



**AEGIS**  
MEDICAL SYSTEMS, INC.

## NEWS IN BRIEF

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[www.aegismed.com](http://www.aegismed.com)

**Dear Aegis Family Members and Friends:**

**Anniversary Awards:** We would like to take this opportunity to once again acknowledge those employees who received awards and watches at the holiday parties in recognition of their years of service with the company. Thank you very much and we look forward to many more years...



Lisa Dickerson – El Monte – 25 Years  
Berta Garcia – Corporate – 19 Years  
Shirley Benton – La Mirada – 15 Years  
Susie Florez – Wilmington – 15 Years  
Suzie Hernandez – Central Corp – 11 Years



**Stripping Santa Sequel:** We're wondering why Pete Petit (aka The Stripping Santa or No-Clothes Claus) didn't tell his wife about his new side job? Is it because she would want him to share in the tips? Is it because she would make him claim them as income on their taxes? Is it because she'd want to know where he received his training? And we need to know if there's any truth to the rumor that this year's Holiday Parties will include the happy couple as a duet that dances and doffs their duds? We're also curious if any pictures are floating around out there on the web and if Pete has already copyrighted [www.strippingsanta.com](http://www.strippingsanta.com)

**Holiday Help Take Two:** Inadvertently left off our list in last issue of extra help to our patients in the holidays were the efforts of the **Pomona Clinic**. They bagged up canned foods donated by staff and Queen of the Valley Hospital and distributed them to their needy patients.

**Regional Management Meetings:** All clinic managers and assistant managers attended management meetings in their region in the latter part of February. The new corporate structure and departments' jurisdictions were introduced along with the new directors and their respective responsibilities. The Clinics' Business Plan for 2003 was discussed, with presentations regarding medical and clinical priorities, a new quality control system soon to be implemented, quality assurance and accreditation priorities, clinics' financial goals, HR structure, marketing, community relations, and outreach activities. Clinic managers then discussed their individual clinics with the different corporate department directors.

**Pasadena Convinces Court:** Counselor Robyn Alerich composed a letter on behalf of two Aegis clients that convinced Pasadena Superior Court to order the clients to attend counseling at the Aegis methadone program while they await Prop 36 slots. One client is a DMC client who is ordered to attend 200 minutes of counseling per month. The other client is a cash client who could not afford 200 minutes, so the court order was for 50 minutes. Extra effort and a successful letter have benefited both the clients and the clinic's counseling units.

**ADAB Meeting:** The Roseville Clinic hosted an Alcohol and Drug Abuse Board (ADAB) meeting on January 20, 2003. Approximately 15 ADAB staff attended and were treated to a brief tour of the clinic and presentations by both the clinic and the Roseville Patient Advocate. The ADAB staff had an opportunity to ask questions and clinic manager, Margaret Cook, felt it went wonderfully and they received some good feedback.

**Input Request:** Hi. How are you? What's up? What's new? We need to know, so the News In Brief can go. Please send us your positive news, good ideas, etc. Email your input to [clintn@aegismed.com](mailto:clintn@aegismed.com) or fax them to Ellen at 818-206-0381. Thank you.

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**Preventive Maintenance:** The following clinics offered flu shots at a nominal cost to clients and staff during November and December: Atascadero; Central Corporate; El Monte; Hesperia; Inglewood; La Mirada; Lompoc; Oxnard; Pomona; Santa Paula; Simi Valley; West Covina; and Wilmington.

**Inaugural 2003 Winners:** Congratulations to the winners of our first contest of 2003. They responded with the most words that contained at least two double letter combinations. And the winners are (drum roll please): **1<sup>st</sup> place** and **\$50** for 445 words is **El Monte**; **2<sup>nd</sup> place** and **\$40** for 392 words is **Simi Valley**; and **3<sup>rd</sup> place** and **\$30** for 66 words is **Velma Lopez** from **Mini-Corp.**

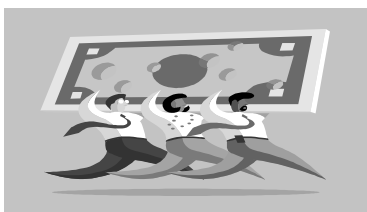
**Here Comes The Ombudsman:** William Shilley has been named the first Aegis Ombudsman, effective March 1, 2003. An ombudsman is someone who can receive complaints or questions confidentially from patients, employees, clients, family members of persons served, persons in the community, vendors, or governmental agencies and then address the issues independently and impartially. Appropriate subjects for the Ombudsman include behavior that is improper, illegal, unfair, or contrary to policy. A website for the Ombudsman is under construction and will soon be available at [www.aegisombudsman.com](http://www.aegisombudsman.com)

**Merger In Motion:** As you read this, the Lompoc clinic is in the process of merging into the Santa Maria clinic.

**CARF Update:** Clinic Managers and Assistant Managers attended a CARF training in San Diego on January 9<sup>th</sup> & 10<sup>th</sup>. The training contained a comparison between CARF, JCAHO, and COA (the three accrediting bodies). It also covered the preparation for a CARF visit, including a brief overview of how to go through our own things with the manuals to discover what items we need. The Health and Safety Manuals have been distributed, and we can all expect to see QA out and about in the field before the upcoming CARF visits...

**Grandma Garcia:** Berta Garcia, Quality Assurance Supervisor, is a happy new grandmother. Her daughter gave birth on March 1<sup>st</sup> to the newest member of their family, a baby girl named Ashley.

**Referral Bonus Policy:** Any eligible employee who generates a candidate referral for a position opening that results in a hire with a successful completion of the introductory period will be compensated by a **CASH BONUS** in the form of an Employee Referral Bonus. Eligible employees are all current Aegis Medical Systems, Inc. employees whose job responsibilities do not include recruitment. Bonuses vary for filled position as follows: **Physician (\$500)**; **PA, NP, LVN or LPT (\$350)**; and **Counselor (\$150)**. For more information, contact the **Human Resources** department at corporate.



**Dual Diagnosis Training:** A Counselor and Management-Team training on Dual Diagnosis (also known as co-occurring disorders) was carried out by Al Cohen at Bakersfield 21<sup>st</sup> St on February 26th. The training addressed the recognition and assessment of secondary psychiatric disorders (specifically anxiety and depression), the documentation required, and the treatment steps to be followed. Specific assessment tools discussed were the Beck Anxiety Inventory and the Beck Depression Inventory II. Training is being scheduled on a clinic-by-clinic basis with several already on the calendar for March.

**New Contest – Find the “Aegis”:** Prizes to the first 3 entrants who can correctly identify how many times the word “Aegis” appears on our website, [www.aegismed.com](http://www.aegismed.com). Please fax your responses to Ellen at 818-206-0381.

**Pick Your Prizes:** Here is your golden opportunity to impact the prize picking process. Contest prizes are typically monetary rewards, but they need not be limited to that. Let us know what you think winners would want...email ideas to [ellen@aegismed.com](mailto:ellen@aegismed.com) or fax them to Ellen at 818-206-0381.