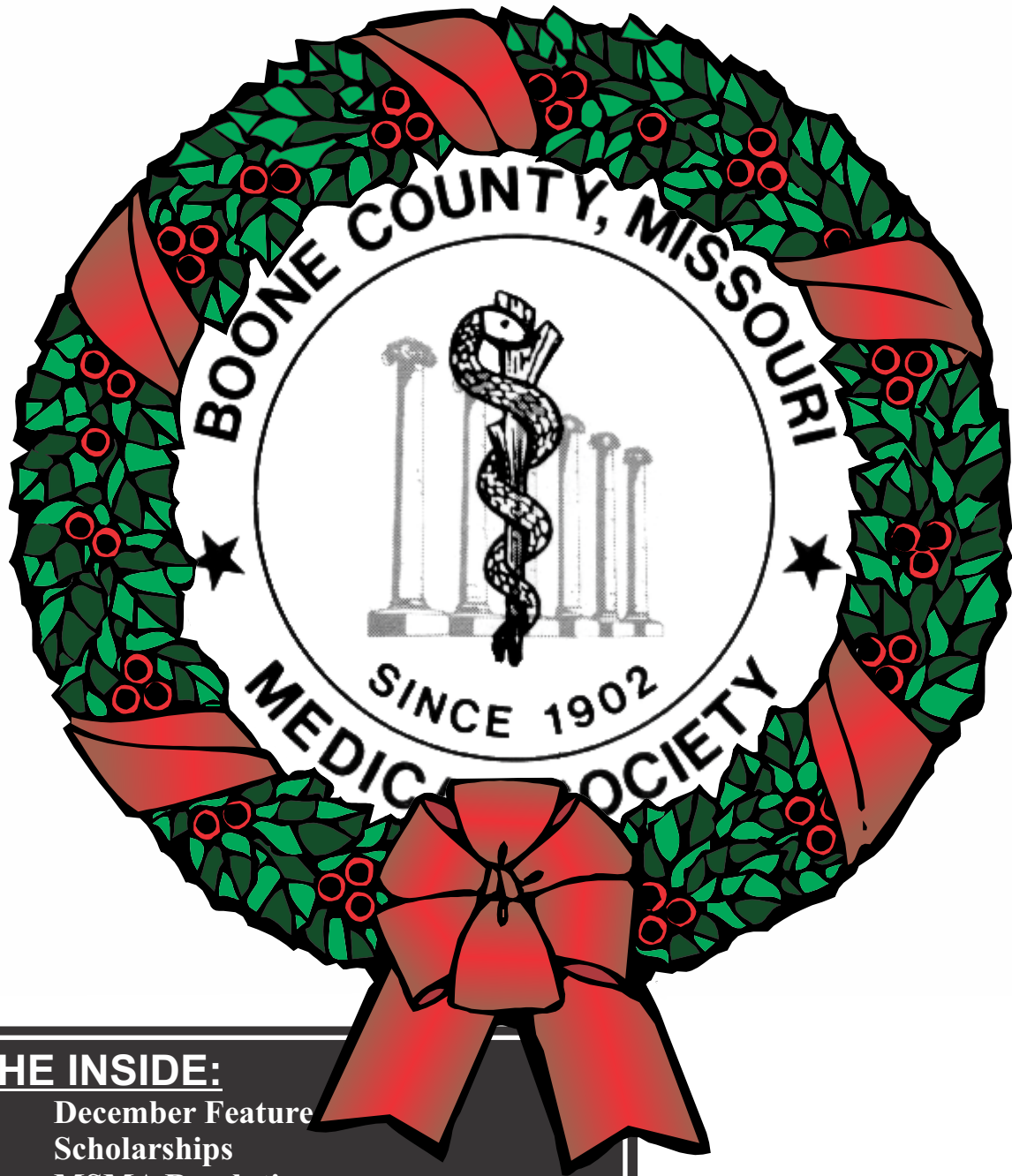


# PRESCRIPTIONS

BOONE COUNTY MEDICAL SOCIETY



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# BOONE COUNTY MEDICAL SOCIETY



## PRESCRIPTIONS

VOLUME: 32      ISSUE: 12

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*Prescriptions* is published monthly for members of the Boone County Medical Society (physician members in Boone, Cooper and Howard Counties) Deadline for submission of materials is the first of each month preceding publication.

\*Disclaimer: BCMS does not assume responsibility for the statements of authors and opinions expressed are not necessarily those of *Prescriptions* or the BCMS nor should publications or advertisements be considered an endorsement by the BCMS.

### **TO TELL US WHAT'S ON YOUR MIND!!!**

PHONE: (573) 814-1894  
FAX: (573) 814-3765  
EMAIL: bcms@socket.net

#### **ADDRESS:**

Boone County Medical Society  
Box 196  
Columbia, MO 65205

#### **PRESCRIPTIONS MISSION STATEMENT:**

**“The Boone County Medical Society *“Prescriptions”* is to be used for communication among its members; to inform members of activities, highlight membership concerns and promote camaraderie. It is also intended as a forum to address community health needs.”**

## A Recipe for Deducting Meals, Parties and Gifts Provided to Employees



Few things say "thank you" like food. As the holidays and year-end crunch approach, many employers will bring pizza or donuts into the office, organize a holiday luncheon or provide their staff with free Thanksgiving turkeys. Employer-provided meals offer an opportunity to thank employees for another year of service — or to entice them to stay late during the busy season. But many companies are unsure about the IRS rules for deducting employer-provided meals, parties and gifts. In many cases, businesses may be able to legitimately deduct 100% of the costs of these items, if they abide by the IRS rules.

### General Tax Rules for Meals

As a general rule, a business may deduct only 50% of the cost of business meals and entertainment for federal tax purposes. However, meals provided to employees may be fully deductible in certain circumstances, such as when meals are provided as additional compensation (and thus included in the employees' taxable income) and when they qualify as tax-free de minimis fringe benefits.

Meals also may be both deducted by the employer and excluded from employees' income if they're furnished 1) for the convenience of the employer, and 2) on the business premises. According to the regulations, the "convenience-of-the-employer test" is met only if meals are furnished for a substantial noncompensatory business purpose.

Although the finding of a substantial noncompensatory business purpose depends on the facts and circumstances, the regulations provide a number of acceptable circumstances, including when:

1. **Meals are provided in order to keep employees available for emergency calls during the meal period.** However, the regs add that such calls must actually occur or be reasonably expected to occur.

2. **The nature of the employer's business means meal periods are short (for example, 30 to 45 minutes).** However, the furnishing of meals isn't considered to be for a substantial noncompensatory business purpose if a meal period is shortened in order to allow employees to leave early.

3. **Employees cannot otherwise secure proper meals within a reasonable meal period.** As an example, the regulations state that meals qualify under this test if there aren't enough eating facilities near the workplace.

Some companies offer in-house lunches every day. Besides keeping employees happy and fueled for the workday, business reasons for providing food perks include:

- Incentivizing employees to work longer hours,
- Cutting down on excess lunch breaks,
- Fostering collaboration on site, rather than at public restaurants where employees may inadvertently leak trade secrets or other confidential information, and
- Attracting new employees and demonstrating goodwill toward the existing staff.

Under the current tax rules, if more than 50% of the employees fed on the premises are furnished the meals for the convenience of the employer, then all meals furnished on the premises to employees are treated as furnished for the convenience of the employer — and, therefore, are excludable from all employees' income, regardless of whether a particular employee meets the convenience-of-the-employer test.

**Important note:** Earlier this year, the IRS reiterated concerns it raised last year about certain employer-provided meals. Eventually, the IRS concerns could possibly lead to new rules which would limit deductions for providing unlimited free meals and snacks all day long. This practice

has become customary in the technology industry to attract and retain employees — and entice them to work longer hours.



Uncle Sam also may help subsidize your holiday party. The IRS allows some exceptions to the 50% deduction limit for meals and entertainment provided during holiday parties. Under the tax code, "occasional parties or picnics for employees and their guests" may qualify as de minimis benefits. This means that the cost of throwing a holiday party for your employees and their family members is generally 100% deductible for federal income tax purposes. It's also not includable in the employees' income.

Likewise, holiday parties for the general public are generally 100% deductible for federal income tax purposes. But expenses incurred for customers must meet the requirements for business meals and entertainment, and, even then, they're only 50% deductible. Party expenses incurred for friends are not deductible, however.

To qualify as a business meal and entertainment expense, customer holiday parties must be for legitimate business purposes, cannot be extravagant, and require proper substantiation, including who, when and what was discussed and how much was spent.

To illustrate: Suppose your holiday party costs \$2,000. Half of your 200 guests are employees, 50 are customers and 50 are friends. You allocate party costs based on the number of guests as follows:

- \$1,000 to employee-related expenses,
- \$500 to customer-related expenses, and
- \$500 to friend-related expenses.

During the party, the owner announces the company's plans to remodel and expand its showroom in 2016 and allows customers to preview the blueprints. How much of the party expenses can the company deduct?

With proper documentation — such as receipts, vendor contracts, a copy of the invitation, a signed guest book and a video of the owner's speech — the company can probably deduct \$1,250. That equals 100% of employee-related expenses and 50% of customer-related expenses. The cost of hosting your friends isn't a legitimate business expense, so it's not deductible.

### Food-Related Gifts

Gifts of holiday turkeys, hams or fruitcakes are generally 100% deductible for employers and excluded from employees' income. Why? They're not worth much, and it would be "unreasonable or administratively impracticable" to account for these benefits.

But gift cards to local restaurants or the grocery store to pick out your own holiday turkey are a different story. The IRS considers these to be cash-equivalent fringe benefits. Their value is obvious and accounting for them isn't unreasonable or impractical, so the IRS almost always requires employers to include gift cards as part of employees' income.

### For More Information

Many gray areas exist when it comes to deducting meals, parties and gifts. It's always smart to consult a tax professional to make sure you get it right. Don't let the confusing tax rules dissuade you from offering these perks, however. Showing your appreciation at year-end can pay dividends all year long.



An employer-operated eating facility is usually a de minimis fringe benefit — and, therefore, the costs of providing meals there may be 100% deductible — if it's located on or near the employer's business premises. The facility's revenue also must normally equal or exceed its direct operating costs (the "revenue test"). Highly compensated employees get the exclusion only if access to the facility is provided on a nondiscriminatory basis.

For purposes of the revenue test, the regs state that, "if an employer can reasonably determine the number of meals that are excludable from income by the recipient employees," then it can "disregard all costs and revenues attributable to such meals provided to such employees." This is a complex area of the tax code, so contact your tax adviser for more information.

*Reprint permission from Baer & Edington  
(Certified Public Accountants and Consultants)  
November 16, 2015 Newsletter*

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Graphics by BCMS

**NEW TIMEFRAME FOR SCHOLARSHIP AWARDS**



Normally the application period for our BCMS and Ladenson scholarships would be:

- ◆ **September:** Letters go out to Schools of Medicine in Missouri.
- ◆ **February 15:** Application period deadline.
- ◆ **March/April:** Appropriate committee reviews Applications and makes final scholarship selection then BCMS board reviews that decision.
- ◆ **May:** Recipient notified and monetary award sent to appropriate university or recipient.

Beginning this year our application period was reviewed and determined that it was not meeting the needs of the student applicants or universities, especially when the Ladenson Scholarship is to be applied directly to tuition.

The scholarship committees, your officers/board (along with the Ladenson family on that scholarship) and the Schools of Medicine worked together and have agreed that the following would be our application period.

Starting with 2015 the following has become our timeframe criteria:

- ◆ **May:** Letters go out to Schools of Medicine in Missouri.
- ◆ **June 1-September 1:** Application period.
- ◆ **Sept 2 - Nov 1:** Appropriate committee reviews Applications and makes final scholarship selection then BCMS board reviews that decision.
- ◆ **December 1 or Sooner:** Recipient notified and monetary award sent to university or recipient.

With that information on the next two pages are the 2015 recipients of our two scholarships.



**2015  
DR. ROLAND and VIRGINIA  
LADENSON SCHOLARSHIP  
RECIPIENT**

The Boone County Medical Society/Missouri State Medical Association Committee (comprised of **Ted Groshong, Mila Cunningham and Mark Bryer**) has selected Kristen Allcorn Killen as the 2015 recipient of the Ladenson Scholarship. She is a fourth year medical student and Integrated Resident in Family and Community Medicine Residency at the University of Missouri-Columbia.

She graduated from Smith Cotton High School in Sedalia, MO as valedictorian. She then entered the University of Missouri-Columbia graduating Summa Cum Laude with special recognition in both the Honors Certificate and the Multicultural Certificate with her BA in Social Work.

As an undergraduate she founded a free meal service in Sedalia and she has continued a leadership role in this enterprise since. (This service provides food 5 nights a week for people in need.) She is an “exceptional volunteer” for MedZou. She is President of the student's interest in Global Health for Tomorrow. She has worked in a federally qualified health center (FQHC) in Missouri and a few hospitals in Kenya and Uganda for two summers. These experiences have stimulated her desire to serve those who have little access to healthcare.

She has completed the third year of medical school and has received Letters of Commendation for four of the seven required clerkships. Kristen is a strong student academically receiving Honors in Block 7. She carried an outstanding score for USMLE Step One “and an even better one” in Step Two.

One of her recommendation letters stated that she started out proficient in oral and written presentations and ended up as an excellent presenter orally and with written notes significantly exceeding expectations.

She exhibits a knowledge base superior to many other students; her level of enthusiasm for patient care and primary care specifically was exemplary. Patients often took time to say how impressed they were with her patient skills.

Kristen's work as an Integrated Resident in the Department of Family and Community Medicine has shown that she was an excellent candidate for this program.

Kristen's goals are congruent with the intent of this scholarship. She has demonstrated her abilities, both clinically and academically. The Department of Family Medicine, one of the strongest in the country, has already indicated their interest in matching her.

We have invited Mrs. Killen to attend the January Gala so you will all have a chance to meet this extra-ordinary young lady.



**2015  
BCMS/MSMA  
SCHOLARSHIP RECIPIENT**

The Boone County Medical Society/Missouri State Medical Association Committee (comprised of **John DeSpain, Steve Westgate, Mark Janzen and Allen Cass**) has selected Samuel F. Thompson as the recipient of our 2015 scholarship.

Mr. Thompson is a graduate of Rock Bridge High School and acquired his BS in Biological Sciences, Summa Cum Laude, prior to entering MU-Columbia's Medical School where he is in his fourth year.

His plans include completing a residency in orthopaedic surgery (although he does not know

that path will ultimately lead him professionally, his aim is simple – *to become a competent surgeon and compassionate healer.*

Throughout medical school his leadership roles have included services as co-chair of the Patient Liaison Committee for MedZou Health Clinic; current President of the Student Orthopaedic Interest Group and past Treasurer of that group. He is a student member of the American Medical Society for Sports Medicine and Student Ambassador for the MU School of Medicine.

Volunteer organizations he has participated in are:

- ❖ Tutor and Mentor, “Cor” – After School Youth Mentoring Program
- ❖ Student Coordinator and volunteer, MU “Friday Night Lights” – Orthopaedic Clinic
- ❖ Volunteers or has volunteered at: MedZou Community Health Clinic, MedZou Musculoskeletal Health Clinic Night, Fellowship of Christian Athletes Day Camp and Salvation Army Harbor House Health Screening Night, Columbia for Joplin, Granny's House, Won-by-One to Jamaica Humanitarian trip and Medical Ministries International (Nagua, Dominican Republic)
- ❖ Mentor – K Life Ministries

He has been offered an opportunity to serve for three weeks this spring at Tenwek Hospital in Bomet, Kenya. Tenwek is one of the largest mission hospitals in all of Africa – a 300 bed facility that serves the primary health care needs of 600,000 people within a 20 mile radius and functions as an academic referral center for a much larger region. He will work directly with the orthopaedic surgery service at the hospital which sees an extremely high volume of orthopaedic trauma due to the exponential increase in the number of road traffic accidents in Kenya.

Mr. Thompson has won multiple honors and awards including Class of 1969 Scholarship, General Medical Scholarship, Summer Research Scholarship, and MU Board of Curators Scholar.

He has four research publications, has given five presentations and is currently working on three different research projects.

When he has time his hobbies and interests are: Golf, fly fishing, hunting and playing basketball.

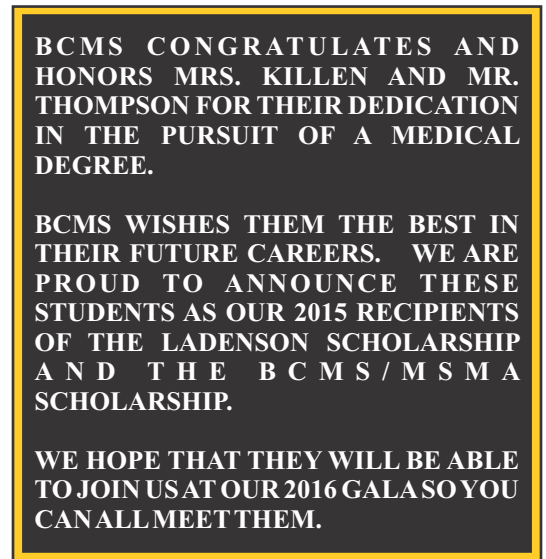
Some of Mr. Thompson's references have stated:

*He has extremely high board scores that prove his intellectual ability and medical knowledge but his potential as a future physician isn't just book smarts, he shows excellent compassion and empathy for his patients—“all of which will lead him to become an excellent physician in the future and I hope someday he will join me as a faculty member at the University of Missouri.” He continues with additional baseball related research and has developed the majority of a manuscript on youth baseball pitching mechanics that is currently under review for publication in AJSM.*

*“He is a warm, engaging human being, whose enthusiasm is contagious.”*

One of his references began her letter with:  
*“As a prior recipient of this scholarship, I would be honored to share this accolade with Samuel.”*

Mr. Thompson will use our scholarship money to help finance his trip to Kenya.



## **WHAT IS A RESOLUTION????**

### **A GUIDE ON WRITING RESOLUTIONS FOR THE MSMA 2016 CONVENTION**

If you feel strongly about an issue and believe your colleagues would join you in supporting Missouri State Medical Association and state action to make improvements for patients and physicians, you have two choices.

1. Allow the status quo to continue
2. Write and promote a Resolution for change

Use the following MSMA “Guidelines on Resolution Writing” to help House of Delegates decide on issues which are important and deserving of official MSMA policy.

Any MSMA member, group of members or local society may submit Resolutions for consideration at the MSMA Annual Convention in April.

Writing a Resolution simply means detailing the reasons why you think the issue is important and clearly stating what action you want the MSMA to take. Identify issues and present them in the form of Resolutions through the forum of your local medical societies. In this way, national, regional, local and individual concerns are brought to the attention of the MSMA for debate and evaluation.

Not every Resolution involves potential legislation. Sometimes Resolutions give direction to make changes within the MSMA organization or set an agenda for one of MSMA's committees, commissions, or task forces.

A fundamental element of Resolution writing is the background research of MSMA and AMA policy. MSMA positions can be found in the MSMA Membership Directory [www.msma.org](http://www.msma.org) and AMA positions can be found in the AMA Policy Compendium [www.ama-assn.org](http://www.ama-assn.org).

After submitting your Resolution, you can take action to improve its changes for adoption by the House of Delegates by advocating, explaining and urging passage by the Reference Committee during the Convention.

- Provide sufficient relevant documentation to help support your Resolution.
- Talk to convention delegates from your district to ensure they understand the purpose of your Resolution.
- Ask colleagues to support your Resolution and vote appropriately at the Second House of Delegates.

1. **Choose a topic** that is important, relevant and deserving of official MSMA and AMA policy.

2. **Identify yourself** as the author of the Resolution, even if it is submitted by a group or society.

3. **WHEREAS clauses** are factual clauses to support your Resolution; they should be concise and to the point. Resolutions that have a page or more of WHEREAS clauses only serve to make the reader less amenable to your idea if he or she has to sort through multiple WHEREAS clauses to determine your point. The entire Resolution should be no longer than one page.

4. **RESOLVED clauses** state your proposed policy change. Internal resolutions affect MSMA action (resolved, that the MSMA...), external Resolutions are forwarded to the AMA for further action (RESOLVED, that the AMA...). Internal and external intents may not exist within the same RESOLVED clause, rather, separate RESOLVED clauses are necessary if you want the MSMA to take an action separate from the AMA. RESOLVED clauses should only be one sentence in length and must be able to stand alone as they are the only part of the Resolution that will be debated by the MSMA House of Delegates.

5. **Information** can be included with the Resolution and is used for documentation of WHEREAS clauses for review by the Reference Committees.

#### *At the Convention...*

6. **After your Resolution is accepted** by the House of Delegates at the Convention, it will be assigned a Reference Committee where a physician panel will hear testimony from various groups or individuals regarding the action determined in the RESOLVED clauses according to the testimony and research provided by the documentation.



7. **Each Resolution is then submitted to the MSMA House of Delegates** in the following session. At this session, further testimony is heard from physicians or the society which sponsored the Resolution.

8. **A vote is taken** at the House of Delegates to determine the outcome of the Resolution.

IT IS EASY TO WRITE A RESOLUTION OR IF YOU PREFER LET OUR BCMS RESOLUTION EXPERTS ASSIST YOU. Contact the BCMS office at: bcms@socket.net.

**WORK ON YOUR RESOLUTION NOW.**

**NOTE:** FINAL REVIEW OF ALL BCMS MEMBER RESOLUTIONS WILL TAKE PLACE AT THE JANUARY 5 BCMS BOARD MEETING. BCMS WILL THEN SUBMIT THEM TO MSMA

In the last few years Resolutions that have been written by BCMS members and submitted to the MSMA House of Delegates were:

- Prescription Drug Monitoring
- Ethics Ruling on Markups for Pathology Services
- Support for Direct Billing Legislation for Pathology Services
- Medical Ethics
- Electronic Medical Records
- Credentialing CME
- Carbon Monoxide
- Health System Reform
- Childhood Obesity

**MONTHLY RETIRED PHYSICIAN LUNCHEON !! LOCATION CHANGE !!**

Retired physician luncheon meets on the 3rd Wednesday of each month at 12:00PM (noon)

**Arris'**

1020 E. Green Meadows Rd #102  
Columbia, Mo

No reservation needed, just show up.

**NEEDED:  
11 BCMS MEMBERS  
TO BE DELEGATES  
AT THE MSMA  
CONVENTION**

**MARCH 18-20, 2016  
RENAISSANCE ST. LOUIS HOTEL  
IN ST LOUIS**

If you are available to attend the convention, please let the BCMS office know by January 15. **Any BCMS member can be a delegate.** If you are planning to submit a Resolution, it is advisable to attend the convention so that you can defend that Resolution. Watch for updated information concerning hotel reservations and further details.

158<sup>th</sup>   
**Missouri State Medical Association**  
**Annual Convention**

March 18-20, 2016 - St. Louis Airport Renaissance Hotel

Make hotel reservations prior to February 24, 2016 to take advantage of MSMA's Convention room rate.

Call the St. Louis Renaissance Airport Hotel directly at 1-800-468-3571 or

Online at <http://www.marriott.com>

**NOMINATION OF  
DR. PATRICK SMITH  
FOR 2015 BCMS  
DOCTOR OF THE YEAR  
BY: DR. GENE RIDENHOUR**

In Dr. Ridenhour's nomination letter\* he states”

I would like to nominate Patrick Smith, M.D. for the BCMS “Doctor of the Year”.

It is a great pride, honor and privilege to be able to propose this wonderful physician and surgeon to this status.

After completing residency in orthopaedic surgery from the University of Michigan, he arrived here in Columbia around 1986 to begin his private practice. He and I had similar professors through membership in the Collier Surgical Society. He was recruited by Glen McElroy, M.D. (head MU team and sports physician) to join him at the Columbia Orthopaedic Group where he is still in private practice. His contributions thereafter are legendary, as demonstrated at state, national and international forums. His medical care regarding the athletes is cherished and his leadership role to his fellow physicians, residents, fellow and students is greatly admired.

We were in private practice together for many years in Columbia where I noted his excellent bedside manner, kindness, expertise and many personal and professional traits which are universally admitted by both patients and physicians. When visiting with his immediate staff (nurses, research personnel, technicians and secretaries) they glow when his name is mentioned. He is impeccably honest, forthright and admired by patients for discussing his arthroscopic and surgical findings and skills.

His CV makes me so proud:

- Board certified in orthopaedic surgery and sports medicine
- Significant contributions to 10 different medical research projects
- 14 journal and 4 book chapter publications
- Leadership from Chairman of the Board to Delegate to Trustee in organized medicine groups

- 6 society memberships
- 4 guest professorships
- 34 speaking engagements, locally, nationally and internationally
- He has been head team physician since 1991; Clinical Assistant Professor of Orthopaedics (1992-present) and Co-Director Sports Medicine Fellowship (2011-present) at MU
- He has been elected into the Sports Medicine Hall of Fame by the Missouri Athletic Trainers Association; inducted into the Missouri Sports Hall of Fame; invited into membership to the International ACL Study Group and been on the Best Doctors in America list 11 different times.

He is a family man. He and his wife, Karen, have 5 children. He has made many large monetary contributions to his church and community charities.

I implore you to strongly consider Dr. Smith for the honor of being Boone County Medical Society's Doctor of the Year.

*Gene Ridenhour, M.D.\*\**

*(Past President of BCMS; Former VC of Boone County Hospital; Chief of Surgery Boone County and Regional Hospitals; Assistant Professor MU Medical Center; Colonel (Ret) USA; Fellowship EFSC; Attending Physician Staff Physician, EFSC and lecturer for 20 years at MU Medical Center)*

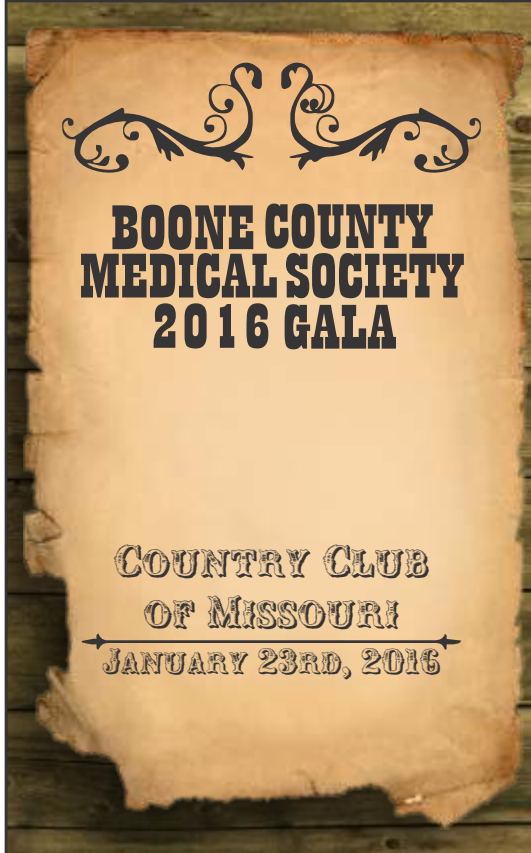
\*BCMS has taken category numbers from Dr. Smith's CV and added them to Dr. Ridenhour's letter.

\*\*NOTE: Gene Ridenhour passed away September 1, 2015.

The Doctor of the Year Committee and Officers/Board of Boone County Medical Society agreed with Dr. Ridenhour's nomination thereby naming

**PATRICK SMITH, M.D.  
2015 DOCTOR OF THE YEAR**

Dr. Smith will be honored at our Gala on January 23, 2016 at the Country Club of Missouri. Watch for your invitation arriving in the mail and see information forthcoming in *Prescriptions*.



**6:00-7:00 SOCIAL RECEPTION**  
with cash bar

**7:00 WELCOME**  
Bill Atterberry  
Master of Ceremonies

**DINNER**  
**PROGRAM**

**INSTALLATION OF 2016**  
**SLATE OF OFFICERS/BOARD**  
Introduced by Bridget Early

**OATH OF OFFICE**  
by John Stanley, MSMA President

**2015 DOCTOR OF THE YEAR AWARD**  
Patrick Smith

**50 YEAR PHYSICIAN**  
**PRESENTATIONS TO**  
Lawrence Lampton, W. Kirt Nichols,  
Gilbert Ross

**ACTS CELEBRATION**  
by Trish Blair

## **BOONE COUNTY MEDICAL SOCIETY**

### **2016 ANNUAL GALA RESERVATION**

Your response is requested by  
January 11, 2016.

**Member Name:** \_\_\_\_\_

\_\_\_\_\_  
(please print)

**Name of Guest(s):** \_\_\_\_\_

\_\_\_\_\_  
(please print)

**Black Tie Optional**

**\$35.00 per person**

Payment must accompany  
reservation

**Mail to:**  
Boone County Medical Society  
Box 196  
Columbia, MO 65205

**Reservation and payment  
MUST be received no later than  
January 11, 2016.**

**Boone County Medical Society**  
**Box 196**  
**Columbia, MO 65205-0196**

**Return Service Requested**

Presorted  
Standard  
U.S. Postage  
PAID  
Columbia, MO  
Permit 148

**MULATION 2016**

**When:** Wednesday, January 20th, 2016

**Where:** Peachtree Catering and Banquet Center  
120 E Nifong Blvd # 104, Columbia, MO

**Who:** Community physicians, residents,  
MU medical students

**Program:** 6:30-7:15 pm social time  
7:00-9 pm round table discussions

**2016 BGMS GATA**

**Entertainment:** Country Club of Missouri  
Bill Atterberry  
Comedian & Musician  
Ozark Opry

6:00pm Social  
7:00pm Dinner

**JANUARY 23RD, 2016**