



Nursing Newsletter

Iowa Board of Nursing Riverpoint Business Park, 400 SW 8th St., Suite B, Des Moines, IA 50309-4685

Volume 25, Number 4

November, December 2006, January 2007

PROVISION OF NURSING SERVICES BY TELECOMMUNICATIONS/ELECTRONIC MEANS

Questions and responses regarding provision of nursing services by telephone/electronic transmission are provided below:

1. What are the nurse licensure requirements for an RN handling telephone calls for patients calling from or residing in Iowa?

In keeping with 655 IAC 3.2(1), nurses who respond to telephone calls from patients calling from Iowa shall have a current Iowa license, whether or not the employer is in Iowa or whether or not the person receives compensation.

2. Does the provision of nursing service by electronic transmission constitute the practice of nursing?

Yes, the delivery of nursing services by telephone or any other electronic means constitutes the practice of nursing.

3. Is the provision of nursing by electronic means included in the definition of "patient care" as utilized in IAC 655 3.2(2)a.?

When the nurse uses electronic means to gather information from a client and gives advice based on assessment of the client, that is the practice of nursing and is the provision of patient care. In fact, the accountability in this type of situation is just as great, if not greater, than in some situations in which the nurse is providing direct physical care.

4. A patient resides in Iowa and is a patient of a local physician. The patient travels outside of Iowa and calls into their local physician's office/clinic or a 24 hour nurse call center. Can the RN working in the physician's office/clinic or 24 hour call center answer the patient's questions or give advice to the patient?

Yes, the RN must have a current Iowa license and must practice within the guidelines of the Iowa Administrative Code. Also it is important to note that the patient must be in transit and not residing in another state.

5. Patient resides outside of Iowa and calls into the Iowa based physician's office/clinic or 24 hour nurse call center. Can the RN working in the physician's office/clinic or 24 hour nurse call center answer the patient's questions or give advice to the patient?

If the state in which the patient is calling from is a member of the nurse licensure compact agreement, YES. This decision is based on where the patient is located at the time care is rendered.

For updates on compact legislation in other states, see:

<http://www.ncsbn.org/nlc/index.asp>

NOTICE FROM THE NATIONAL CERTIFICATION CORPORATION (NCC) WOMEN'S HEALTH CARE NURSE PRACTITIONER (WHNP) AND THE NEONATAL NURSE PRACTITIONER (NNP)

Certification Eligibility Criteria Changes

This announcement contains important information about changes to the NCC certification program for the Women's Health Care Nurse Practitioner (WHNP) and the Neonatal Nurse Practitioner (NNP) examinations that NCC sponsors. **If you are currently certified by NCC, these changes will have no effect on your certification. However, if you let your certification lapse, you will be subject to these changes.**

- Beginning on January 1, 2007 NCC will no longer recognize certificate education as an eligibility criterion to take the NCC WHNP examination. To qualify to take NCC WHNP examination, graduation from a Master's or post master's WHNP program that meets NCC current requirements will be required. NNP certificate education has not been recognized by NCC for exam eligibility purposes since January 1, 2000.
- Beginning January 1, 2007, NCC will only consider applicants from programs that hold CCNE and NLNAC accreditation during the time the accreditation process incorporated the Criteria for Evaluation of Nurse Practitioner Programs, National Task Force On Quality Nurse Education (National Task Force Guidelines) into their accreditation review.
- The accreditation organizations began such standard incorporation into their accreditation review January 1, 2005. **Therefore, graduates from programs prior to January 1, 2005 will no longer be eligible to take or retake an NCC WHNP or NNP exam.** The only way such individuals would qualify to take an NCC NP exam is to go back to a current NP program that meets NCC current requirements and earn a master's or post master's degree.
- Individual program reviews from defunct programs will no longer be undertaken. All individuals must be a graduate of WHNP or NNP program at the graduate level that meets NCC current requirements and are accredited by either CCNE or NLNAC.

Implication for Current NCC RNCs Certified As Nurse Practitioners

RNCs (certified as NPs) who let their certification lapse will be subject to these new eligibility criteria for re-examination. Therefore, any RNC who graduated from a certificate program or who graduated from a WHNP or NNP graduate program prior to January 1, 2005 would not be eligible to retake the examination to regain certification status.

NCC examinations are offered via computer all year around so individual NPs who are graduates of programs prior to 2005 or who are certificate prepared WHNPs are still able to take the examinations before the new criteria go into effect at the first of the year. Registration materials are available on the NCC website at www.nccnet.org.

Thank you for reading this announcement and sharing information with those who might benefit from its contents.

NURSE MIDWIFE COMMITTEE

The board is seeking to establish a five-member committee with the charge to review board rules regarding scope of practice for nurse midwives, and make recommendations. Nominations are being sought to fill two positions on that committee, designated for Advanced Registered Nurse Practitioners who are not certified as Nurse Midwives.

Any licensee interested in serving on this committee, should submit nominations and resumés to the board office at 400 S.W. 8th Street, Suite B, Des Moines, IA 50309-4685. The deadline for submitting the necessary materials is November 15, 2006.

IOWA BOARD OF NURSING FEES

The following licensing fees were reviewed and approved by the board at its meeting September 7-8, 2006.

Application for Examination	\$ 93.00
Renewal of License	\$ 99.00
License by Endorsement	\$119.00
Reactivation of License	\$175.00
Late Renewal	\$149.00
Application for ARNP	\$ 81.00
ARNP Renewal	\$ 81.00
Evaluation of DCI/FBI Criminal History	
Background Check	\$ 50.00
Certified Verification of License	\$ 25.00
Duplicate/Re-issue of Wallet Card	\$ 20.00
Certified Copy of Original Document	\$ 20.00
Returned Check	\$ 15.00
Employer Verification of License	\$ 3.00

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**MEMBERS OF THE
IOWA BOARD OF NURSING**
May 1, 2006 - April 30, 2007

TERM ENDS

M. Ann Aulwes-Allison, RN, MA, EdS, Chairperson 436 East Manning, Ottumwa, IA 52501 (Nursing Education)	2009
Pauline E. Taylor, RN, BSN, Secretary 1917 Graslon Drive, Iowa City, IA 52246 (Nursing Practice)	2008
William M. Miller, MS, ARNP 1122 Woodland Road, Harlan, IA 51537 (Nursing Practice)	2007
Clyde Bradley 315 33rd Avenue North, Clinton, IA 52732 (Consumer)	2007
Jane E. Hasek, RN, EdD 606 Center Street, Reinbeck, IA 50669 (Nursing Education)	2007
Mary J. Jacobus, LPN 3105 14th Avenue North, Fort Dodge, IA 50501 (Nursing Practice)	2008
John H. Connors 2808 E. 16th St., Apt. 16, Des Moines, IA 50316 (Consumer)	2008

**BOARD MEETING SCHEDULE
2006 - 2007**

December 6-7-8, 2006 (November 15, 2006)
February 28, March 1-2, 2007 (February 7, 2007)
June 13-14-15, 2007 (May 23, 2007)

Requests for establishment of new schools, requests for major curriculum change, other special requests, and regular business will be considered at each meeting. Materials must be received in the board office **three (3) weeks** prior to a scheduled board meeting. For your convenience, behind each board meeting date is the deadline for receipt of materials.

**AGENDAS AND MINUTES
ON THE WEB**

All Board and Committee agendas are on our website. Agendas are posted at least 48 hours in advance of a meeting. Previous agendas will remain posted until replaced by the current agendas. Board and Committee minutes are posted at our website approximately three (3) months following the meetings.

You can reach our Agendas and Minutes at our website, www.state.ia.us/nursing, under "Boards and Meetings."

**DISCLAIMER
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For advertising rates and information, contact Arthur L. Davis Agency, 517 Washington, P.O. Box 216, Cedar Falls, IA 50613, Ph. # 1 - 8 0 0 - 6 2 6 - 4 0 8 1 .
Responsibility for errors in advertising is limited to corrections in the next issue or refund of price of advertisement. Publisher is not responsible for errors in printing of schedule.

COMMUNICATING WITH THE IOWA BOARD OF NURSING

The Iowa Board of Nursing requests that licensees and the public use the board web site www.state.ia.us/nursing or telephone verification system 515-281-3255 for 24-hour access to online license renewal and verification, address changes and general information.

Use the following contacts for specific questions. If you inquire about your licensure status or request written materials, provide the following information at the beginning of the call/message: Iowa license number, full name, mailing address, and phone number including area code.

QUESTIONS ABOUT	CONTACT
<ul style="list-style-type: none"> • Your license renewal or reactivation in process • Lost/stolen licenses • License Verification 	Phone 515-281-3264 tconsta@bon.state.ia.us
<ul style="list-style-type: none"> • Application for license renewal or reactivation • Inactive status 	Phone 515-281-4826 ibon@bon.state.ia.us
<ul style="list-style-type: none"> • Application forms for licensure by examination or endorsement • ARNP application and renewal • Foreign applicants for licensure • Your application in process 	Phone 515-281-6488 newnurs@bon.state.ia.us
<ul style="list-style-type: none"> • Continuing education rules • Continuing Education provider rules 	Phone 515-281-8808 cnewell@bon.state.ia.us
<ul style="list-style-type: none"> • Special approval of Continuing Education courses • Audits 	Phone 515-281-8258 dbrown@bon.state.ia.us
<ul style="list-style-type: none"> • Disciplinary issues • Sanctioned cases • Roster and label orders 	Phone 515-281-6472 enforce@bon.state.ia.us
<ul style="list-style-type: none"> • Iowa Board of Nursing newsletter 	Phone 515-281-4823 marmago@bon.state.ia.us
<ul style="list-style-type: none"> • Scope of nursing practice in Iowa 	Phone 515-281-4828 nsgprac@bon.state.ia.us
<ul style="list-style-type: none"> • Formal nursing education in Iowa • NCLEX® test modifications 	Phone 515-281-4828 nsgeduc@bon.state.ia.us
<ul style="list-style-type: none"> • Nurse Licensure Compact Agreement (Multi-state license) 	Phone 515-281-5535 llinder@bon.state.ia.us

Change of Address/Name

State law requires you to keep the Board of Nursing apprised at all times of your current mailing address. Notification of address changes must be made in writing. For your convenience, you may utilize the following form to submit your address change.

Last Name: _____ SSN: _____ / _____ / _____
First Name: _____ RN/LPN#: _____
Middle Name: _____ Today's Date: _____
Resident State: _____ Name Change: _____ Yes _____ No
Previous Name: _____

OLD ADDRESS: Address _____ _____ City _____ State _____ Zip _____
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NEW ADDRESS: Address _____ _____ City _____ State _____ Zip _____
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- () Check here if you are on active military duty.
- () Check here if you are a Federal Employee.
- () Check here if you are an LPN but have filed application for an RN license.
- () Check here if your license expires in less than 2 months and you would like a renewal form mailed to you.

Mail to: Iowa Board of Nursing
Riverpoint Business Park
400 SW 8th St., STE B
Des Moines, IA 50309

or
e-mail information to:
ibon@bon.state.ia.us

PROVIDER UPDATE

The following providers have moved or changed their name, which should be noted on the listing in your possession:

(Provider 12)
Indian Hills Community College
651 Indian Hills Drive
Ottumwa, IA 52501

(Provider 39)
Iowa Association of Nurse Anesthetists
1004 Poplar Street
Atlantic, IA 50022

(Provider 120)
NMC Professional Development
Nebraska Methodist College
720 North 87th Street
Omaha, NE 68114

(Provider 297)
Olympus America, Inc.
Two Corporate Center Drive
Mellville, NY 11747-3157

(Provider 317)
Educational Dimensions
1588 Kennesaw Drive
Clermont, FL 34711-6871

(Provider 325)
Health.edu
3601 4th Street STOP 7755
Lubbock, TX 79430-7755
(A division of Texas Tech University
Health Sciences Center)

(Provider 328)
Cross Country Education, LLC
1645 Murfreesboro Road Suite J
Nashville, TN 37217

(Provider 331)
Story County Hospital and Clinics
630 6th Street
Nevada, IA 50201

(Provider 346)
PESI Healthcare, LLC
200 Spring Street
P.O. Box 1000
Eau Claire, WI 54702

The following provider has voluntarily relinquished Iowa provider approval, and should be removed from the list in your possession:

(Provider 332)
American Association of Critical Care
Nurses
101 Columbia
Aliso Viejo, CA 92656

PROCEDURES FOR INACTIVE STATUS

- Requests for inactive status from licensees will NOT be accepted.
- Licensees will no longer need to request to place their Iowa license on inactive status when they move out of state or are no longer practicing in the nursing field. (The license will be placed inactive 30 days after expiration.)
- Delinquent status has been eliminated.
- Licensees who do NOT renew their Iowa license within 30 days after expiration will automatically be placed on inactive status.
- For reactivation of an inactive license the licensee will be required to submit a reactivation application and the fee of \$225.00. The continuing education requirement for reactivation is 1.2 Continuing Education Units or 12 Contact Hours that were earned in the previous 12 months. Two fingerprint cards are also required, to conduct a criminal history background check.
- Licensees who move to another compact state and are issued a license in the new compact state will have their Iowa license placed inactive immediately upon issuance of the new license. The Iowa license will need to be returned to the Iowa Board of Nursing office.
- Licensees who inadvertently allow their license to become inactive and continue to work using the inactive license will be brought to the attention of the Enforcement Unit for Investigation. Reactivation of the license will require a reactivation application, proof of 1.2 Continuing Education Units or 12 Contact Hours, two fingerprint cards, and the fee of \$225.00.
- Iowa law requires you to keep the board informed of any name or address changes, even when your license is on inactive status.

MANDATORY TRAINING ON ABUSE IDENTIFICATION AND REPORTING

Legislation passed during the 2001 Iowa General Assembly mandates that licensing boards, including the Iowa Board of Nursing, require a person, who regularly examines, attends, counsels, or treats dependent adults or children in Iowa, upon renewal of licensure to accurately document compliance with training requirements on abuse education and/or dependent adult abuse. The course must have been completed within the last 5 years. Licensees who were previously certified using the old curriculum may use that certification to meet the board requirements. Individuals who take the course after September 26, 2002, will be required to complete a course approved by the Iowa Department of Public Health Abuse Education Review Panel. A list of approved courses is available at

www.idph.state.ia.us/bhpl/abuse_ed_review.asp

NURSE LICENSURE COMPACT

The Iowa Board of Nursing is pleased to be a member of the nurse licensure compact. This new form of licensure and regulation will better protect the public by:

Allowing competent nurses to provide care both physically and electronically wherever care is needed;

Providing the public ready access to and a choice of qualified nurses;

Protecting clients against incompetent nurses or unsafe nursing care through better communication between boards of nursing, cooperative disciplinary investigations and prompt reporting of disciplinary action;

Benefiting employers of nurses by having a more mobile workforce and a convenient centralized database for verification of licensure credentials.

Understanding the Basics

☑ The nurse licensure compact allows a nurse who resides in a compact state to hold ONE license in the nurse's primary state of residence and practice in all other states in which the compact is in effect. Primary state of residence is where the nurse holds a driver's license, pays taxes and/or votes.

☑ The compact requires the nurse to practice according to the laws and regulations of the state in which the nurse provides care where the patient is located at the time the care is provided. The practice laws and regulations for many states are available online.

☑ A nurse who is under discipline may be in a monitoring agreement, which restricts practice across state lines.

☑ If you hold a license in a COMPACT state and RESIDE in that COMPACT state, your license is a multistate license which authorizes you to practice in any other compact state.

☑ If you hold a license in a COMPACT state, but do not RESIDE in that compact state (reside in a non-compact state), your license is a single state license and it authorizes you to practice only in that compact state. For example, if you hold an Iowa nursing license, but do not live in Iowa, the license is a single state license and does not grant you the privilege to practice in any other state.

☑ If you are licensed in both Iowa and another compact state and RESIDE in the other compact state, your Iowa nursing license will be administratively placed on inactive status immediately. Only one active license can be held by a licensee among the compact states.

☑ The compact does not supersede federal law. Therefore if you are employed in military service or work for the federal government, you may continue to hold a nursing license in any state you choose. If you are working as a nurse in a nongovernmental capacity, you are required to contact the state board of nursing in that state to determine if a nursing license is required.

☑ If you **move** from one compact state to another compact state and practice nursing, you must obtain a license in your **new** home state. However, you may continue to practice under the former home state license and the multistate licensure privilege in the new home state for a period **not to exceed 30 days**.

a. The 30-days shall begin with the date of hire/employment in the new primary state of residence.

b. If the licensee begins employment before changing primary state of residence, the 30-days begins upon the date that the licensee establishes the new primary state of residence.

For updates on compact information or a list of compact states go to: www.ncsbn.org/nlc/index.asp

SUMMARY BOARD OF NURSING MEETING JUNE 7-9, 2006

Board Members Present:

M. Ann Aulwes-Allison, RN, Chairperson
Pauline Taylor, RN, Secretary
William Miller, RN
Clyde Bradley
Jane Hasek, RN
Mary Jacobus, LPN
John Connors

Professional Staff Present:

Lorinda K. Inman, RN, Executive Director
R.C. Miller, Enforcement
David Lamb, Enforcement
Sandra Colin, RN, Enforcement
Dana Peterson, Enforcement
David Cruse, RN, Enforcement
Doug Bartels, Enforcement
Taunya Cunningham, RN, Enforcement
M. Christine Newell, RN, Nursing Standards
Kathleen R. Weinberg, RN, Practice/Education
Lynn Linder, Licensing Officer

Enforcement:

1. The board completed action on the following cases:
 - a. Probation:
 - (1) Janet Niblack, #P33360 – 6 months (reinstatement)
 - (2) Linda A. Olson, #053762 – 12 months
 - (3) Diane T. Bradley, #059029 – concurrent with supervision ordered by District Court in Webster County, Iowa
 - (4) William L. Berryman, #103535 – 12 months
 - (5) Rebecca Egel-Payne, #081380, #P26217 – Concurrent with probation ordered by District Court in Polk County, Iowa

- b. Suspension:
 - (1) Melissa A. Fogel, #P45435 – Indefinite
 - (2) Patricia A. Johnson, #P37259 – Indefinite
 - c. Fine:
 - (1) JoAnna J. Parker, #P07765 – \$150
 - (2) Roberta A. Hagedorn, #066998 – \$100
 - (3) Sally Gilligan, #P20128 – \$550
 - (4) Lara L. Kleier, #P41559 – \$250
 - d. Continuing Education:
 - (1) Thomas J. Person, #P46358 – 30 contact hrs.
 - (2) Shane H. Nelson, #104489 – 60 contact hrs.
 - (3) Lyle E. Erickson, #P45805 – 45 contact hrs.
 - e. Voluntary Relinquishment:
 - (1) Karen L. Schaben, #P29407
 - (2) Amanda Arons, #100926
 - (3) Katherine Beuse, #P36286
 - (4) Kimberly Cameron, #104520
 - f. Citation and Warning:
 - (1) Kristine M. Maas, #P43031
 - (2) Mary Ann Geiger, #037356
 - (3) Rebecca A. Frommelt, #092738
 - (4) Maridee Clark, #094056
 - (5) Holly Kellis-Naill, #P44753
2. The board voted to:
 - a. Issue 17 Notices of Hearing.

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SUMMARY *Continued from page 6*

- b. Close 83 cases for lack of probable cause.
 - c. Postpone 14 hearings.
 - d. Accept 17 Statements of Matters Asserted.
 - e. Accept 10 Combined Statements of Charges, Settlement Agreements and Final Orders.
 - f. Approve 2 felony applicants.
 - g. Approve 2 requests for license reinstatement.
3. The board held 3 hearings.

Continuing Education:

1. There were no new provider numbers awarded since the last board meeting.
2. The following providers were approved for renewal since the last board meeting:
 - #2 Marshalltown Medical & Surgical Center, Marshalltown, IA
 - #6 Iowa Western Community College, Council Bluffs
 - #46 St. Luke's Hospital, Cedar Rapids
 - #274 Educational Resources, Inc., Shawnee Mission, KS
3. American Red Cross, Central Iowa Chapter, Des Moines, voluntarily relinquished Provider No. 125 since the last board meeting.
4. The board voted to deny Iowa provider approval to Visiting Nurses Services, Des Moines, IA, for failure to meet Chapter 5 provider criteria within three committee reviews from the receipt of the initial application.
5. The board voted to approve the request submitted by Carol Hinton, to recognize the clock hours for the annual meeting, "National Network of State Adolescent Health Coordinators," held April 6-8, 2006, in Seattle, WA, for 17.9 contact hours.

Education:

1. The board voted to accept the MSN program progress report submitted by Briar Cliff University, Sioux City.
2. The board voted to accept the Bachelor of Science in Nursing Completion Program progress report submitted by Dordt College, Sioux Center.
3. The board voted to approve the following courses for the Bachelor of Science in Nursing Completion Program submitted by Dordt College, Sioux Center:
 - NUR 305 Economics and Types of Health Care
 - NUR 330 Research and Scientific Inquiry
 - NUR 352 Family, Community and Public Health II
 - NUR 390 Professional Practice Development
4. The board voted to accept the practical nursing program progress report submitted by Hamilton College, Iowa Campuses.
5. The board voted to accept the Online RN to BSN Completion Program progress report submitted by Kaplan University, Davenport.
6. The board voted to approve the course Nu 491 Directed Studies in Nursing submitted by Kaplan University, Davenport.
7. The board voted to accept the Bachelor of Science in Nursing Program progress report submitted by Northwestern College, Orange City.
8. The board voted to approve course NUR 220 Nursing and Shalom submitted by Northwestern College, Orange City.
9. The board voted to accept the Master of Science in Nursing Administration Program progress report submitted by St. Ambrose University, Davenport.
10. The board voted to approve the following courses and course syllabi submitted by St. Ambrose

University, Davenport:

- NURS 610 Information Systems Management in Nursing and Healthcare
 - NURS 615 Human Diversity and Social Issues in Healthcare
11. The board voted to defer action on the Pre-licensure Baccalaureate Program progress report and curriculum revisions submitted by the University of Dubuque, Dubuque.
 12. The board voted to accept the RN-BSN Program progress report submitted by Upper Iowa University, Fayette.
 13. The board voted to approve the following curriculum revisions submitted by Northwest Iowa Community College, Sheldon:
 - Deletion of course SC1110 Introduction to Sociology
 - Addition of course HL141E Basic Medical Terminology – 2 credit hrs.
 - Increase in course PNN651 Practical Nursing I from 7 credit hrs. to 8 credit hrs.
 14. The board voted to approve the following curriculum revisions submitted by Iowa Wesleyan College, Mount Pleasant:
 - NUR 408 Nursing Care of Adults III – Increase the 3 hrs. theory and 2 hrs. clinical to 4 hrs. theory and 2 hrs. clinical
 - NUR 407 Nursing Care of Adults II – Increase the 3 hrs. theory and 2 hrs. clinical to 4 hrs. theory and 2 hrs. clinical
 - NUR 206 Introduction to Nursing Practice – Increase the 3 hrs. theory and 2 hrs. clinical to 3 hrs. theory and 3 hrs. clinical
 - NUR 214 Basic Concepts of Pharmacology – Increase the 3 hrs. theory to 4 hrs. theory

15. The board voted to accept the notification of revisions in requirements for graduation within the general education requirements submitted by Iowa Wesleyan College, Mount Pleasant.
16. The board voted to approve the online delivery of the RN-BSN Program, Mercy College of Health Sciences, Des Moines, to Mercy Medical Center's Catholic Health Initiatives employees.
17. The board voted to approve the request for online instruction of course NURS 46 IR The Elderly & Society submitted by Briar Cliff University, Sioux City.
18. The board voted to accept the expansion of the practical nursing program to the Newton campus submitted by Des Moines Area Community College.
19. The board voted to accept the additional site location at Dordt College, Sioux Center for the Associate of Science in Nursing program at St. Luke's College, Sioux City.

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SUMMARY *Continued from page 7*

20. The board voted to accept the institutional plans for assessment and improvement of NCLEX® results submitted by the following nursing education programs:
 - Clarke College, Dubuque
 - Grand View College, Des Moines
 - Indian Hills Community College, Ottumwa
 - Iowa Wesleyan College, Mount Pleasant
 - Mercy College of Health Sciences, Des Moines
 - Mount Mercy College, Cedar Rapids
 - Morningside College, Sioux City
 - Northwest Iowa Community College, Sheldon
21. The board voted to appoint the following individuals to serve on the Chapter 2 Nursing Education Committee:
 - Associate Degree Nursing Program Educators:
 - Barbara Krieg, BSN, MA, ACSM-PD; Nursing Chair, Practical & Associate Degree Nursing Program; Hawkeye Community College; Waterloo
 - Virginia "Ginny" Wangerin, RN, MSN; Director Nursing Education; Des Moines Area Community College; Ankeny
 - Baccalaureate Nursing Program Educators:
 - Donna Kubesh, RN, PhD; Head, Associate Professor; Department of Nursing; Luther College; Decorah
 - Diann L. Martin, DNSC; Dean, School of Nursing and Healthcare; Kaplan University; Davenport
 - Practice Setting:
 - Sandy Caligiuri, RN, MS; Pain Clinician; Mercy Medical Center; Des Moines
 - Debra Juffer, RN, MSN; Clinical Nurse Specialist; St. Luke's Regional Medical Center; Sioux City
22. The board voted to appoint Ann Aulwes-Allison and Jane Hasek, board members, to serve on the Chapter 2 Nursing Education Committee. Kathleen Weinberg will serve as committee chair.
23. Information items:
 - a. Letter from Judith Hausner, Iowa Wesleyan College, Mount Pleasant, regarding her retirement
 - b. NCLEX® 1st quarter results

Practice:

1. The board voted to issue Order No. 2006-06-PR, which denies the petition for waiver of the LPN supervisory course submitted by Kathy Gaffney, Fort Madison, IA.
2. The board voted to issue Order No. 2006-07-PR, which denies the petition for waiver of the \$175 license reactivation fee submitted by Sharon E. Romans, Cedar Rapids, IA.
3. The board voted to approve the request for special testing accommodations during administration of the NCLEX® submitted by Emilie Boesen, Clive, IA, due to a diagnosed disability. The accommodations will allow three additional testing hours, a separate room while taking the NCLEX® and scratch paper provided by the testing center.
4. The board voted to approve the request for special testing accommodations during administration of the

NCLEX® submitted by Jennifer Gessert, Harlan, IA, due to a diagnosed disability. The accommodations will allow four additional testing hours and a separate room while taking the NCLEX®.

5. The board voted to appoint the following individuals to serve on the ARNP Advisory Committee:
 - Nursing Education Programs:
 - Lois Pancratz, FNP; Dubuque
 - Patricia Clinton, PhD, RN, ARNP, FAANP; Clinical Professor, College of Nursing; The University of Iowa; Iowa City, IA
 - Iowa Association of Nurse Anesthetists:
 - David C. Pederson, CRNA; Carroll, IA
 - Iowa Nurse Practitioner Society:
 - Jill Breach, ARNP, FNP, CNM; Lenox, IA
 - Iowa Association of Nurse Practitioners:
 - Gayla Baughman, CPNP, ARNP; Cumming, IA
 - Iowa Pediatric Nurse Practitioner Association:
 - Sharon Eckhart, ARNP, BC; Spencer, IALorinda Inman will serve as committee chair.
6. The board voted to delay appointment of members to the Nurse Midwife Committee due to lack of nominations of two non-midwife advanced registered nurse practitioners. Staff was directed to solicit nominations from nurse practitioner organizations.

Miscellaneous:

1. LuAnn Hart, FNP, ARNP, doctoral candidate, University of Kentucky, addressed the board on the topic of pain management.
2. The board voted to file as adopted, ARC5038B, amendments to Chapter 11 regarding rosters.

Executive Director's Report:

Lorinda Inman addressed the following:

1. National Council of State Boards of Nursing
 - On the motion of John Connors, the board voted to have Lorinda Inman and Ann Aulwes-Allison serve as delegates and Jane Hasek and Christine Newell as alternates at the NCSBN Annual Meeting in Salt Lake City, Utah.
2. Financial report
3. Legislation
4. The board voted to direct staff to research and write a rule to clear the intent and process of house file 2464, relating to the authorization of an approved nursing education program to initiate criminal and child and dependent adult abuse record checks of students and prospective students regarding the students' involvement with the clinical education component of the program.

Minutes:

The board voted to approve the following minutes as corrected:

March 1-2, 2006 board meeting
April 5, 2006 conference call
May 11, 2006 conference call

LPN SUPERVISION IN LONG TERM CARE FACILITIES

In order for an LPN to supervise in an intermediate or skilled health care facility, the LPN MUST satisfactorily complete the board approved LPN Supervisory Course within six (6) months of employment in the supervisory role. The course is designed specifically for the supervision role in the long term care patient setting. A board approved nursing program or an approved provider of continuing education must provide the course.

The area community colleges offer courses. It is the responsibility of the licensed practical nurse to maintain his or her certificate documenting completion of the course.

A licensed practical nurse is entitled to supervise without the educational requirement outlined above if the licensed practical nurse was performing in a supervisory role on or before October 6, 1982. Verification is required.

If licensees are unable to obtain the course within the first six months of employment, the LPN must write to the Board explaining the reason a waiver of the LPN Supervisory Course is being requested.

Licensed practical nurses who are enrolled full-time in a registered nurse program are not exempt from the course. However, an LPN who is a full-time student in an RN program and/or who is scheduled to graduate within one year, may request a waiver by writing to the board office. The request for a waiver must state the number of credit hours to be taken each semester and include the student's expected date of graduation.

Individuals who do not graduate from the RN program as scheduled or who are not successful on the RN-NCLEX® must take the next available course.

SUMMARY IOWA BOARD OF NURSING CONFERENCE CALLS

JUNE 20, 2006

Board Members Present:

Ann Aulwes-Allison, RN, Chairperson
Pauline Taylor, RN, Secretary
William Miller, RN
Clyde Bradley
John Connors
Mary Jacobus, LPN

Board Member Excused:

Jane Hasek, RN

Professional Staff Present:

Christine Newell, RN, Nursing Standards
Kathy Weinberg, RN, Practice/Education
Sandra Colin, RN, Enforcement
David Cruse, RN, Enforcement
Dana Peterson, Enforcement
Doug Bartels, Enforcement

Enforcement:

1. Voluntary relinquishment: Barbara A. Speake, #P36123
2. Fine:
 - a. Jennifer A. Meyer, #108267 – \$150
 - b. Joan E. Seaberg, #P35038 – \$100
 - c. Shari K. Gregory, #066252 – \$250
 - d. Debra Griffin-Auringer, #P32843 – \$150
 - e. Joyce C. Smith, #P09082 – \$50
 - f. Carol M. Ryan, #090740, #P33876 – \$350
 - g. Brent W. Vegors, #086561 – \$200
 - h. Mickie L. Hollenbeck, #P38666 – \$100
3. Continuing Education:
 - a. Holly Ann Brewer, #P41134 – 30 contact hrs.
 - b. Debra Griffin-Auringer, #P32843 – 30 contact hrs.
 - c. Brent W. Vegors, #086561 – 30 contact hrs.
4. Suspension:
 - a. Travis A. Nunemaker, #113162 – Indefinite
 - b. Tracy Carter, #113246 – Pending verification of successful completion of aftercare
5. Probation: Tracy Carter, #113246 – 12 mos.

Education:

The board voted to accept the Pre-licensure Baccalaureate Program progress report submitted by the University of Dubuque, Dubuque, with the exception of course NRS 209-L: Care of the Patient With Mental Illness: Laboratory.

The board voted to approve the following curriculum revisions submitted by the University of Dubuque, Dubuque:

- NRS 203: Care of the Adult Population: Pathophysiology and Health Care Team Prevention and Condition Management – Increase from 6 credits to 7 credits
- NRS 205: Nursing Care at the End of the Continuum: Aging – Decrease from 3 credits to 2 credits
- NRS 208: Care of the Child-bearing, Child-rearing and Pediatric Populations: Pathophysiology and Health Care Team Management – Increase from 4 credits to 5 credits
- NRS 209: Mental Health: Pathophysiology and Health Care Team Management – Increase from 4 credits to 5 credits
- NRS 301: Research in Nursing and Health Care: Critique and Utilization – Decrease from 4 credits to 3 credits
- NRS 305-P: Senior Internship: Practicum – Decrease from 7 credits to 5 credits

The board voted to approve the following courses and course syllabi submitted by the University of Dubuque, Dubuque:

- NRS 210/210-L: Basic and Complex Skills I Nursing: Assessment
- NRS 211/211-L: Basic and Complex Skills in Nursing: Nursing Interventions

The board voted to request the University of Dubuque nursing program include direct patient care experiences in NRS 209-L: Care of the Patient With Mental Illness: Laboratory. The program needs to submit a syllabus, which includes direct patient care clinical experiences, in accordance with 655 IAC 2.5(2)“a”(3) and 2.5(2)“c”(3). The course shall be resubmitted for the board’s consideration.

★ ★ ★ ★ ★ ★ ★ ★ ★ ★ ★ ★

JULY 11, 2006

Board Members Present:

Ann Aulwes-Allison, RN, Chairperson

Pauline Taylor, RN, Secretary
Jane Hasek, RN
Clyde Bradley
John Connors
Mary Jacobus, LPN

Board Member Excused:

William Miller, RN

Continued on page 10

SUMMARY Conference Calls *Continued from page 9*

Professional Staff Present:

Lorinda Inman, RN, Executive Director
Kathy Weinberg, RN, Practice/Education
Sandra Colin, RN, Enforcement
Dana Peterson, Enforcement
David Lamb, Enforcement
Taunya Cunningham, RN, Enforcement

Enforcement:

1. Fine:
 - a. Wendy E. Courtney, #P44650 – \$250
 - b. Tracy Tath, #P38004 – \$550
2. Suspension:
 - a. Angela M. Ray, #113893 – Indefinite
 - b. Mona G. Taylor, #P40964 – Indefinite
 - c. Tammy Primmer, #P36195 – Indefinite
 - d. Rhonda A. Foote, #086548, #P31911 – Indefinite
3. Probation: Patricia Roberts, #P14063 – 24 mos.
4. The board voted to accept an Amendment to the Original Statement of Matters Asserted.
5. The board voted to approve a request to practice in Iowa on a Compact license and for registration as an ARNP in Iowa.

Miscellaneous:

The board voted to file under Notice of Intended Action, amendments to 655 IAC Chapter 4 Discipline, which simplify language of the rules.

Education:

1. The board voted to approve the discontinuation of Graceland University, Lamoni Master of Science in Nursing/Clinical Nurse Specialist/Education track.
The board voted to approve the proposed addition of the educator track for the established Master of Science in Nursing Program at Graceland University, Lamoni.
The board voted to approve the proposed curriculum revisions for the established Post Master's Nurse Educator Certificate Program at Graceland University, Lamoni.
2. The board voted to approve the course and course syllabus NRS 209-L Care of the Patient With Mental Illness – Laboratory submitted by the University of Dubuque, Dubuque.
The board voted to amend the motion approved on the June 20, 2006 conference call relating to curriculum revisions, as follows: NRS 209: Mental Health: Pathophysiology and Health Care Team Management – Increase from 43 credits to 54 credits

Practice:

The board voted to approve the revised position statement on RN First Assistants in the state of Iowa.



AUGUST 22, 2006

Board Members Present:

Ann Aulwes-Allison, RN, Chairperson

Pauline Taylor, RN, Secretary
William Miller, RN
Jane Hasek, RN
Clyde Bradley
John Connors
Mary Jacobus, LPN

Professional Staff Present:

Lorinda Inman, RN, Executive Director
R.C. Miller, Enforcement
Kathy Weinberg, RN, Practice/Education
Sandra Colin, RN, Enforcement
Dana Peterson, Enforcement
Doug Bartels, Enforcement
Taunya Cunningham, RN, Enforcement

Enforcement:

1. Probation: Marlynn E. Davis, #095634 – 6 mos.
2. Citation and Warning: Jacqueline McGee, #P46153
3. Fine: Carolyn A. Ewen, #080043, #P11031 – \$100
4. Continuing Education: Alisa K. Schantz, #082767, #P28105 – 30 contact hrs.
5. Voluntary relinquishment:
 - a. Rachel Ann Wilkes, #113995
 - b. Melanie S. Plumb, #102119
 - c. Sandra S. Egli, #052547
 - d. Linda J. Silva, #109838
6. The board voted to approve 2 requests for licensure by endorsement; 1 with stipulations.
7. The board voted to deny 1 request for hearing before an administrative law judge.
8. The board voted to dismiss the Statement of Matters Asserted in 1 case.

Practice:

The board voted to approve a request for special testing accommodations during administration of the NCLEX®-PN, submitted by Cassie Mae Quackenbush due to a diagnosed disability. The accommodations will allow a separate room and reader and three additional testing hours while taking the NCLEX®-PN.

Education:

The board was informed that the Iowa Board of Nursing will no longer seek renewal of its recognition by the Department of Education as a state approval agency for nurse education.

LICENSE RENEWAL . . . ONLINE

The Iowa Board of Nursing has made renewing licenses easier for many nurses in Iowa through online license renewal. Although many nurses are taking advantage of this service, there are still many more nurses who could benefit from it. There are many advantages to online renewal including:

- ✓ It is easy. Just go to the website at: www.state.ia.us/nursing
- ✓ All you need is your license number, social security number, date of birth, MasterCard, VISA or a debit card. Answer all the questions. Pay the \$104.00 fee, which includes a \$5.00 online convenience fee.
- ✓ It is fast. Once the online renewal process is complete your license is immediately renewed and will be mailed in three to five working days.
- ✓ It is convenient. You can renew on your computer at home, at midnight or on a holiday if you choose. If you do not have a computer at home, you could renew on the computer at your local library or at your work place.
- ✓ Your information is secured/masked to protect your privacy.
- ✓ Online renewal reduces errors. The system will not let you move forward until all questions are answered.
- ✓ Online renewal is available for RNs and LPNs only.

Please note that the Board does not mail renewal forms to nurses whose licenses are due for renewal. We encourage all nurses to consider going online to apply for renewal. We think you will be surprised at how easy it is.

(Renewal lists and information for December 2006, January and February 2007 renewals begin on page 22.)

TELEPHONE VERIFICATION OF IOWA LICENSURE FOR NEW GRADUATES WHO PASS THE NCLEX® EXAMINATION

The Iowa Board of Nursing does not release NCLEX® examination pass/fail results by telephone or Internet. Candidates for licensure by examination are notified in writing of their test result. The Iowa Board of Nursing verifies Iowa licensure status through the automated telephone system on the first or second Wednesday afternoon following the test date if all the following have occurred:

- the candidate has applied for licensure in Iowa
- the candidate has passed the examination
- the NCLEX® result has been transmitted to the board by the test service

Telephone Verification

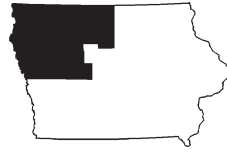
To verify licensure in Iowa, call 515-281-3255 and press 2 for initial licensure by exam information, press 2 again for exam results information. Now you will be prompted to the automated verification system. Through the verification system you will either be notified that a license is active and provided an expiration date or the system will state "invalid selection" which means your exam results have not been processed or you did not pass the NCLEX exam. Pressing 1 transfers to the automated verification system. License numbers are not released.

Questions may be directed to 515-281-6488 or newnurs@bon.state.ia.us.

- CONTINUING EDUCATION OFFERINGS -

REGION I

NORTHWEST COUNTIES OF IOWA



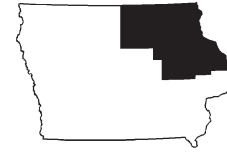
Buena Vista, Calhoun, Carroll, Cherokee, Clay, Crawford, Dickinson, Emmet, Greene, Hancock, Humboldt, Ida, Kossuth, Lyon, Monona, O'Brien, Osceola, Palo Alto, Plymouth, Pocahontas, Sac, Sioux, Winnebago, Woodbury, Wright.

ABBREVIATIONS

Spon: Sponsor	Reg. by: Register by
Fac: Faculty	TBA: To be announced
Aud: Audience	NG: Not Given
MEC: Medical Education Collaborative	

REGION II

NORTHEAST COUNTIES OF IOWA



Allamakee, Benton, Black Hawk, Bremer, Buchanan, Butler, Cerro Gordo, Chickasaw, Clayton, Delaware, Dubuque, Fayette, Floyd, Franklin, Howard, Jackson, Jones, Linn, Mitchell, Winneshek, Worth.

ABBREVIATIONS

Spon: Sponsor	Reg. by: Register by
Fac: Faculty	TBA: To be announced
Aud: Audience	NG: Not Given
inc: includes/including	NR: Nonresident

HCC: Hawkeye Community College
KCC: Kirkwood Community College
MEC: Medical Education Collaborative
NEICC: Northeast Iowa Community College
NIACC: North Iowa Area Community College
RHEC: Regional Health Education Center

November 3; 9 am-4 pm; Emmetsburg

How Green Are Your Bananas? Spon: Iowa Lakes CC. Contact: Rosemary Coleman, (712) 852-5227 or 1-800-242-5108, ext 227. Fac: John Mulvaney, MA, Ed. Aud: RNs/LPNs. High energy presentation and open discussion on optimism vs. pessimism. Fee: \$70. Reg. by: Oct 25. CEUs: 0.65.

November 7; 1-4 pm; Emmetsburg

Overview of Alzheimer's Disease: Challenging Behaviors and Recreational Activities. Spon: Iowa Lakes CC. Contact: Rosemary Coleman, (712) 852-5227 or 1-800-242-5108, ext 227. Fac: Lisa Sitzman. Aud: RNs/LPNs. Attendee will learn valuable information in the critical areas of challenging behaviors and recreational activities for those patients/residents with Alzheimer's and other dementias. Fee: \$40 (inc tuition/handouts/refreshments/cert of completion). Reg. by: Oct 25. CEUs: 0.3.

November 8; 7-10 pm; Emmetsburg

Ethics for Social Workers and Medical Professionals. Spon: Iowa Lakes CC. Contact: Rosemary Coleman, (712) 852-5227 or 1-800-242-5108, ext 227. Fac: Doug Dingel. Aud: RNs/LPNs. Explore basic ethical traditions and principles and their application in medical and social work situations. Fee: \$40. Reg. by: Oct 15. CEUs: 0.3.

December 6; 9 am-4 pm; Emmetsburg

Trapped in the Amber of the Moment. Spon: Iowa Lakes CC. Contact: Rosemary Coleman, (712) 852-5227 or 1-800-242-5108, ext 227. Fac: Rita Paskowitz, BA. Aud: RNs/LPNs. Class will provide an overview of the role of storytelling in the grieving process. Fee: \$70. Reg. by: Nov 25. CEUs: 0.65.

November 2; 6-10 pm; Cedar Rapids

12 Lead EKG Interpretation. Spon: KCC. Contact: Sandi Vanourny, (319) 398-5626. Fac: Linda Oberbroeckling, RN, BSN, CCRN, MSN. Aud: RNs/LPNs. A fast-moving interactive class provides a great review of basic 12 lead EKG interpretations. Students will be able to differentiate between myocardial ischemia, injury and infarction on the EKG while identifying the clinical symptoms of each. Fee: \$39. Reg. by: NG. CEUs: 0.4.

November 6; 6:30-8:45 pm; Cedar Rapids

Pierced and Tattooed: Health Care. Spon: KCC. Contact: Sandi Vanourny, (319) 398-5626. Fac: Mike McLaughlin. Aud: RNs/LPNs. To give the health care professional an overview on tattoos and piercings. There will be hands-on practice in removing different types of piercings. Fee: \$25. Reg. by: NG. CEUs: 0.2.

Continued on page 13

- CONTINUING EDUCATION OFFERINGS -

REGION 2 *Continued from page 12*

November 6 and 7; Cedar Rapids

Time: November 6: 8 am-4:30 pm;

November 7: 8 am-12 noon

Pediatric Advanced Life Support (PALS). Spon: St. Luke's Hosp, CR. Contact: Gwen Randall, (319) 369-8750. Fac: Carol Fridal, RN. Aud: RNs. To provide cognitive and psychomotor skills necessary for resuscitation and stabilization for an infant in respiratory distress. Fee: \$100. Reg. by: Oct 23. CEUs: 1.29.

November 7; 8 am-4 pm; Cedar Rapids

2006 Psychiatric Treatment Update. Spon: PESI, LLC. Contact: Customer Service, 1-800-843-7763. Fac: David Mays, MD, PhD. Aud: RNs/LPNs. Participants will become up-to-date on the latest research concerning mental illness, not simply influenced. Fee: \$179. Reg. by: NA. CEUs: 0.76.

November 8; 8:30 am-3:45 pm; Mason City

Medical-Surgical Conference. Spon: Reg Health Educ Cntr. Contact: Mary Newbrough, (641) 422-7941. Fac: Timothy Dettmer, MD. Aud: RNs/LPNs/ARNPs. This conference is designed to provide participants with current information regarding aspects of care for our medical-surgical patients. Fee: \$70. Reg. by: Nov 1. CEUs: 0.68.

November 9; 8 am; Cedar Rapids

Basic Dysrhythmia. Spon: St. Luke's Hosp, CR. Contact: Gwen Randall, (319) 369-8750. Fac: Donna Hoskinson, RN. Aud: RNs/LPNs. To develop a clear understanding of basic rhythm interpretation for monitored patients. Fee: \$35. Reg. by: Oct 23. CEUs 1.8.

November 9; 9 am; Cedar Rapids

Basic Cardiac Pacing. Spon: St. Luke's Hosp, CR. Contact: Gwen Randall, (319) 369-8750. Fac: Linda Oberbroeckling, RN, CCRN. Aud: RNs. To introduce difficult rhythms and analyze their significance in the clinical setting. Fee: \$25. Reg. by: Oct 30. CEUs: 0.65.

November 11; 8 am-4:45 pm; Waterloo

Stroke Conference. Spon: Wheaton Franciscan Healthcare. Contact: Staff Development Office, (319) 272-5151. Fac: Dr. Caple Spence, Cedar Valley Med Specialist, Neurosurgery. Aud: Nurses caring for stroke patients during acute phase through rehab. This multidisciplinary program is designed to present new trends in stroke management through the continuum of care. Fee: \$75 prior to Oct 13; \$100 after Oct. 13. Reg. by: Nov 1. CEUs: 0.75.

November 14; 9 am-4 pm; Cedar Rapids

Advanced Rhythms. Spon: St. Luke's Hosp, CR. Contact: Gwen Randall, (319) 369-8750. Fac: Linda Oberbroeckling, RN, CCRN. Aud: RNs. To introduce difficult rhythms and analyze their significance in the clinical setting. Fee: \$25. Reg. by: Nov 1. CEUs: 0.65.

November 15; 8 am-4 pm; Cedar Rapids

Neonatal Resuscitation Program (NRP). Spon: St. Luke's Hosp, CR. Contact: Cindy Bowers, (319) 369-7209. Fac: Cindy Bowers, RN. Aud: RNs. To instruct the individual in performing a complete, competent resuscitation for newborns. Fee: \$75. Reg. by: Nov 1. CEUs: 0.78.

November 15; 6-8:45 pm; Cedar Rapids

Office Nurse Update – Part 1. Spon: Mercy, Cedar Rapids. Contact: Wendy Coffin, (319) 398-6143. Fac: Jane Feldmann, RN, BSN, CDE. Aud: RNs/LPNs. To update healthcare professionals on vaccines/immunization information and discuss an overview of diabetes, including new treatment options and complications resulting from uncontrolled blood glucose. Fee: \$30. Reg. by: NG. CEUs: 0.3.

November 15; 8 am-4 pm; Cedar Rapids

Medical Surgical Nursing. Spon: PESI, LLC. Contact: Customer Service, 1-800-843-7763. Fac: Joan Osborne. Aud: Medical surgical nurses. The purpose of this program is to provide participants, particularly the medical surgical nurse, with information on current practice trends and the most common challenges associated with the care of today's complex medical surgical patient. Fee: \$139. Reg. by: NA. CEUs: 0.76.

November 17; 9 am-2 pm; Cedar Rapids

Balance/Coordination for the Older Adult. Spon: KCC. Contact: Mike McLaughlin, (319) 398-4947. Fac: Mark Croy, ATC. Aud: General. To improve the health care provider's knowledge and understanding of exercise techniques and strategies used to improve or maintain essential functional balance and coordination skills. Fee: \$79. Reg. by: Nov 16. CEUs: 0.5.

November 28 and 29; Cedar Rapids

Time: November 28: 7:30 am-4 pm;

November 29: 7:30-11:30 am

ACLS Provider Course. Spon: St. Luke's Hosp, CR. Contact: Gwen Randall, (319) 369-8750. Fac: Lori Gaster. Aud: NG. Offers participants the knowledge and skills needed for their professional role in resuscitation. Fee: \$100. Reg. by: Nov 14. CEUs: 1.1.

November 29; 9 am-4 pm; Cedar Rapids

STABLE The Cardiac Module. Spon: St. Luke's Hosp, CR. Contact: Cindy Bowers, (319) 369-7209. Fac: Cindy Bowers, RN, BS. Aud: RNs. To provide any neonatal or pediatric healthcare provider general guideline for the assessment and initial. Fee: \$55. Reg. by: Nov 15. CEUs: 0.66.

November 30; 6-9 pm; Cedar Rapids

Psychiatric Symptoms in Dementia. Spon: KCC. Contact: Sandi Vanourny, (319) 398-5626. Fac: Susan Schultz, MD. Aud: RNs/LPNs. Assist the health care professional to be aware of various psychiatric signs and symptoms in patients with dementia. Fee: \$35. Reg. by: NG. CEUs: 0.3.

December 1; 8 am-5 pm; Cedar Rapids

Transporting Newborns the STABLE Way. Spon: St. Luke's Hosp, CR. Contact: Cindy Bowers, (319) 369-7209. Fac: Cindy Bowers, RN, BS. Aud: RNs. To help community hospital caregivers organize care during the pre-transport stabilization period. Fee: \$55. Reg. by: Nov 24. CEUs: 0.87.

December 6; 6-8 pm; Cedar Rapids

Big Problems in Small Packages: A Pediatric Review. Spon: KCC. Contact: Sandi Vanourny, (319) 398-5626. Fac: Cathy Ross-Garron, BSN, CEN, CFRN, NREMT-P. Aud: RNs/LPNs. This interactive class will familiarize the emergency care provider with the very real differences and needs when caring for children in the acute care setting. Included will be case studies and applications. Fee: \$29. Reg. by: NG. CEUs: 0.2.

December 6; 9 am-12 noon; Cedar Rapids

Owning Up: Accountability in the Workplace. Spon: KCC. Contact: Mike McLaughlin, (319) 398-4947. Fac: Terry Whitson. Aud: General. If you want to re-engineer, re-invent, or revitalize your organization this workshop – based on the Oz Principle – will enable you to change behavior and achieve results in both your personal and professional life through individual and organizational accountability. Fee: \$75. Reg. by: Dec 5. CEUs: 0.3.

December 7; 8 am-4 pm; Cedar Rapids

Mommy, I Don't Feel So Good. Spon: PESI, LLC. Contact: Customer Service, 1-800-843-7763. Fac: Betsy Atkinson Joyce, MSN, CPNP, EdD. Aud: Pediatric nurses. After attending this seminar, you will feel comfortable speaking to parents about many well child topics, including growth and development, sleeping issues, breast vs. formula feeding and immunizations. Fee: \$139. Reg. by: NA. CEUs: 0.76.

December 7; 8 am-4 pm; Cedar Rapids

Preventing a Crisis! Subclinical Signs of Impending Doom. Spon: PESI, LLC. Contact: Customer Service, 1-800-843-7763. Fac: Carol Whiteside, RN, MSN, PhD. Aud: RNs/LPNs. A one-day educational event incorporating knowledge with critical thinking in a clinical setting. Fee: \$139. Reg. by: NA. CEUs: 0.76.

- CONTINUING EDUCATION OFFERINGS -

**REGION III
SOUTHWEST COUNTIES OF IOWA**



Adair, Adams, Audubon, Cass, Clarke, Decatur, Fremont, Guthrie, Harrison, Lucas, Madison, Mills, Montgomery, Page, Pottawattamie, Ringgold, Shelby, Taylor, Union, Warren, Wayne.

ABBREVIATIONS

Spon: Sponsor	Reg. by: Register by
Fac: Faculty	TBA: To be announced
Aud: Audience	NG: Not Given
inc: includes/including	NR: Nonresident

MEC: Medical Education Collaborative
IWCC: Iowa Western Community College

November 3; 9-11 am; Council Bluffs

Child Abuse Training for Mandatory Reporters. Spon: IWCC. Contact: Cheryl Downing, (712) 325-3265. Fac: Deb Blodgett, RN. Aud: RNs/LPNs. Child abuse identification and reporting for mandatory reporters. Fee: \$30. Reg. by: Nov 1. CEUs: 0.2.

November 9; 9 am-12:15 pm; Council Bluffs

Radiographic Protection II. Spon: IWCC. Contact: Cheryl Downing, (712) 325-3265. Fac: Mary Lou Padmos, BS, RT. Aud: RNs/LPNs. This program provides an update of Radiographic protection for various aspects of radiography. Fee: \$35. Reg. by: Nov 7. CEUs: 0.35.

November 10; 9 am-4 pm; Council Bluffs

Bipolar Disorder and Attention Deficit Hyperactivity Disorder – What They Are and How to Treat Them. Spon: IWCC. Contact: Cheryl Downing, (712) 325-3265. Fac: Patricia Hardt, MPN, ARNP, BC. Aud: RNs/LPNs. Focuses on etiology, treatments and outcomes for those with Bipolar Disorder and/or Attention Deficit Hyperactivity Disorder and enables the healthcare professional to better understand these conditions. Fee: \$70. Reg. by: Nov 8. CEUs: 0.65.

November 15; 9 am-4 pm; Council Bluffs

Diabetes Update. Spon: IWCC. Contact: Cheryl Downing, (712) 325-3265. Fac: Peg Struebing, PA-C, CDE. Aud: RNs/LPNs. Provides information on current care and management of adult and pediatric patients with diabetes mellitus. Fee: \$70. Reg. by: Nov 13. CEUs: 0.65.

November 17; 9 am-12:15 pm; Council Bluffs

Adult/Child Abuse Identification and Reporting for Mandatory Reporters. Spon: IWCC. Contact: Cheryl Downing, (712) 325-3265. Fac: Deb Blodgett, RN. Aud: RNs/LPNs. Informs mandatory reporters of suspected adult/child abuse of their role and responsibilities. Fee: \$35. Reg. by: Nov 15. CEUs: 0.35.

November 29; 9 am-4 pm; Council Bluffs

Bridging the Gap Between Knowledge and Practice – Advanced Palliative Care Concepts. Spon: IWCC. Contact: Cheryl Downing, (712) 325-3265. Fac: Mark Otto, MD. Aud: RNs/LPNs. Learn and apply advanced palliative care concepts to the present scope of practice. Fee: \$70. Reg. by: Nov 27. CEUs: 0.65.

December 5; 9 am-4 pm; Council Bluffs

The Magic of Play – The Magic of Laughter: The Benefits of Humor in Healthcare. Spon: IWCC. Contact: Cheryl Downing, (712) 325-3265. Fac: Susan Jungman, MSN. Aud: RNs/LPNs. The purpose of this program is to learn and experience the benefits of laughter, humor and play. Fee: \$70. Reg. by: Dec 1. CEUs: 0.65.

December 14; 9 am-4 pm; Council Bluffs

Reactive Attachment Disorder (RAD) – Understanding and Working With the Angry Child and Adult. Spon: IWCC. Contact: Cheryl Downing, (712) 325-3265. Fac: Gary Parker, LMHC. Aud: RNs/LPNs. Identifies Reactive Attachment Disorders and treatments for the condition. Fee: \$70. Reg. by: Dec 12. CEUs: 0.65.

January 17; 9 am-4 pm; Council Bluffs

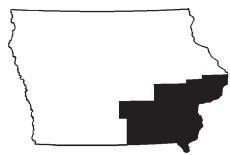
Empathizing, Understanding and Caring. Spon: IWCC. Contact: Cheryl Downing, (712) 325-3265. Fac: Kathy Montagne. Aud: RNs/LPNs. This program is interactive and takes a close look at concerns and issues encountered by patients. Fee: \$70. Reg. by: Jan 15. CEUs: 0.65.

January 25; 9 am-4 pm; Council Bluffs

Psychotic Disorders – Dilemmas in Diagnosis, Psychopharmacological Interventions and Ongoing Needs. Spon: IWCC. Contact: Cheryl Downing, (712) 325-3265. Fac: Patricia Hardt, MPN, ARNP, BC. Aud: RNs/LPNs. Provides a better understanding of psychotic behavior clusters, psychopharmacological approaches and the use of antipsychotic medication for other conditions. Fee: \$70. Reg. by: Jan 23. CEUs: 0.65.

- CONTINUING EDUCATION OFFERINGS -

REGION IV SOUTHEAST COUNTIES OF IOWA



Appanoose, Cedar, Clinton, Davis, Des Moines, Henry, Iowa, Jefferson, Johnson, Keokuk, Lee, Louisa, Mahaska, Marion, Monroe, Muscatine, Scott, Van Buren, Wapello, Washington.

ABBREVIATIONS

Spon:	Sponsor	Reg. by:	Register by
Fac:	Faculty	TBA:	To be announced
Aud:	Audience	NG:	Not Given
inc:	includes/including	NR:	Nonresident

KCC: Kirkwood Community College
MEC: Medical Education Collaborative
UIHC: University of Iowa Hospital and Clinics

November 2; 8:25 am; Iowa City

2006 Update for Nurses. Spon: UIHC Dept of Nsg. Contact: Karen Marek, (319) 356-4304. Fac: Univ of IA Hosps and Clinics staff. Aud: RNs/LPNs. To provide concise information on current clinical treatments, procedures, diagnostic modalities or nursing interventions available at the Univ of IA Hosps and Clinics to enhance quality in health care. Fee: \$38 if postmarked by Oct 11. Reg. by: Oct 11. CEUs: 0.72.

November 8; Time – NG; Iowa City

2006 Medical Psychiatric Conference. Spon: UIHC Dept of Nsg. Contact: Karen Marek, (319) 356-4304. Fac: Univ of IA Hosps and Clinics staff. Aud: RNs/LPNs. To provide information and discuss current trends in the care of pts w/dual medical and psychiatric disorders, inc narcotic dependency, borderline personality disorders, neurological impairments and testing, and factitious disorder and Munchausen syndrome. Fee: TBA. Reg. by: Oct 18. CEUs: TBA.

November 9; Time – NG; Iowa City

Basic Fetal Monitoring Workshop. Spon: UIHC Dept of Nursing. Contact: Karen Marek, (319) 356-4304. Fac: Linda Myers, RN, MSN, Advan Prac Nurse. Aud: RNs/LPNs. To provide basic information on methods of fetal monitoring, recognition of changes/interventions to assist the management of patients and documentation issues. Fee: TBA. Reg. by: Oct 19. CEUs: 0.65.

November 14; 8 am-4 pm; Davenport

Medical Surgical Nursing. Spon: PESI, LLC. Contact: Customer Service, 1-800-843-7763. Fac: Joan Osborne. Aud: Medical surgical nurses. The purpose of this program is to provide participants, particularly the medical surgical nurse, with information on current practice trends and the most common challenges associated with the care of today's complex medical surgical patient. Fee: \$139. Reg. by: NA. CEUs: 0.76.

November 16 and 17; Time – NG; Iowa City

Fundamentals of Chemotherapy and the Patient Experience. Spon: UIHC Dept of Nursing. Contact: Karen Marek, (319) 356-4304. Fac: Univ of IA Hosps and Clinics Staff. Aud: RNs providing chemotherapy. This two-day program is designed to enhance the nurse's understanding of chemotherapy and care of patients receiving chemotherapy. Fee: TBA. Reg. by: Oct 26. CEUs: 1.35.

December 6; 8 am-4 pm; Davenport

Preventing a Crisis! Subclinical Signs of Impending Doom. Spon: PESI, LLC. Contact: Customer Service, 1-800-843-7763. Fac: Carol Whiteside, RN, MSN, PhD. Aud: RNs/LPNs. A one-day educational event incorporating knowledge with critical thinking in a clinical set-

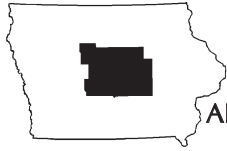
ting. Fee: \$139. Reg. by: NA. CEUs: 0.76.

December 8; 8 am-4 pm; Davenport

Mommy, I Don't Feel So Good. Spon: PESI, LLC. Contact: Customer Service, 1-800-843-7763. Fac: Betsy Atkinson Joyce, MSN, CPNP, EdD. Aud: Pediatric nurses. After attending this seminar, you will feel comfortable speaking to parents about many well child topics, including growth and development, sleeping issues, breast vs. formula feeding and immunizations. Fee: \$139. Reg. by: NA. CEUs: 0.76.

- CONTINUING EDUCATION OFFERINGS -

**REGION V
CENTRAL COUNTIES OF IOWA**



Boone, Dallas, Grundy, Hamilton, Hardin, Jasper, Marshall, Polk, Poweshiek, Story, Tama, Webster.

ABBREVIATIONS

Spon: Sponsor	Reg. by: Register by
Fac: Faculty	TBA: To be announced
Aud: Audience	NG: Not Given
inc: includes/including	NR: Nonresident

HCC: Hawkeye Community College
 INA: Iowa Nurses' Association
 MEC: Medical Education Collaborative
 UIHC: University of Iowa Hospital and Clinics

October 18-November 29; Marshalltown

**Time: Wednesdays: 5-9 pm;
Saturdays: 8 am-1 pm**

Supervising in Health Care Facilities. Spon: IA Valley Cont Educ. Contact: Cheryl Little, 1-800-284-4823, ext 305. Fac: Shelly Karr, RN. Aud: LPNs who supervise in long-term care. You will gain knowledge and skills needed to successfully manage resident care and personnel in the health care facility. Fee: \$249. Reg. by: Oct 4. CEUs: 4.3.

November 2; 9 am-4 pm; Marshalltown

Complementary Therapies in Palliative and Hospice Care. Spon: IA Valley Cont Educ. Contact: Cheryl Little, 1-800-284-4823, ext 305. Fac: Dr. Norma Hirsch. Aud: Palliative care and hospice care nurses. You will learn about complementary therapies such as visual communication through colored pencil drawing with patients, families and colleagues; also, animal-assisted therapy, music therapy, aromatherapy, massage, and acupuncture interventions that can be used in palliative/hospice care. Fee: \$49. Reg. by: Oct 26. CEUs: 0.66.

November 3; 8 am-4 pm; Des Moines

14th Annual Pain Management Seminar. Spon: Mercy Med Cntr. Contact: LuAnn Lang, (515) 643-4082. Fac: Dr. Keela Herr, Professor and Chair, Adult and Gerontological Nsg, The Univ of IA. Aud: RNs/LPNs. This all-day pain seminar is designed to enhance the participant's knowledge level in a variety of pain management topics. Fee: \$60. Reg. by: Oct 20. CEUs: 0.8.

November 6; 8 am-4 pm; Des Moines

2006 Psychiatric Treatment Update. Spon: PESI, LLC. Contact: Customer Service, 1-800-843-7763. Fac: David Mays, MD, PhD. Aud: RNs/LPNs. Participants will become up-to-date on the latest research concerning mental illness, not simply influenced. Fee: \$179. Reg. by: NA. CEUs: 0.76.

November 10-12 and December 2-3; 8 am-5 pm; Des Moines

Sexual Assault Nurse Examiner Training Program. Spon: Univ of IA Col of Nsg. Contact: Nancy Lathrop, (319) 335-7075. Fac: Linda Ledray, PhD, RN, FAAN. Aud: Nurses interested in becoming SANEs. This is an intensive five-day course to familiarize nurses with all aspects of the forensic and health care processes for sexual assault victims. Fee: \$500. Reg. by: Nov 3. CEUs: 4.0.

November 14-16; 8 am-4:30 pm; Des Moines

Pain Preceptor Program. Spon: Mercy Med Cntr. Contact: LuAnn Lang, (515) 643-4082. Fac: Joan Beard, RN, MSN, Prog Dir. Aud: RNs/LPNs. To provide healthcare providers extensive education on various aspects of pain management through didactic and clinical experiences. Fee: \$450. Reg. by: Nov 1. CEUs: 2.25.

November 16; 8 am-4 pm; Des Moines

Medical Surgical Nursing. Spon: PESI, LLC. Contact: Customer Service, 1-800-843-7763. Fac: Joan Osborne. Aud: Medical surgical nurses. The purpose of this program is to provide participants, particularly the medical surgical nurse, with information on current practice trends and the most common challenges associated with the care of today's complex medical surgical patient. Fee: \$139. Reg. by: NA. CEUs: 0.76.

December 6; 8 am-4 pm; Des Moines

Mommy, I Don't Feel So Good. Spon: PESI, LLC. Contact: Customer Service, 1-800-843-7763. Fac: Betsy Atkinson Joyce, MSN, CPNP, EdD. Aud: Pediatric nurses. After attending this seminar, you will feel comfortable speaking to parents about many well child topics, including growth and development, sleeping issues, breast vs. formula feeding and immunizations. Fee: \$139. Reg. by: NA. CEUs: 0.76.

December 8; 8 am-4 pm; Des Moines

Preventing a Crisis! Subclinical Signs of Impending Doom. Spon: PESI, LLC. Contact: Customer Service, 1-800-843-7763. Fac: Carol Whiteside, RN, MSN, PhD. Aud: RNs/LPNs. A one-day educational event incorporating knowledge with critical thinking in a clinical setting. Fee: \$139. Reg. by: NA. CEUs: 0.76.

January 16-18; 8 am-4:30 pm; Des Moines

Pain Preceptor Program. Spon: Mercy Med Cntr. Contact: LuAnn Lang, (515) 643-4082. Fac: Joan Beard, RN, C, MSN, Prog Dir. Aud: RNs/LPNs. To provide healthcare providers extensive education on various aspects of pain management through didactic and clinical experiences. Fee: \$450. Reg. by: Jan 1. CEUs: 2.25.

HOME STUDY PROGRAMS

There is no limitation on the amount of home study which can be obtained for renewal; the entire 36 contact hours can be obtained by this mechanism.

AKH Inc.
 P.O. Box 2187
 Orange Park, Florida 32067-2187
 Contact: Helen Holman
 Phone: (800) 462-8165
 Website: www.AKHealthcare.com
 (Iowa Provider Number 277)

AKH Inc. is accredited as a provider of continuing nursing education by the American Nurses Credentialing Center's Commission on Accreditation.

Alzheimer's and Other Dementias.

Fac: M. Kathleen Ebener, PhD, RN. Aud: Nurses in clinical, elder care or home care settings. This course is designed for nurses involved in the identification and subsequent care for those persons affected by Alzheimer's Disease or other dementias associated with progressive cognitive decline. Fee: \$17.50 plus S&H. CEUs: 0.36.

Arthritis.

Fac: M. Kathleen Ebener, PhD, RN. Aud: Nurses in all settings. This course will provide knowledge about the prevalence, etiology, pathology, clinical manifestations, diagnostic criteria and tests and standard treatment options for the most common arthritic health conditions. Fee: \$22.50 plus S&H. CEUs: 0.48.

Assessment Made Easy.

Fac: M. Kathleen Ebener, PhD, RN. Aud: Nurses in clinical settings. This book-based course details important techniques in a head-to-toe assessment; includes anatomy and physiology, clinical tips, insights and interpretations. Fee: \$64 plus S&H. CEUs: 2.4.

Asthma.

Fac: Jonathan S. Holman, BS, PharmD. Aud: Nurses in clinical practice. Contemporary and comprehensive information for clinicians on the pathophysiology, diagnosis, monitoring, treatment and patient education. Fee: \$27.50 plus S&H. CEUs: 0.6.

Clinical Laboratory Tests.

Fac: Helen M. Holman, MS, RN, BC. Aud: Nurses working in all clinical settings. This book-based course will cover test purposes, preparations, procedures, normal values and implications of results along with patient teaching. Fee: \$68 plus S&H. CEUs: 3.0.

Continued on page 19

- CONTINUING EDUCATION OFFERINGS -

AKH CONSULTANTS *Continued from page 18*

Depression.

Fac: M. Kathleen Ebener, PhD, RN. Aud: Nurses in all settings. This course is designed to present an overview of depression, what it is, whom it affects and what is typically done to alleviate symptoms. Fee: \$22.50 plus S&H. CEUs: 0.48.

Diabetes.

Fac: M. Kathleen Ebener, PhD, RN. Aud: Nurses in all clinical settings. This course addresses prevalence, risk factors, etiology, pathology, clinical manifestations, diagnostic criteria, tests, on-going lab monitoring and standard treatment options. Fee: \$47.50 plus S&H. CEUs: 1.0.

End of Life Issues: Advanced Directives.

Fac: Ann K. Van Ormer, RN, MS, CAN. Aud: Nurses in all settings. This course introduces the concept of preparing advance directives, considered are some of the more common legal and ethical matters associated with end-of-life issues. Fee: \$49 plus S&H. CEUs: 0.12.

Ethics and Professional Boundaries in Healthcare.

Fac: M. Kathleen Ebener, PhD, RN. Aud: Nurses in all settings. This course focuses on ethical theory, principles, and models for decision making: the distinction between law, morals, ethics, and etiquette is addressed; as well as the delineated boundaries between personal and professional ethics. Fee: \$17.50 plus S&H. CEUs: 0.36.

Expert Rapid Response.

Fac: Helen M. Holman, MS, RN, BC. Aud: Nurses in med/surg settings. This book-based course is designed to enhance critical thinking skills for the med/surg nurse, through a series of patient scenarios, the nurse will identify assessment techniques and primary responses to patient emergencies. Fee: \$52.50 plus S&H. CEUs: 1.2.

Fetal Monitoring and Assessment.

Fac: Lori L. Ley, RNC, MSN. Nurses working in OB/GYN settings. Learn up-to-date concepts of electronic fetal monitoring from operating the equipment to interpreting data. Fee: \$53 plus S&H. CEUs: 1.5.

Handbook of Medical/Surgical Nursing.

Fac: Helen M. Holman, MS, RN, BC. Aud: Nurses in med/surg settings. This book-based course explains nearly 300 disorders along with causes, assessment, diagnostic tests, treatments and complications. Fee: \$64 plus S&H. CEUs: 2.4.

Healing the Dying.

Fac: Ann K. Van Ormer, RN, MS, CAN. Aud: Nurses in palliative/hospice care settings. This book-based course will provide information regarding new choices, concepts in care and resources available to those who work with and care for the dying. Fee: \$52.50 plus S&H. CEUs: 1.44.

Healing Touch.

Fac: Ann K. Van Ormer, RN, MS, CAN. Aud: Nurses in all settings. This book-based course provides information on the integration of holistic approaches with traditional medicine; healing touch, therapeutic touch, and other modalities are explained. Fee: \$52.50 plus S&H. CEUs: 1.44.

Interpreting ECG's.

Fac: S.J. Schultz, RN, MSN, CAN. Aud: Nurses in cardiac care settings. This book-based course describes the anatomy and physiology of the heart, how to obtain a high-quality rhythm strip, measure and record components on an ECG, how to interpret and treat major arrhythmias. Fee: \$64 plus S&H. CEUs: 2.4.

Kids and Their Feelings.

Fac: Dorothy Yeager, MS. Aud: Nurses in pediatric and adolescent settings. This course provides information to better understand why kids need to learn to process feelings constructively, along with steps for assisting kids in successfully dealing with their feelings. Fee: \$30 plus S&H. CEUs: 0.36.

Nurses Drug Handbook.

Fac: Jonathan S. Holman, BS, PharmD. Aud: Nurses in all clinical settings. This book-based course contains thousands of drugs logically organized with patient teaching information; profiles on recently approved drugs and commonly used herbal medications. Fee: \$52.50 plus S&H. CEUs: 1.2.

Nurses Legal Handbook.

Fac: V. McCarty, RN, CIC, LHRM. Aud: Nurses working in all settings. Learn safeguards for legal practice and prevention of lawsuits with this book-based course; understand the legal risks and responsibilities in your practice area, cover the aspects of documentation and understand why ethics impact decisions. Fee: \$64 plus S&H. CEUs: 2.4.

Nursing Documentation.

Fac: M. Kathleen Ebener, PhD, RN. Aud: Nurses in all clinical settings. This course is designed to assist nurses to communicate effectively using accurate and efficient documentation techniques; basic comprehensive principles of documentation are reviewed. Fee: \$39.50 plus S&H. CEUs: 0.8.

Osteoporosis.

Fac: M. Kathleen Ebener, PhD, RN. Aud: Nurses in clinical settings. This course addresses determination of relative risk, basic anatomy and physiology relevant to the development of osteoporosis, and a discussion of ways to prevent or minimize disease process. Fee: \$17.50 plus S&H. CEUs: 0.36.

Pain Management.

Fac: V. McCarty, RN, CIC, LHRM. Aud: Nurses in clinical settings. This course is designed to provide nurses with information on pain including the physiology and types of pain, factors influencing pain, assessment, treatment modalities, barriers to pain management and patients' rights related to pain. Fee: \$22.50 plus S&H. CEUs: 0.4.

Primary Care of the Older Adult: A Multidisciplinary Approach.

Fac: V. McCarty, RN, CIC, LHRM. Aud: Nurses in clinical settings working with the elderly. This book-based course provides a broad overview of the specialized needs presented by older patients and the information necessary for healthcare professionals to meet those needs. (Book published by Mosby.) Fee: \$68 plus S&H. CEUs: 3.0.

Professional Handbook of Diagnostic Tests.

Fac: V. McCarty, RN, CIC, LHRM. Aud: Nurses in clinical settings. This book-based course will assist the professional in staying abreast of current diagnostic technology; more than 550 tests are covered. Fee: \$64 plus S&H. CEUs: 2.88.

Secrets in Interventional Radiology.

Fac: M. Kathleen Ebener, PhD, RN. Aud: Nurses working in diagnostic settings. This book-based course is designed to improve the understanding of vascular and interventional radiology and the ever-increasing role it plays in patient care. Fee: \$64 plus S&H. CEUs: 2.88.

- CONTINUING EDUCATION OFFERINGS -

Consultants for the Future
4302 Kipling Avenue
Plant City, Florida 33566
Phone: Linda S. Greenfield
1-800-654-2387

FAX: 1-813-754-4499
web: www.consultantsforthefuture.com
(Iowa Provider Number 61)

Courses may be ordered by phone or mail or downloaded from the website. MasterCard or VISA accepted. Add \$4.00 postage and handling per order. Discounts for large orders.

Assessments Unlimited.

Fac: Linda S. Greenfield, RN, PhD. Aud: RNs/LPNs. Teaches techniques used to conduct a physical assessment of an adult patient through inspection, palpation, percussion and auscultation. Fee: \$36. CEUs: 0.6.

Bittersweet: A Study of Diabetes Mellitus.

Fac: Linda S. Greenfield, RN, PhD. Aud: RNs/LPNs. This course presents the latest research, as well as the basic concepts of diabetes mellitus and can offer you an introduction, a review or an update on the disease process. Fee: \$30. CEUs: 0.5.

Brain Game: Things to Know When Using Drugs Which Change Moods and Behaviors in Elderly Patients.

Fac: Linda S. Greenfield, RN, PhD. Aud: RNs/LPNs. Psychotropic drug therapy is studied in detail, emphasizing effects on neurotransmitters, reasons for side effects, need for close monitoring, and interactions possible. Fee: \$18. CEUs: 0.3.

Care of the Alzheimer's Patient.

Fac: Linda S. Greenfield, RN, PhD. Aud: RNs/LPNs. Presents suggestions and approaches to management of common behaviors and symptoms of A.D. that are not drug based. Fee: \$6. CEUs: 0.1.

Changing Beds: You May Have Made It, But You Don't Have to Lie in It. Mental Emotional Health.

Fac: Linda S. Greenfield, RN, PhD. Aud: RNs/LPNs. Teaches how to foster mental and emotional health, emphasizing empowerment through self-definition, self responsibility, monitoring thought patterns and dealing with feelings. Fee: \$60. CEUs: 1.0.

Cognito Ergo Sum: Creating an Empowered Image.

Fac: Dr. Linda S. Greenfield. Aud: RNs/LPNs. Teaches how to recognize and create your own internal power by changing the way you think, using the nursing environment as the milieu. Fee: \$30. CEUs: 0.5.

End of Life Care.

Fac: Linda S. Greenfield, RN, PhD. Aud: RNs/LPNs. Discusses compassionate care of those in the final weeks of life, differentiating palliative, chronic, and hospice care levels and suggesting interventions that support patient autonomy. Fee: \$6. CEUs: 0.1.

Flight Manual: Helping Adolescents Take to Flight/Mental and Emotional Wellness.

Author: Linda S. Greenfield, RN, PhD. Aud: RNs/LPNs. Empowers the nurse to assist the teen in the development of maturity, self-definition, independence and personal power using story format as examples. Fee: \$36. CEUs: 0.6.

Good Grief: Providing Light to Those in Emotional Pain.

Fac: Linda S. Greenfield, RN, PhD. Aud: RNs/LPNs. Fosters the nurse's ability to listen, console and nurture those involved in loss and changing personal identity, using specific, guided techniques. Fee: \$30. CEUs: 0.5.

Good Vibrations: Recognizing the Healing Energy Within Emotions.

Author: Linda S. Greenfield, RN, PhD. Aud: RNs/LPNs. Explores relationship between the energy of toxic emotions and diseases correlating emotional issues to the human energy system of chakras and studying how the body is designed to manage anger, fear, hate, etc. safely. Fee: \$42. CEUs: 0.7.

HIV/AIDS: A Mega Concern.

Fac: Linda S. Greenfield, RN, PhD. Aud: RNs/LPNs. Describes demographics of HIV infection, signs and symptoms of opportunistic infections, the viral modes of transmission, incubation period, diagnostic tests, preventative precautions, and need to promote and maintain privacy and confidentiality. Fee: \$24. CEUs: 0.4.

Live or Let Die: The Right to Die.

Fac: Linda S. Greenfield, RN, PhD. Offer nurses an increased awareness of the dilemmas with the moral and/or legal issues of allowing a patient to die. Fee: \$30. CEUs: 0.5.

Mindful Care: Using Positive Thoughts and Emotions as a Catalyst to Healing.

Fac: Linda S. Greenfield, RN, PhD. Aud: RNs/LPNs. Examines body/mind connection, exploring chemistry that links immune system function to ways we think and feel, and teaching more positive thinking patterns and ways to deal with negative emotions. Fee: \$30. CEUs: 0.5.

Nutrition Cognition: Eating for Health in the '90s.

Fac: Linda S. Greenfield, RN, PhD. Aud: RNs/LPNs. Teaches about antioxidants, herbal supplements, phytoestrogens, and about pesticide residues, nitrates and trans fatty acids to allow you to choose foods that help and avoid foods that harm. Fee: \$30. CEUs: 0.5.

Outside the Box: How Our Healthcare System is Failing Us and What You Can Do About It.

Fac: Edwin C. Smith, MS. Aud: RNs/LPNs. Examines our healthcare system from a "systems" perspective suggesting that the box we call healthcare is not healthy, so that in order to choose health, we are forced to consider how to get out of the box. Fee: \$30. CEUs: 0.5.

Paper Chasing: Effective Documentation.

Fac: Linda S. Greenfield, RN, PhD. Aud: RNs/LPNs. Presents documentation forms and ideas to increase quality of documentation correlated to the nursing process, as applied to both long term and acute patient care environments. Fee: \$30. CEUs: 0.5.

Continued on page 21

- CONTINUING EDUCATION OFFERINGS -

CONSULTANTS FOR THE FUTURE

Continued from page 20

Power Dynamics: Growth and Development of Personal Power.

Fac: Linda S. Greenfield, RN, PhD. Aud: RNs/LPNs. Examines dynamics of personal power by studying development of the body's energy system with suggested interventions to restore balance and energetic health. Fee: \$30. CEUs: 0.5.

Power Tripping: Issues of Control Resolves Through Shadow Work.

Fac: Linda S. Greenfield, RN, PhD. Aud: RNs/LPNs. Examines the paradigm of power, mechanisms of control, how we drain power or steal power from others, and introduces a healthier paradigm of internal power through healing unconscious issues. Fee: \$30. CEUs: 0.5.

The Prevention of Medical Errors.

Fac: Linda S. Greenfield, RN, PhD. Aud: RNs/LPNs. Informs nurses of growing national concern over the alarmingly high numbers of errors and provides information to increase patient safety, guidance for reporting and suggestions for systems monitoring. Fee: \$12. CEUs: 0.2.

Skin Deep: Prevention and Treatment of Impaired Skin Integrity in the Elderly.

Fac: Linda S. Greenfield, RN, PhD. Aud: RNs/LPNs. Examines approaches to prevention and treatment of common skin problems in elderly patients, including: skin tears and bruising, lesions, rashes, infections, and ulcerations with differentiation of various dressings and topical applicants. Fee: \$30. CEUs: 0.5.

Stroke.

Fac: Linda S. Greenfield, RN, PhD. Aud: RNs/LPNs. Studies pathology of various kinds and locations of strokes, the related symptoms and approaches to acute and rehabilitative care. Fee: \$30. CEUs: 0.5.

Supervision Prescription.

Fac: Linda S. Greenfield, RN, PhD. Aud: RNs/LPNs. Designed to teach front line management skills to foster delegation of duties, reprimanding, redirecting and resolutions of conflicts. Fee: \$12. CEUs: 0.2.

Talking With the Docs: Effective Nurse Physician Communication.

Fac: Linda S. Greenfield, RN, PhD. Aud: RNs/LPNs. Designed to help you increase your power and effectiveness when communicating with physicians in difficult situations. Fee: \$24. CEUs: 0.4.

Who's Confused?

Fac: Linda S. Greenfield, RN, PhD. Aud: RNs/LPNs. A study of Alzheimer's disease and other forms of dementia with means to establish a therapeutic environment for same. Fee: \$30. CEUs: 0.5.

The Wo-Menopause

Fac: Linda S. Greenfield, RN, PhD. Aud: RNs/LPNs. Considers traditional and alternative approaches, including HRT, use of designer estrogens, value of soy, flaxseed and herbal therapies, and the risk of breast cancer, heart disease and osteoporosis. Fee: \$30. CEUs: 0.5.

Working the Numbers: Nursing Interpretation of Laboratory Tests.

Fac: Linda S. Greenfield, RN, PhD. Aud: RNs/LPNs. Examines nursing interpretation of CBC, hematologic studies, iron studies, UA, electrolyte survey, kidney function studies and liver function studies. Fee: \$36. CEUs: 0.6.

Creative Solutions Unlimited, Inc.
203 Gilman
P.O. Box 550
Sheffield, Iowa 50475
Contact: Belva Sheriff
Phone: (641) 892-4466, ext. 124
(Iowa Provider Number 318)

Dependent Adult Abuse for Mandatory Reporters.

Fac: Mary Madison, RN. Aud: All long term care nursing staff. Increase awareness of abuse, educating potential reporters of abuse on proper reporting procedures and relaying information on the interventions available to older adults who are in abusive situations; inc 2006 Iowa legislative changes. Fee: \$20 + sales tax and shipping; 10-pack is \$140 + sales tax and shipping. Fulfills 2 hour training requirement for new hires.

Kirkwood Community College
6301 Kirkwood Boulevard SW
P.O. Box 2068
Cedar Rapids, Iowa 52406
Contact: Sandi Vanourny
Phone: (319) 398-5626
(Iowa Provider Number 30)

Excessive Crying in Infancy.

Aud: RNs/LPNs. To review and understand the problems associated with an infant's excessive crying on the family, ways to solve it, and/or steps that have been tried, and ways for the family to cope. Fee: \$9. CEUs: 0.4.

Healing the Dying.

Fac: Diane Constantine. Aud: RNs/LPNs. Learn the sociological, spiritual, and emotional aspects for terminal patients and their families; be able to assist all persons through the dying process so they are better able to come to terms with it. Fee: \$55. CEUs: 1.0.

Review of Hemodialysis for Nurses and Dialysis Personnel.

Fac: Diane Constantine. Aud: RNs/LPNs. A thorough introduction to dialysis, including a review of fluids and electrolytes, principles of dialysis, patient assessment, medications, nutritional management, transplantation, psychosocial aspects of dialysis. Fee: \$95. CEUs: 3.0.

RENEWAL NOTICE

By law, it is the licensee's responsibility to renew the license within the 60 days prior to its expiration. The list of licenses that expire in September, October, and November 2006 can be found in this issue. Please use the following schedule:

Licenses that expire September 15, 2006, are due by August 15, 2006, and can be renewed any time after July 15, 2006.

Licenses that expire October 15, 2006, are due by September 15, 2006, and can be renewed any time after August 15, 2006.

Licenses that expire November 15, 2006, are due by October 15, 2006, and can be renewed any time after September 15, 2006.

Licenses are encouraged to renew over the Internet at the board's Website at www.state.ia.us/nursing. Renewal over the Internet is reflected immediately in the data base, so there are no delays to allow for human intervention. Payment of the fee must be made by using MasterCard or VISA, credit or debit card.

If you don't have a credit card, you may enter the renewal information in the on-line licensure center, print each page as you go, and then cancel the transaction when you are asked for credit card information. Then submit all the printed pages with the renewal fee in the form of a check or money order.

If you are unable to renew over the Internet, you may contact the board office, preferably in writing, to request that a paper form be mailed to you. The mailing address is: Iowa Board of Nursing, 400 SW 8th Street, Suite B, Des Moines, IA 50309-4685. You may also request a paper renewal form by sending an e-mail to ibon@bon.state.ia.us, or faxing your request to 515-281-4825.

Inactive Status

Licenses that are not renewed will automatically be placed on inactive status on the 16th of the month following the expiration of the license. Reactivating from inactive status currently requires a paper form from the Iowa Board of Nursing.

Advanced Registered Nurse Practitioner (ARNP) Renewal Notice

ARNP licensees **CANNOT** renew their license over the Internet. ARNP renewal applications are mailed to the licensee's address of record sixty (60) days before expiration. Please watch for the yellow application in the mail. If an application is not received please notify this office by sending an e-mail to newnurs@bon.state.ia.us or calling 515-281-6488.

Continuing Education

The continuing education requirement for renewal of a three-year license is 36 contact hours (or 3.6 CEUs) completed between the effective and expiration dates printed on the license. The first time a license is renewed after initially being issued, or after a reactivation, the requirement is 24 contact hours (or 2.4 CEUs) because the expiring license covered less than a full three years.

December LPNs

Aasen, Debra S.; Marion, IA
 Ahrens, Julie Ann Rodgers-; Stratford, IA
 Alexander, Tracy Marie; Hamilton, IL
 Alexander, Rebecca S.; Toledo, IA
 Allison, Judith L.; Waterloo, IA
 Andersen, Jennifer Jo; Sioux City, IA
 Andersen, Roszella M.; Winthrop, IA
 Armstrong, Barbara J.; Waterloo, IA
 Ault, Angela M.; Estherville, IA
 Aviles, Patti J.; Iowa City, IA
 Barajas, Laurie Y.; LeClaire, IA
 Barcus, Keith M.; Des Moines, IA
 Bass, Heather Holly; Sac City, IA
 Bates, Casey Jo; Fort Dodge, IA
 Bauer, Kelley Lenee; Sheffield, IA
 Beaver, Peggy A.; Des Moines, IA
 Becker, Lisa; Marion, IA
 Beegle, Shannon Renee; Portsmouth, IA
 Belt, Sandra L.; Council Bluffs, IA
 Benda, Tanya Marie; Waukon, IA
 Bernard, Heidi Jean; Blakesburg, IA
 Beuter, Penny Marie; Solon, IA
 Biddle, Amanda Jayne; Emmetsburg, IA
 Birkel, Lisa Louise; Atlantic, IA
 Blakesley, Katrina Marie; Morrison, IA
 Bliss, DeAnn Dawn; Waverly, IA
 Boatman, Rachel Lynn; Ames, IA
 Boekhoff, Kathy A.; Iowa Falls, IA
 Bollinger, Tammy; Maquoketa, IA
 Bolton, Sharon A.; Glidden, IA
 Booth, Marlene A.; Central City, IA
 Boothby, Karlene Kay; Correctionville, IA
 Bowser, Tamara Jo; Janesville, IA
 Breashears, Nancy Jo; Monticello, IA
 Bries, Debra A.; Guttenberg, IA
 Brokens, Gayle L.; Anamosa, IA
 Bromley, Lisa Kathleen; Humeston, IA
 Bronner, Carol Ann; Cresco, IA
 Brown, Debora S.; Rhodes, IA
 Brown, Michelle Diane; Des Moines, IA
 Brumley, Julie L.; Kalona, IA
 Bruns, Mary C.; Sioux City, IA
 Buckley, Sandra L.; Prairie City, IA
 Bunge, Kimberly K.; Augusta, IL
 Bunney, Laurie L.; Knoxville, IA
 Burgin, Bernice Kay; Milford, IA
 Burns, Karen Marie; Waterloo, IA
 Buzynski, Wendy Ann; Waterloo, IA
 Cahalan, April A.; Mason City, IA
 Cale, Cheryl Denise; Sioux City, IA
 Carey, JoAnn; Shell Rock, IA
 Carver, Theresa Ann; Clinton, IA
 Castle, Mary Ann; Burlington, IA
 Cherrier, Ruth; South Saint Paul, MN
 Chollett, Linda S.; Council Bluffs, IA
 Ciesielski, Kayla J.; Independence, IA
 Clark, Brenda L.; Waterloo, IA
 Clark, Beth; Creston, IA
 Clow, Karen K.; Waterloo, IA
 Cole, Angela Lynn; Emmetsburg, IA
 Cornwell, Natalie Jade; Iowa City, IA
 Cowie, Debra; Des Moines, IA
 Cozart, Lorrie J.; Readlyn, IA
 Crandall, Rachel Lyn; Urbandale, IA
 Crile, Judith K.; Mount Pleasant, IA
 Culver, Sandra A.; Dunlap, IA
 Czyniewicz, Lisa; Riverside, IA
 Dales, Cheryl Lee; Oelwein, IA
 Daly, Donna L.; Farley, IA
 Day, Kathy Ann; Silver City, IA
 Deaver, Joel W.; Knoxville, IA
 DeBrouwer, Candice J.; Moline, IL
 Decker, Rita; Dubuque, IA
 Dow, Pamela J.; West Burlington, IA
 Dueland, Teran Christine; Ames, IA
 Eich, Rose Mary; Carroll, IA
 Eland, Tracey Lynn; Bonaparte, IA
 Erickson, Lyle Edward; Iowa Falls, IA
 Evans, Kamella Kella Kalabi.; Coralville, IA
 Falcon, Karen Ann; Keokuk, IA
 Faust, Connie Rae; Manchester, IA
 Fettes, Beatrice L.; Des Moines, IA
 Findley, Natalia Alexandrovna; Villisca, IA
 Flier, Natasha Lyn; Rock Rapids, IA
 Foster, Nicole Elizabeth; Cedar Rapids, IA
 Foster, Jacqueline Rae; Ames, IA
 Fox, Mali K.; Turin, IA
 Frank, Kimberly Lynn; Cedar Rapids, IA
 Frascht, Cynthia J.; Charles City, IA
 Freeman, Nicole Noel; Marion, IA
 Freese, Kathy Kay; Manilla, IA
 Freyermuth, Cheryl A.; Muscatine, IA
 Frimml, Dorothy M.; Kellogg, IA
 Gannaway, Jessica Dawn; Dyersville, IA
 Gerritson, Betty J.; Ireton, IA
 Gerst, Kari R.; Wapello, IA
 Gilliland, Hettie Jean; Sigourney, IA
 Gillmore, Tammy Lynn; Monticello, IA
 Gragg, Rhonda S.; Lorimor, IA
 Grandors, Jaimie Jo; Fort Dodge, IA
 Green, Sharon K.; Muscatine, IA
 Greenwood, Barbara M.; Eagle Grove, IA
 Greve, Robin L.; Dubuque, IA
 Grimes, Angela Lisa; Dubuque, IA
 Griswold, Beverly; LaPorte City, IA
 Guthart, Jennifer Renee; Thompson, IA
 Guyer, Nancy L.; Des Moines, IA

LPN/RN LICENSE RENEWAL NOTICE

Hackbart, Donna M.; Grafton, IA
 Hagey, Dena D.; Marshalltown, IA
 Halbert, Amy Bernice; Ingleside, TX
 Halstead, Mary E.; Ankeny, IA
 Harlow, Molly Eilene; Iowa City, IA
 Harness, Ginger Renae; Cedar Falls, IA
 Hattton, Wauneta M.; Corning, IA
 Hawkins, Lori Jo; Bedford, IA
 Hayden, Christine Mary; Cedar Rapids, IA
 Hayen, Serena Marie; DeWitt, IA
 Heidebrink, Becky Jo; Little Rock, IA
 Heming, Angela Kay; Hamburg, IA
 Hertel, Kimberly; Washington, IA
 Hiller, Ranita Morine; Glenwood, IA
 Hilsenbeck, Kelly Ann; Fairbank, IA
 Hochstedler, Elvesta R.; Kalona, IA
 Holtmyer, Lacey-Anne L.D.; Des Moines, IA
 Howard, Denise D.; Slater, IA
 Hoyle, Teresa Jo; Council Bluffs, IA
 Hoyt, Sharon G.; College Springs, IA
 Hubka, Mary J.; Cresco, IA
 Huddleson, Darsi D.; Lytton, IA
 Hunter, Cindy K.; Goodell, IA
 Ide, Barbara I.; Shannon City, IA
 Irlbeck, Brenda Lynne; Hartford, IA
 Jeffries, Rae Jean; Waterloo, IA
 Jimenez, Jose G.; Des Moines, IA
 Johnson, Rebecca Kay; Estherville, IA
 Johnson, Shannon Ruth; Webb, IA
 Johnson, Stacey Lynn; Graettinger, IA
 Johnson, Nancy Mae; Osage, IA
 Jordan, Kathleen A.; Shenandoah, IA
 Joy, Nicole; Aledo, IL
 Kamara, Rosaline Cecilia; Cedar Rapids, IA
 Kamara, Saffiatu Beatrix; Cedar Rapids, IA
 Kearse, Donna L.; Nauvoo, IL
 Keck, Robin L.; Eagle Center, IA
 Kelley, Cheryl A.; Vinton, IA
 Kendrick, Mildred; Bloomfield, IA
 Kent, Mary Ann; Chariton, IA
 Kerr, Margaret R.; Ames, IA
 Kessler, Marcella; Farmersburg, IA
 Kirfman, Rebecca Ann; Eldon, IA
 Kirsch, Julie Ann; Clarinda, IA
 Koenig, Camilla Anne; Dickens, IA
 Koski, Katherine L.; Cedar Falls, IA
 Krantz, Megan Suzanne; Bancroft, IA
 Kubly, Tiffany Ann; Dundee, IA
 Kuhlman, James Allen; Chariton, IA
 Lahey, Catherine L.; Sherrill, IA
 Lane, Connie J.; Newton, IA
 Larsen, Melody J.; Winterset, IA
 Larson, Jean E.; Red Oak, IA
 Lauer, Betty L.; Primghar, IA
 Lawr, Amy Louise; Creston, IA
 Lawson, Dorothy Ellen; Council Bluffs, IA
 Lefebvre, Susan J.; Mapleton, IA
 Lensing, Teddie J.; Calmar, IA
 Leuenhagen, Tracy Ann; Ames, IA
 Lietz, Antonia Marie; Glidden, IA
 Loerts, Sarah Marie; Ocheyeddan, IA
 Loftus, Diane K.; Dike, IA
 Lohner, Karen S.; Altoona, IA
 Loney, Paulette; Marshalltown, IA
 Luchtenburg, Janet Marie; Aplington, IA
 Lunde, Nancy Jean; Waterloo, IA
 Lyons, Mary E.; Dubuque, IA
 Mabee, Marcy E.; Oskaloosa, IA
 Mackie, Nancy L.; Marion, IA
 Maday, Jeffery; Providence, RI
 Mahama, Christina Babauonuvor; Ames, IA
 Marckmann, Vera; Fontanelle, IA
 Martensen, Laura; Cedar Rapids, IA
 Martin, Christina Deanne; Des Moines, IA
 Mathis, Carol L.; Urbandale, IA
 McGrann, Allison Mae; Mystic, IA
 McMullen, Mary M.; Mason City, IA
 Meiners, Greg A.; Ottumwa, IA
 Messenger, Dorothy E.; Knoxville, IA
 Metzel, Kathleen M.; Des Moines, IA
 Meyer, Garth G.; Dubuque, IA
 Meyers, Cynthia K.; Minburn, IA
 Mikels, Mary K.; Exline, IA
 Milder, Colleen S.; Columbus City, IA
 Miller, Kristin Lindsey; Alburnett, IA
 Miller, Mary Jo; Rockport, MO
 Mitchell, Patricia; New Hampton, IA
 Moe, Linda R.; Waterloo, IA
 Montgomery, Marilyn Louise; Corydon, IA
 Moore, Brooke Lynnette; Newhall, IA
 Morgan, Mary J.; Guthrie Center, IA
 Moyer, Keith A.; Center Point, IA
 Mulder, Norma Gene; Cincinnati, IA
 Mundt, Debra M.; Clutier, IA
 Musgrave, Gwendolyn Rose; Davenport, IA
 Nace, Alyssa Lynn; Cedar Rapids, IA
 Nelson, Connie M.; Waterloo, IA
 Nemeth, Elizabeth L.; Fairfax, IA
 Nickolaisson, Nancy J.; Red Oak, IA
 Nisly, Penelope D.; Davenport, IA
 Nolte, Theresa Eileen; Hampton, IA
 Norris, Donna R.; Burlington, IA
 North, Katherine Ann; Onawa, IA
 Odgaard, Darlene J.; Humboldt, IA
 Oleary, Denise L.; Ankeny, IA
 Olson, Erin Christine; Arthur, IA
 Olson, Lou Anna M.; Toledo, IA
 Oulman, Belinda K. Rasmuson-; Garner, IA

Paris, Betty; Bloomfield, IA
 Pepper, Karen M.; Independence, IA
 Perilli, Maryanne; Persia, IA
 Peters, Teesha M.; Waterloo, IA
 Peters, Tina Renee; Mapleton, IA
 Pforts, Jeanne S.; Marshalltown, IA
 Phelps, Norman Dean; Moline, IL
 Philip, Lisa Dawn; Melvin, IA
 Phillips, Mary Ellen; Davenport, IA
 Pinkele, Nancy Kay; Eagle Grove, IA
 Popp, Lynne; Clare, IA
 Pounds, Sandra; Cedar Rapids, IA
 Probasco, Colleen K. Darrah-; Toledo, IA
 Putz, Patricia A.; Newton, IA
 Rasmussen, Holly L.; Garner, IA
 Reed, Joann Marie; Nauvoo, IL
 Reese, Karyn Lynn; Des Moines, IA
 Reinberg, Cynthia A.; Keystone, IA
 Reneker, Crystal; Fairfield, IA
 Reynolds, Betty J.; LeGrand, IA
 Ridgeway, Amanda Jo; What Cheer, IA
 Robinson, Jocelyn; Hinton, IA
 Roche, Tammy Lynn; Sioux City, IA
 Rodriguez, Jessica Jane; Cedar Rapids, IA
 Rogers, Linda K.; Springville, IA
 Ross, Kelly Marie; Osage, IA
 Rotgers, Michele Sue; Osceola, IA
 Rowan, Lacy Leann; Bedford, IA
 Rowe, Betina; Hinton, IA
 Ruden, Jessica Lynn; Asbury, IA
 Ryerson, Carol E.; Ames, IA
 Sanders, Dorothy K.; Whiting, IA
 Sardeson, Marsha K.; Sioux City, IA
 Sauer, Lee Ann M.; Vinton, IA
 Sawyer, Jayne Renee; Coggon, IA
 Schaedig, Eileen I.; Parkersburg, IA
 Schnoebelen, Kathleen Marie; Iowa City, IA
 Schroeder, Jennifer Carol; Tipton, IA
 Schultz, Alice E.; Blue Grass, IA
 Schultz, Phyllis I.; Boone, IA
 Schwager, Bette; West Des Moines, IA
 Schwenke, Melody; Sigourney, IA
 Seegmiller, Angela D.; Dubuque, IA
 Sewick, Karen S.; Hudson, IA
 Sharp, Nola; Oskaloosa, IA
 Shedenhelm, Roxanne A.; Boone, IA
 Sheehan, Theresa Mary; Fairfield, IA
 Sheller, Lisa; Eldora, IA
 Short-Baker, Dorinda J.; Hedrick, IA
 Shoup, Rinda M.; Amana, IA
 Siegner, Karla May; Vail, IA
 Smith, Sherry L.; Allerton, IA
 Smith, Deanna Kristen; Garner, IA
 Larson, Jean E.; Red Oak, IA
 Somermeyer, Marie Ann; Dubuque, IA
 Sorbo, Aaren Elizabeth; Newton, IA
 Sporrer, Alice D.; Le Mars, IA
 St Germain, Michael D.; Salinas, CA
 Stoltz, Julie Janice; Winnebago, MN
 Storey, Janice A.; Council Bluffs, IA
 Strickler, Karla; Tiffin, IA
 Sturm, Charlene L.; Glidden, IA
 Sullivan, Janis; Marion, IA
 Summa, Dwight Arnold; Council Bluffs, IA
 Swart, Rosanna Gertrude; Spencer, IA
 Syferd, Melissa Lavonne; Unionville, MO
 Thatcher, Sara Frances; Liscomb, IA
 Thomas, Diane K.; Cherokee, IA
 Thompson, Beverly K.; Laurel, IA
 Tonelli, Lois Elaine; Mystic, IA
 Traudt, Tina Marie; Martinsville, IN
 Tripp, Christina Anne; New London, IA
 Troester, Talisa Marie; Couttnerberg, IA
 Troy, Lina Astra; Iowa City, IA
 Tucker, Charles John; Cedar Rapids, IA
 Turlatti, Ann E.; Sioux City, IA
 Tynan, Tonia Jo; Rockford, IA
 Utesch, Kristine M.; Le Mars, IA
 Van Cleave, Joanne K.; Hazleton, IA
 Van Loon, Paula Sue; Eddyville, IA
 Van Maanen, Beth Joan; Pella, IA
 Van Stralen, Patricia Lucille; Fairfield, IA
 Van Tasell, Dolores Marie; Tama, IA
 Van Voorst, Victoria Lee; Oxford, IA
 Vandestouwe, Marilyn J.; Hull, IA
 VanHooser, Sheila Anne; Nora Springs, IA
 Vansyoc, Dixie C.; Indianola, IA
 Varnum, Marilyn Jean; Newton, IA
 Velando, Elaina M. Allen-; LeClaire, IA
 Vesgaard, Alice; Cherokee, IA
 Viers, Donna K.; Rolfe, IA
 Vitkauskas, LaVera S.; Moravia, IA
 Voigt, Tessa Elaine; Cresco, IA
 Wagner, Genevieve A.; Fort Atkinson, IA
 Walinga, Jacqueline S.; Alton, IA
 Wanamaker, Robin Lynn; Sergeant Bluff, IA
 Warrick, Michele Ann; Centerville, IA
 Wastenev, Karie Ann; Shannon City, IA
 Weaver-Isvik, Sheri L.; Garner, IA
 Webster, Kristi Lynn; Dallas City, IL
 Weeda, Daniel Allen; Cedar Rapids, IA
 Weis, Jennifer Renae; Creston, IA
 Wells, Julia Ann; Ireton, IA
 Wells, Darla J.; Cincinnati, IA
 Whaley, Crystal Dawn; Sioux City, IA
 Wheatcraft, Lori L.; Chariton, IA
 Wheelock, Starla Rae; Iowa City, IA
 White, Marilyn R.; Bettendorf, IA

White, Violet J.; Lenox, IA
 Whiteside, Janice Elaine; Allison, IA
 Whitfield, Jean E.; Harlan, IA
 Wigern, Kathy Ann; Kiester, MN
 Willimon, Stephanie Kay; Webster City, IA
 Winchell, Kristine M.; Epworth, IA
 Woltman, Joyce Marie; Cherokee, IA
 Woods, Jackie Lynn; Council Bluffs, IA
 Wordes, Debra K.; Fairfax, IA
 Workman, Tammy L.; Fulton, IL
 Zenor, Diane S.; Robins, IA

January LPNs

Abel, Daniel J.; Cedar Rapids, IA
 Adland, Brenda L.; Savanna, IL
 Alberts, Nancy Rae; Marshalltown, IA
 Aldrich, Angeleene Joy; Hospers, IA
 Al-Hameed, Joelaine Marie; Fort Dodge, IA
 Allender, Courtney A.; Des Moines, IA
 Ames, Sherri L.; Columbus, OH
 Anderson, Carol A.; Armstrong, IA
 Anderson, Linda J.; Mason City, IA
 Anderson, Beth Marie; Ogden, IA
 Anderson, Kathleen M.; Jesup, IA
 Anfinson, Kari E.; Denver, IA
 Aringdale, Susan; Windsor Heights, IA
 Austin, Marilyn K.; Williamsburg, IA
 Baer, Shari Jillian; Davenport, IA
 Bakey, Margaret M.; Dubuque, IA
 Ballard, Kim Annette; Marengo, IA
 Barker, Maxine; Pomeroy, IA
 Bartrop, Kathleen M.; Marion, IA
 Bates, Kimberly A.; Des Moines, IA
 Bauer, Corinna L.; Carroll, IA
 Beck, Bernice M.; Webster City, IA
 Beck, Kristina M.; North Liberty, IA
 Bellach, Juanita A.; Toddville, IA
 Bellendier, Diana J.; Independence, IA
 Bishop, LeAnn R.; LaPorte City, IA
 Bradley, Wendy Marie; Denison, IA
 Bral, Joan Elizabeth; Schleswig, IA
 Brands, Heather Ann; Inwood, IA
 Brauhn, LaDonna; Dubuque, IA
 Brecht, Deborah A.; Keystone, IA
 Brendel, Celesta Louise; Wayland, IA
 Broghammer, Diane M.; Coggon, IA
 Brown, Kelly Marie; Cedar Rapids, IA
 Brown, Renee Annette; Keswick, IA
 Burroughs, Joni; Marshalltown, IA
 Burrows, Glenda; Bloomfield, IA
 Button, Ann M.; Adel, IA
 Bynon, Laura Lyn; Osage, IA
 Carlson, Christina Rayne; Marshalltown, IA
 Carr, Tamyka Nicole; Saint Paul, MN
 Chatman III, Joseph; Baton Rouge, LA
 Clapp, C. Ruthann; Davenport, IA
 Clayton, Sandra M.; Brooklyn, IA
 Cole, Anne; Rock Island, IL
 Comstock, Christina Lynne; Red Oak, IA
 Costello, Carol Rose; Clear Lake, IA
 Coupe, Amanda Leah; Sioux City, IA
 Crabbe, Debra M.; Underwood, IA
 Croson, Jennifer Jean; Council Bluffs, IA
 Crow, Mary Jean; Cherokee, IA
 Crowl, Constance G.; Redfield, IA
 Csukker, Mary L.; Waterloo, IA
 Curran, Traci Renee; Carroll, IA
 Curry, Marjorie A.; Ringsted, IA
 Czubara, Dawn Marie; Bettendorf, IA
 Dake, Amy Eileen; Rowley, IA
 Davidson, Carmen; Grant City, MO
 Davis, Natasha D.; Glenwood, IA
 Dawson, Beverly June; Iowa City, IA
 Demmer, Elizabeth V.; Farley, IA
 Dentlinger, Jennifer Sue; Coon Rapids, IA
 Dreesman, Tracy A.; Newton, IA
 Driesen, Tori Beth; Hull, IA
 Duin, Nicole Marie; Rock Valley, IA
 Edwards, Jane M.; Marshalltown, IA
 Eichelberger, Roberta J.; Muscatine, IA
 Einck, Brenda J.; Elgin, IA
 Ejiasi, Juliana Ogechi; Cedar Rapids, IA
 Elliott, Mary Elizabeth; Boone, IA
 Entringer, Kandance L.; Jersey City, NJ
 Evans, Alisha Lynne; La Porte City, IA
 Evans, Christina Jean; West Des Moines, IA
 Federspiel, Diane K.; Bernard, IA
 Felgar, Brenda L.; Argye, IA
 Fineran, Melinda Kaye; Denison, IA
 Floerchinger, Juli A.; Hiawatha, IA
 Franzenburg, Angela Kay; Davenport, IA
 Frost, Stephanie Jean; Waterloo, IA
 Garber, Michelle M.; Glenwood, IA
 Garrison, Patricia Ann; Corydon, IA
 Gates, Shirley M.; Aurora, IA
 Gee, Kellie Sue; Sioux City, IA
 Geissler, Teresa L.; Carthage, IL
 Gibler, Allison J.; Onawa, IA
 Gile, Nancy A.; Onslow, IA
 Gnat, Tracy A. Long-; Sioux City, IA
 Goche, Janice M.; Humboldt, IA
 Golien, Marilyn J.; Muscatine, IA
 Goodman, Jane E.; Le Mars, IA
 Graafls, Suzanne K.; Council Bluffs, IA
 Gray, Ruth; Thomson, IL
 Greger, Valerie L.; Sioux City, IA
 Grevengoed, Nanci Lynn; Rock Valley, IA

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JANUARY LPNs *Continued from page 22*

Griesbach, Ladon G.; Lowden, IA
 Gronewold, Jennifer; Manchester, IA
 Grove, Marlene; West Des Moines, IA
 Habrich, Amanda Jo; Boone, IA
 Hamilton, James R.; Cedar Falls, IA
 Hargens, Jodi Dawn; Council Bluffs, IA
 Hart, Colleen Ellen; Emmetsburg, IA
 Hatch, Cheryl Sue; Emmetsburg, IA
 Headlee, Stacey Lynne; Devenport, IA
 Hearn, Curtima T.; Rock Island, IL
 Hedding, Deborah A.; Fort Dodge, IA
 Heien, Dennis Allen; Hartley, IA
 Helgeson, Gloria J.; Kensett, IA
 Hendricks, Krindy Lee; Grinnell, IA
 Hendrickson, Sue A.; Biggsville, IL
 Hermie, Kimberly Ann; Durant, IA
 Hermie, Douglas J.; Ironwood, MI
 Herscherberger, Christina Kay; Marshalltown, IA
 Highland, Marlys; Marshalltown, IA
 Hjernstad, Kristi Joy; Albert Lea, MN
 Hofer, Shelly; Hampton, IA
 Hoffman, Larie Ann; Creston, IA
 Holtzman, Marnie Anell; Parkersburg, IA
 Honeywell, Kathryn; Clinton, IA
 Hoppman, Joan L.; East Dubuque, IL
 Hora, Brandy Joanne; La Porte City, IA
 Hoveland, Zeldia Z. Schulz -; Osage, IA
 Huedepohl, Sandra L.; North Liberty, IA
 Hull, Ruth L.; Moline, IL
 Husic, Namka; Des Moines, IA
 Irwin, Dina Leigh; Sioux City, IA
 Irwin, Lisa June; Muscatine, IA
 Ishman, Nicki L.; Cresco, IA
 Jackson, Madge J.; Dakota City, IA
 Jenks, Shanna Lynn; Iowa City, IA
 Jensen, Elizabeth Ann; Ida Grove, IA
 Jensen, Pamela R.; Sloan, IA
 Johnson, Faith Ellen; Des Moines, IA
 Johnson, Michelle L.; Nashua, IA
 Jones, Robin Laurie; Orlando, FL
 Jones-Rider, Shapall Lavette; Murray, IA
 Kafton, Jodi Linn; Mapleton, IA
 Kameron, Angela Marie; Sheldon, IA
 Kanwar, Anjana S.; Ames, IA
 Keller, Amanda Kay; Des Moines, IA
 Kempema, Hilaine J.; Rock Valley, IA
 Kerns, Linda Kay; Clearfield, IA
 Kimball, Glenda R.; Davenport, IA
 King, Mary E.; Emmetsburg, IA
 Klein, Barbara Irene; Durango, IA
 Klinghammer, Kim; Davenport, IA
 Knight, Alicia Elaine; Pleasant Hill, IA
 Koile, Danielle J. Jones -; Wheatland, IA

Kollasch, Julie Ann; Milford, IA
 Kruse, Jessica Fay; Rock Rapids, IA
 Kruse, Michelle Jean; Council Bluffs, IA
 Kuiken, Jennifer Rae; Le Mars, IA
 Kulow, Sheila Kay; Graettinger, IA
 LaCoursiere, Annette Ruth; Cedar Rapids, IA
 Ladwig, Jill Renee; Aurelia, IA
 Lane, Sharon; Indianola, IA
 Lartius, Maya M.; Madrid, IA
 Lawrence, Julie Kae; Springville, IA
 Le Cler, Kathy Jo; Sigourney, IA
 Leusink, Karen F.; Mason City, IA
 Leffler, Mary Ann; Ottumwa, IA
 Leibli, Amy Renee; Sperry, IA
 Leonard, Debra Ann; Ryan, IA
 Leonards, Karen F.; Orange City, IA
 Leyden, Andrea Rochelle; Washington, IA
 Little, Brooke Colleen; Waterloo, IA
 Littlejohn, Evelyn E.; Albia, IA
 Lobberecht, Theola P.; Eddyville, IA
 Lord, George; Mount Vernon, IA
 Losee, Jeanette M.; Riceville, IA
 Loughry, Judith L.; Des Moines, IA
 Lukan, Kathleen A.; Marshalltown, IA
 Madden, Renee Lynn; Tiffin, IA
 Madison, Russell J.; Pleasant Hill, IA
 Manahan, Challane Challand; Maquoketa, IA
 Marsh, Tammy Lynn; Persia, IA
 Mart, Judith; Knoxville, IA
 Martin, Ashley A.; Mitchellville, IA
 Masters, Judith A.; Centerville, IA
 May, Lynette G.; McIntire, IA
 Mays, Shannon Chanel; Waterloo, IA
 McElroy, Linda; Marengo, IA
 McFadyen, Holly Jo; Coin, IA
 Mckinley, Mary E.; Earlham, IA
 Mefford, Tonya M.; Indianola, IA
 Mellody, Julie Ann; Charles City, IA
 Metcalf, Jennifer B.; Estherville, IA
 Meyer, Jann M.; Auburn, IA
 Meyers, Matthew James; Council Bluffs, IA
 Michelsen, Darlene; Des Moines, IA
 Miller, Bridget Marie; Council Bluffs, IA
 Miller, Theresa S.; Marshalltown, IA
 Misener, Sarah Lynn; Hiawatha, IA
 Mitchell, Carol A.; Cedar Falls, IA
 Moens, Tanya D.; Albert City, IA
 Monaghan, Sarah Ann; Waverly, IA
 Mongan, Veronica Ann; Cherokee, IA
 Moore, Barbara A.; Des Moines, IA
 Moran, Michelle Nadine; Sergeant Bluff, IA
 Mullis, Amy Lynn; Earlville, IA
 Murray, Brian Daniel; Epworth, IA
 Murren, Vicki Lou; Hawarden, IA

Nadermann, Brenda M.; Dubuque, IA
 Naughton, Margaret A.; De Witt, IA
 Neuendorf, Deana K.; Zearing, IA
 Nicholson, Christine Lena; Nodaway, IA
 Nielsen, Barbara L.; Council Bluffs, IA
 Nitzel, Rita L.; Davenport, IA
 Nollen, Franziska; Harlan, IA
 O'Toole, Jane A.; Oelwein, IA
 Ober, Tiffany Anne; Cedar Falls, IA
 Oden, Nicole Mina; Waukon, IA
 Patterson, Laura J.; Guthrie Center, IA
 Payne, Kristi L.; Winterset, IA
 Perkins, Lisa Ann; Oskaloosa, IA
 Perry, Jessica J.; Marshalltown, IA
 Pinter, Mary K.; Cedar Rapids, IA
 Plein, Thomas V.; Dubuque, IA
 Powell, Roxanne Sue; Marshalltown, IA
 Prince, Mary Jane; Truro, IA
 Pruess, Marilyn L.; Clarence, IA
 Prusha, April Marie; Marshalltown, IA
 Putnam, Joyce A.; Sutherland, IA
 Ralston, Charlotte E.; Davenport, IA
 Rickey, Brenda J.; Columbus Junction, IA
 Ridnour, Donna D.; Perry, IA
 Rohrer, Dawn Marie; Burlington, IA
 Roose, Karolyn J.; Allison, IA
 Rose, Stacy Ann; Clermont, IA
 Rubin, Kelli; Clarinda, IA
 Ruehle, Heather Marie; Spencer, IA
 Rueschenberg, Mary; Harlan, IA
 Runnells, Rebecca L.; Chariton, IA
 Salow, Kym S.; Independence, IA
 Sample, Twila J.; Albia, IA
 Scharfenkamp, Kimberly Ann; Mount Ayr, IA
 Schebaum, Holly Maureen; Sidney, IA
 Schiltz, Jennifer J.; Sioux City, IA
 Schmidt, Brandy Ann; Parnell, IA
 Schmidt, Deborah Lynn; Harlan, IA
 Schmidt, Samantha Renee; Norway, IA
 Schmidt, Pamela A.; Norway, IA
 Schmitz, Nicholas James; Jesup, IA
 Schnitzler, Elyse Cherynn; Decorah, IA
 Scholmann, Pamela S.; Denver, IA
 Schones, Lavonne Mae; Harlan, IA
 Scott, Devan; Waterloo, IA
 Scott, Linda A.; Oquawka, IL
 Scott, Lisa J.; Newton, IA
 Sergeant, Jennifer Lynn; Grundy Center, IA
 Shaw, Kathleen M. Neis; Strawberry Point, IA
 Sheldford, Lisa Ann; Ottumwa, IA
 Sherman, Audra Ann; Fort Dodge, IA
 Smith, Matthew Thomas; Hiawatha, IA
 Smith, Susan A.; Silvis, IL
 Smith, Vickie A.; Lovilia, IA
 Smith, Angela Renae; Beacon, IA

Smith, David P.; Cherokee, IA
 Snyders, Andrea; Larchwood, IA
 Spain, Elizabeth A.; West Des Moines, IA
 Spencer, Tori Suzanne; Audubon, IA
 Spicher, Dawn M.; Kalona, IA
 Spinler, Colleen T.; Clarinda, IA
 Stanley, Angel Lynn; Albia, IA
 Stiles, Lola Jean; Plainfield, IA
 Stumbo, Cristine Jean; Boone, IA
 Sulentic, Marta Marie; Waterloo, IA
 Sullivan, Phyllis N.; Alford, IA
 Swanson, Wendy; Des Moines, IA
 Swift, Judith I.; Mason City, IA
 Terrell, Sr., Steven A.; Knoxville, IA
 Theilen, Micah Layne; Anamosa, IA
 Tjepkes, Julie E.; Grundy Center, IA
 Tonn, Jane K.; Des Moines, IA
 Torres, Emily Jean; Sioux City, IA
 Travagiakis, Cynthia A.; Cedar Rapids, IA
 Tuttle, Elaine J.; Corydon, IA
 Uhlmann, Angela Dawn; Red Oak, IA
 Unger, Janice M.; Waterloo, IA
 Upah, Judy K.; Elberon, IA
 Upah, Nicole; Toledo, IA
 Urbanek, Lisa Michele; Belle Plaine, IA
 Van Otterloo, Megan Marie; Harrisburg, SD
 VanDeWalle, Kimberly A.; De Witt, IA
 Vanwardhuizen, Betty K.; Marshalltown, IA
 Vos, Arlene R.; Pella, IA
 Wagner, Christy Ellen; Cedar Falls, IA
 Walker, Winnetta S.; Ruthven, IA
 Way, Ruth Ann; Rock Island, IL
 Weber, Ashley Ann; Sioux City, IA
 Wehrman, Betty L.; Laurel, IA
 Schebaum, Holly Maureen; Sidney, IA
 Werner, Jamie K.; Montezuma, IA
 Wilson, Autumn Marie; Creston, IA
 Wilson, Geraldine E.; Burlington, IA
 Wloch, Kathryn A.; Dubuque, IA
 Woodruff, Margaret S.; Gowrie, IA
 Yoder, Emma L.; Marion, IA
 Zach, Leann Marie; Newton, IA
 Zobel, Debra S.; Mason City, IA

February LPNs

Aber, Lori Ann; Manson, IA
 Adam, Cecilia A.; Richland, IA
 Adams, Sharon Kay; Colorado Springs, CO
 Adrian, Sharon Kay; Council Bluffs, IA
 Sheldford, Lisa Ann; Ottumwa, IA
 Allen, Melissa Leanne; Fairfield, IA
 Allison, Elaine R.; Allison, IA
 Andrews, Joy E.; Union, IA
 Armstrong, Nona Faye; Creston, IA
 Arndorfer, Lisa Marie; Chicago, IL
 Asmussen, Ellen L.; Dubuque, IA
 Awbrey, Corazon Acompanado; Stockton, IA
 Bading, Karen Dionne; Arlington, IA
 Baker, Tracy Lynn; Jefferson, IA
 Baldwin, Michelle Lynn; Leon, IA
 Banta, Tawnya L.; Johnston, IA
 Barker, Joelyn K.; Oelwein, IA
 Barker, Stephanie Ann; Tripoli, IA
 Baum, Diane Lynn; Remsen, IA
 Bedard, Shawna Lynn; Lake City, IA
 Bellinger, Lorraine Lynn; Dysart, IA
 Benedict, Annette M.; Red Oak, IA
 Besco, Shirley L.; Eddyville, IA
 Biberdorf, Laci Ranae; Fort Dodge, IA
 Bielfelt, Rebecca B.; Harlan, IA
 Bland, Rhonda M.; Carlisle, IA
 Bolhuis, Rhonda Jae; Cedar Falls, IA
 Bonar, Gigi A.; Burlington, IA
 Bonner, Jaime Emma; Iowa Falls, IA
 Boothby, Rhonda J.; Clinton, IA
 Bowers, Stephanie Marie; Monticello, IA
 Bradley, Ellen Marie; Burlington, IA
 Brandt, Deborah L.; Afton, IA
 Brandt, Tina J.; Grundy Center, IA
 Breitsprecher, Andrea D.; Decorah, IA
 Brown, Kira Megan; Altoona, IA
 Buck, Clara J.; Mount Ayr, IA
 Buckeye, Carole; Council Bluffs, IA
 Bunker, Kimberly M.; Creston, IA
 Butler, Breanne Elizabeth; Eldora, IA
 Cameron, Mary; Cedar Rapids, IA
 Card, Debra Ann; Evansdale, IA
 Cave, Kristin Elizabeth; Charles City, IA
 Christensen, Robin D. Hunn -; Forest City, IA
 Christensen, Martha L.; Iowa City, IA
 Clapper, Julie A.; Sioux City, IA
 Clark, Leshia Lynette; Creston, IA
 Clauson, Jamie Kay; Boone, IA
 Coan, Michelle Lea; Warsaw, IL
 Comesano, Amanda Jo; Iowa City, IA
 Cooper, Jane M.; Nodaway, IA
 Courtney, Kimberly Sue; Monroe, IA
 Crawley, Lisa Marie; Cedar Rapids, IA
 Curry, Lauri Ann; Beacon, IA
 Dannen, Deloris A.; Clear Lake, IA
 Dart, Linda M.; Waterloo, IA
 David, Jamie J.; Glidden, IA
 Dehne, Ashly Nicole; Hedrick, IA
 Denboer, Cheryl J.; Rock Valley, IA
 Denton, Denise LaNae; Webster, IN
 Devore, Barbara N.; Centerville, IA
 Dietsch, Michelle Corrine; Burlington, IA
 Diment, Paul David; Sigourney, IA
 Doherty, Barbara J.; Sioux City, IA
 Dopheide, Mary K.; Carroll, IA
 Downing, Karyn D.; Des Moines, IA
 Dreyer, Linda F.; Parkersburg, IA
 Dull, Kristine A. Gilchrist -; Marshalltown, IA
 Duncan, Jacqueline K.; Ankeny, IA
 Dundee, Kerri; Center Point, IA

Ehrisman, Kelly Jo; Monticello, IA
 Ellis, Janice A.; Castalia, IA
 Engel, Jolene K.; Clarksville, IA
 Epps, Belinda McNair; Waterloo, IA
 Erickson, Sue L.; Ogden, IA
 Eslick, Mary; Dayton, IA
 Farris, Laura Kaye; Hamlin, IA
 Faulkner, Leanne; Mason City, IA
 Fazio, Terri M.; Des Moines, IA
 Fetgatter, Karen S.; Dubuque, IA
 Finstad, Rebecca S.; Clear Lake, IA
 Fisher, Deborah K.; Pacific Junction, IA
 Fishler, Natalia Alexandru; Dubuque, IA
 Fitzpatrick, Darla Dee; Urbandale, IA
 Flemming, Paul T.; Correctionville, IA
 Foster, Mark Kenneth; Fonda, IA
 Fouche, Kathleen M.; Norwalk, IA
 Freitas, Priscilla Lee; Des Moines, IA
 Frisella, Sheryl L.; Peosta, IA
 Full, Jessica Diane; Royal, IA
 Funk, Kelly Rae; Tripoli, IA
 Garcia, Monica Marie; Council Bluffs, IA
 Garvey, Jonathan Paul; Spirit Lake, IA
 Gates, Kimberly S.; Eldridge, IA
 Ghosh, Indira; Davenport, IA
 Giardina, Lorraine; Lake City, IA
 Gibb, Marissa Renee; Media, IL
 Gibson, Julie M.; Ossian, IA
 Gideon, Dena Jean; Shenandoah, IA
 Gist, Megan Marie; Knoxville, IA
 Glawe, Ronda S.; Monona, IA
 Goins, Theresa; Silvis, IL
 Gowans, Sandra Jean; Waterloo, IA
 Green, Colette L.; Harlan, IA
 Griffith, Tammie L.; Sioux City, IA
 Gudenkauf, Diane M.; Jesup, IA
 Habben, Lori J.; Humboldt, IA
 Hagey, William N.; Marshalltown, IA
 Hall, Jennie L.; Shenandoah, IA
 Hall, Linda; Iowa City, IA
 Hamilton, Tammy J. Ronfeldt -; Des Moines, IA
 Hanig, Terri L.; Sheffield, IA
 Hansen, Dianne M.; Corning, IA
 Harder, Susan M.; North Liberty, IA
 Harms, Sandra S.; Grundy Center, IA
 Harper, Margaret H.; Des Moines, IA
 Harris, Theresa M.; Hamburg, IA
 Harrison, James Elzie; Eldora, IA
 Harrison, Roger Lee; Mount Pleasant, IA
 Harvey, Traci L.; Albert Lea, MN
 Hayes, Gary J.; Dubuque, IA
 Hays, Amy; Gowrie, IA
 Hazelwood, Larry E.; Des Moines, IA
 Heaton, Jackie Ann; Sioux City, IA
 Hense, Mary A.; Dubuque, IA
 Hersom, Wendy S.; Independence, IA
 Horaney, Angela Lynn; Dubuque, IA
 Horn, Janet K.; Boyden, IA
 Hosea, Lori L.; Waverly, IA
 Hunstad, Heather Jo; Eldridge, IA
 Hurst, Deborah Lynn; Tarkio, MO
 Huseman, Eva; Sioux City, IA
 Hutton, Dana Tyrrell; Ottumwa, IA
 Jack, Marlene A.; Keosauqua, IA
 Jacobs, Heidi A.; Fruitland, IA
 James, Peggy M.; Des Moines, IA
 James, Jeanette Y.; Council Bluffs, IA
 Johnson, Cynthia Sue; Pomeroy, IA
 Johnson, Dawn M.; Fairbank, IA
 Johnson, Judy L.; Council Bluffs, IA
 Johnston, Marjorie Lucile; Conrad, IA
 Jones, Sharon L.; Des Moines, IA
 Jordison, Emily Joy; Boone, IA
 Jorgensen, Debra L.; Charles City, IA
 Junge, Susan S.; Montezuma, IA
 Kantaris, Gail E.; Mason City, IA
 Kastel, Dawn Marie; Clinton, IA
 Kelley, Rebecca R.; Nevada, IA
 Ketelsen, Emily; Fulton, IL
 Kinard, Jean E.; Cedar Falls, IA
 King, Sandra L.; Des Moines, IA
 Kirk, Kendall Raye; Rockford, IL
 Kirk, Ragan Elizabeth; Marshalltown, IA
 Kirkendall, Melissa Charleen; Ames, IA
 Knebel, Sara Jo; Asbury, IA
 Knoll, Laura Lee Ann; Fenton, IA
 Koester, Carrie E.; Ankeny, IA
 Konichek, Donna; North Miami, OK
 Kopaska, Debra Lynn; Huxley, IA
 Krauskopf, Kelli Lynn; Decorah, IA
 Kretlow, Rick Lee; Sioux City, IA
 Kuiper, Jeannine Ellen; Pleasant Hill, IA
 Ladd, Lisa M.; Ames, IA
 Lamp, Jolene Marie; Moville, IA
 Lang, April Ann; Hampton, IA
 LaPietra, Debra Lynn; Ames, IA
 Leach, Lori Denise; Roland, IA
 Ledvina, Amy Jo; Elberon, IA
 Lee, Marsha A.; Fort Dodge, IA
 LeMaster, Hazelann; Cedar Rapids, IA
 Lenig, Becky L.; Seymour, IA
 Lindahl, Annette Louise; Sioux City, IA
 Lindenberg, Karen Jean; Asbury, IA
 Little, Emelie Suzanne; Cedar Rapids, IA
 Lloyd, Loren Dale; Unionville, MO
 Lovik, Virginia L.; Joice, IA
 Lown, Brenda Jo; Webster, IA
 Lugar, Kelly Catherine; Garner, IA
 Lynch, Laurie S.; Iowa City, IA
 Maddy, Bobbie; Centerville, IA
 Madsen, Eileen S.; Garner, IA
 Maier, Caroline S.; Fort Dodge, IA
 Major, Cynthia S.; Albia, IA
 Mallen, Megan Kathleen; Kanawha, IA

Malloy, Amy Jo; Walnut, IA
 Mander, Beverly Marie; Oklahoma City, OK
 Mann, Desrae L.; Fairbank, IA
 Martin, Jeri A.; Melcher, IA
 Mastin, Jennifer Erin; Red Oak, IA
 Matteson, Mary L.; Burlington, IA
 Maupin, Beverly Ruth; Hamburg, IA
 Maynard, Laura Kay; Council Bluffs, IA
 McArtor, Jon D.; Oxford, IA
 Mccall, Marlene S.; Moorhead, IA
 McChesney, Fay Etta; Mason City, IA
 McCormick, Amy Lynn; Kelley, IA
 McGraw, Deanna Rae; Winthrop, IA
 Messerole, Jayme; Cherokee, IA
 Messerschmitt, Lori Lea; Ottumwa, IA
 Metz, Michelle Ellen; Iowa Falls, IA
 Meyer, Juliana; Thompson, IA
 Mitchell, Judith Lynne; Decorah, IA
 Mittle, Kathy D.; Rock Rapids, IA
 Mosby, Sadie Mae; Waterloo, IA
 Motykowski, Amanda Nichole; Atlantic, IA
 Moyner, Teresa R.; Burlington, IA
 Mulvey, Jonathan Paul; Bettendorf, IA
 Mundt, Jill Marie; Marshalltown, IA
 Murley, Kathleen L.; Sac City, IA
 Musfeldt, Kathy Jo; Boone, IA
 Myers, Jackie; Lamont, IA
 Myers, Tracy Lynn; Clarksville, IA
 Newton, Krystal Lynn; Murray, IA
 Nichols, Ruth Lee; Indianola, IA
 Nicke, Tracy; Traer, IA
 Noble, Beverly K.; Russell, IA
 Noyes, B. Ruth; Davenport, IA
 Offenbacker, Sandra K.; Pisgah, IA
 Onken, Madeline G.; Lidderdale, IA
 Osborne, Heather Nicole; Clarinda, IA
 Oswald, Cherise Ann; Nora Springs, IA
 Padden, Barbara J.; Marshalltown, IA
 Palmer, Lori Gale; Washburn, IA
 Parks, Maria J.; Davenport, IA
 Pascual, Lynn; Tama, IA
 Patterson, Denise; Fort Dodge, IA
 Penne, Jolana Kay; Des Moines, IA
 Perdew, Raymond Eugene; Urbandale, IA
 Peterman, Beverly May; Des Moines, IA
 Petsche, Sharon R.; Farley, IA
 Pfeifer, Derrick Jason; Burlington, IA
 Pifer, Andrea Renae; Adel, IA
 Pitt, Deborah Mae; Boone, IA
 Pitts, Elaine M.; Lamotte, IA
 Plein, Helen Louise; Waukon, IA
 Polley, Kelly Marie; Riceville, IA
 Pollitt, Melissa Marie; Walford, IA
 Powers, Carol A.; Council Bluffs, IA
 Powers, Donald G.; Imogene, IA
 Prevo, Susie A.; Albia, IA
 Price, Dawn Rae; Anamosa, IA
 Primmer, Tammy M.; Cedar Rapids, IA
 Pruessner, Sheila D.; Bloomfield, IA
 Quigley, Michael Paul; New Hampton, IA
 Rampendahl, Roberta K.; Red Oak, IA
 Rasmussen, Patricia L.; Sidney, IA
 Reger, Debra Michelle; Gays Mills, WI
 Reinart, Betty A.; Carroll, IA
 Reiter, Debra Jo; Arnolds Park, IA
 Reyes, Regina K.; Davenport, IA
 Rice, Carrie Ann; Cedar Rapids, IA
 Richards, Heather Jo; Fayette, IA
 Richie, Sharon Kay; Boyden, IA
 Riebkens, Vicki L.; Latimer, IA
 Riggs, Linda A.; Eldora, IA
 Robinson, William M.; Calumet, IA
 Roe, Rebecca; Milford, IA
 Roethler, William Bernard; Salix, IA
 Rork, Tasha Jean; Fort Dodge, IA
 Rothfus, Nichole Marie; Perry, IA
 Rothmeyer, Sandra Barbara; Fort Atkinson, IA
 Ruby, Gloria F.; Iowa City, IA
 Ruiz, Crystal Dayle; Des Moines, IA
 Rumley, Dora L.; Leon, IA
 Sanders, Karen A.; Rock Island, IL
 Sauerbrei, Jan D.; Iowa Falls, IA
 Schilb, Linda K.; Clarinda, IA
 Schinkel, Helen J.; New Sharon, IA
 Schneider, Joni M.; West Bend, IA
 Schoonover, Dee Ann E.; Hamburg, IA
 Schott, Lori Ann; Tipton, IA
 Schott, Laurie M.; Steen, MN
 Schroeder, Rosemary J.; Baldwin, IA
 Schuster, Patricia J.; Decorah, IA
 Seible, Constance C.; Merrill, IA
 Semke, Makala Jo; Jefferson, IA
 Seney, Christina Joline; Milford, IA
 Sexton, Florence B.; Altoona, IA
 Shekleton, Jennifer Leigh; Waterloo, IA
 Shirley, Mary Jane; Quasqueton, IA
 Skow, Robyn Joy; Marcus, IA
 Slusarczyk, Deborah Kruse -; Mason City, IA
 Smith, Jeri Barbara; Newton, IA
 Smith, Margaret M.; Mason City, IA
 Smith, Margaret K.; Waterloo, IA
 Smith, Mary C.; Calamus, IA
 Smorstad, Mary Jean; Cedar Rapids, IA
 Smothers, Edna R.; Pomeroy, IA
 Snyder, Mary K.; Breda, IA
 Solberg, Eileen A.; Hiawatha, IA
 Squier, Mary M.; Mason City, IA
 Staier, Patricia A.; Carroll, IA
 Starling, Belinda W.; Cedar Rapids, IA
 Steege, Beverly R.; Fredericksburg, IA
 Stein, Julie Ann; Portsmouth, IA
 Steinhilber, Bonita Kay; Ankeny, IA
 Stemper, Janice M.; Dubuque, IA

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FEBRUARY LPNs *Continued from page 23*

Stolfus, Valerie J.; Sumner, IA
 Stoll, Shirley A.; Pringhar, IA
 Storjohann, Andrea Joan; Marshalltown, IA
 Storto, Carol Joann; Agency, IA
 Strack, Ryan Nicholas; Waterloo, IA
 Sturgeon, Barbara L.; Waterloo, IA
 Swanger, Courtney Ann; Battle Creek, IA
 Switzer, Vic W.; Liscomb, IA
 Terrill, Amy Lynn; Keithsburg, IL
 Thomas, Ann Alynn; Donnellson, IA
 Thompson, Ann Marie; Waterloo, IA
 Thompson, Rebecca Joy; Oskaloosa, IA
 Thuman, Sarah A.; Earlville, IA
 Tiernan, Mary Jane; Pocahontas, IA
 Tipling, Judith A.; Greenfield, IA
 Traub, Cindy L.; Davenport, IA
 Turner, Erin Shae; Mason City, IA
 Usher, Shelley L.; Vinton, IA
 Valentine, Judith Ann; Marshalltown, IA
 Van Middendorp, Kristin Gail; Alford, IA
 Vanderheyden, Linda K.; Centerville, IA
 VanDerWiel, Marvin James; Pella, IA
 Vang, Mary A.; Council Bluffs, IA
 VanMaaren, Sara Anne; Colfax, IA
 VanVleet, Vicki Lee; Sioux City, IA
 Vest, Diane; LeGrand, IA
 Visser, Donna J.; Inwood, IA
 Waddell, Sara Rose; Iowa City, IA
 Wagner, Grace E.; Stacyville, IA
 Wallace, Dawn Marie; Riceville, IA
 Warren, Jennifer Lynn; Glenwood, IA
 Wedgewood, Debra A.; Keswick, IA
 Weigel, Alicia Marie; Ankeny, IA
 West, Lisa Lynn; Fredericksburg, IA
 Westerlund, Jennifer Eileen; Albert Lea, MN
 Whaley, Robyn Lee; Atlantic, IA
 Whitacre, Stephanie Dianne; Riceville, IA
 Wilcox, Rebecca J.; Marion, IA
 Williams, Sherri A.; Springville, IA
 Wilson, Machelie; Milton, IA
 Wilwerding, Mary E.; Earling, IA
 Woodyard, Bonnie Marie; Pella, IA
 Worple, Michael John; Elma, IA
 Wruck, Lorene M.; Le Mars, IA
 Ziebell, Rebecca J.; Hubbard, IA
 Zimmerman, Patricia Ann; Hamilton, IL

December RNs

Abbas, Roberta M.; Des Moines, IA
 Abendschein, Julie K.; Hampton, IA
 Ackerman, Tracy Lee; Johnston, IA
 Adams, Richard M.; Monticello, IA
 Addy, Mark E.; Boone, IA
 Addy, Catherine A.; Boone, IA
 Adkins, Sharon Ann; Onawa, IA
 Agbayani, Rocelle; Lake in the Hills, IL
 Ahlers, Norma Ann; Des Moines, IA
 Albrecht, Sarah Jean; Garner, IA
 Alcott, Jill; Belle Plaine, IA
 Aldabute, Marvin; Glenwood, IA
 Alger, Elizabeth A.; Mount Vernon, IA
 Algreen, Kimberly K.; Earlham, IA
 Allen, Anna Kathryn; Urbandale, IA
 Allen, LoRena DeJean; Hillsboro, IA
 Allen, Martin; Bettendorf, IA
 Allison, Diane; Waukon, IA
 Almeliën, Abbey Jean; Iowa City, IA
 Alt, Jenny Marie; Grimes, IA
 Altenhofen, Jane A.; Kellogg, IA
 Althaus, Dale; Ames, IA
 Ames, Carol Ann; Rockwell, IA
 Amick, Nancy A.; Johnston, IA
 Anderson, Georgia L.; Des Moines, IA
 Anderson, Debra J.; Iowa City, IA
 Anderson, Jerry L.; Adel, IA
 Anderson, Lorie Lea; Humeston, IA
 Anderson, Sara Jill; Ringsted, IA
 Andreasen, Coleen Kay; Carroll, IA
 Andrews, Patti A.; Ida Grove, IA
 Anfinson, Sandra; West Branch, IA
 Angell, Dawn L.; West Des Moines, IA
 Annegers, Linda S.; Burlington, IA
 Anzcl, Karen Marie; Iowa City, IA
 Archibald, Margaret; Melrose, IA
 Arensdorf, Janet L.; Bettendorf, IA
 Argo, Lori L.; Moravia, IA
 Armdorfer, Julie A.; West Des Moines, IA
 Arndt, Jean A.; Muscatine, IA
 Arndt, Victoria K.; Iowa Falls, IA
 Arnold, Rebecca Lynne; Davenport, IA
 Arnold, Fred; Coralville, IA
 Asbury, Christine J.; Dubuque, IA
 Aswegen, Renise K.; Parkersburg, IA
 Atkinson, Joy Rochelle; Des Moines, IA
 Austin, Janet Sue; West Point, IA
 Aveni, Tamara S.; Cumming, IA
 Averill, Katherine Jean; Johnston, IA
 Azure, Alica Elaine; Davenport, IA
 Baccam, Nicole Marie; Cedar Rapids, IA
 Badgley, Marilyn J.; Madrid, IA
 Baily, Jennifer Lynn; Marshalltown, IA
 Baily, Patricia L.; Marshalltown, IA
 Bajc, Diane Sue; Matherville, IL
 Baker, Jessica D.; Coon Rapids, IA
 Baker, Susan Renee; Coralville, IA
 Bakke, Kristin L.; Altoona, IA
 Banta, Carol M.; Sioux City, IA
 Banwart, Rebecca M.; West Bend, IA
 Bappe, Karen E.; Nevada, IA
 Barker, Larie R.; Walford, IA
 Barnes, Mary A.; Kahoka, MO

Baumgartner, Jessica Anna; Strawberry Point, IA
 Beal, Mari D.; Urbandale, IA
 Bear, Dorothy K.; Ackley, IA
 Beard, Vicki J.; Des Moines, IA
 Beard, Maria T.; Davenport, IA
 Beck, Betty L.; Dike, IA
 Beecher, Amy M.; Eagle Grove, IA
 Beik, Michelle A.; Muscatine, IA
 Beinhardt, Shannon Sue; Sigourney, IA
 Bell, Molly L.; La Porte City, IA
 Bell, Tracy Ann; Marshalltown, IA
 Benda, Tanya Marie; Waukon, IA
 Beneke, Lavonne F.; Palmer, IA
 Benesh, Kristine O.; Cedar Rapids, IA
 Benjamin, Terae Rochelle; Davenport, IA
 Bennett, Kursha Ann; Baxter, IA
 Benson, Dawn J.; Mount Vernon, IA
 Bentley, Amanda Joy; Waterloo, IA
 Bentley, Stacy; Des Moines, IA
 Berends, Debra A.; Ankeny, IA
 Berg, Patricia Ann; Muscatine, IA
 Berglund, Ruth P.; Boone, IA
 Berkley, Kathryn; Cedar Falls, IA
 Bessine, Julie Marie; Burlington, IA
 Betsworth, Joni T.; Sioux City, IA
 Bevering, Mary; Fort Madison, IA
 Biehn, Patricia A.; Oskaloosa, IA
 Bigelow, Mary K.; Winterset, IA
 Bimm, Jean L.; Clinton, IA
 Birchmier, Carol A.; Bloomfield, IA
 Biscaglia, Sarah B.; Clive, IA
 Bishop, Jenna Denise; Ankeny, IA
 Bitter, Stephanie J.; Dubuque, IA
 Bixby, Ann Elizabeth; Dewitt, IA
 Blackley, Mary Cathryn; Missouri Valley, IA
 Blaesing, Julie; Muscatine, IA
 Blair, Christine K.; Des Moines, IA
 Blanche, Staci L. Sterud-; Sioux City, IA
 Blatchford, Kelli JoAnn; Sioux City, IA
 Blick, Leslie A.; Keokuk, IA
 Blint, Delpha Mae; Oakville, IA
 Block, Mary J.; Sioux City, IA
 Blocker, Melanie Jane; Toledo, IA
 Blondin, Martha M.; Iowa City, IA
 Bochmann, Deana; Boone, IA
 Boeding, Darla Jean; Fort Madison, IA
 Boelman, Vickie S.; Ankeny, IA
 Bohlke, Diana E.; Des Moines, IA
 Boling, Brooke Briana; Calamus, IA
 Bolinger, Ron Michael; Benton, MO
 Bolte, Andrea L.; Minden, IA
 Bonde, Amanda Lea; Iowa City, IA
 Bonifas, Patricia A.; La Motte, IA
 Boone, Jean; Sheldon, IA
 Borchers, Lisa M.; Long Grove, IA
 Borg, Sheila J.; Mount Vernon, IA
 Bormann, Deborah A.; Urbandale, IA
 Borneman, Julie J.; Coralville, IA
 Bose, Marla; Creston, IA
 Bouslog, Christine; South English, IA
 Bowman, Joy M.; Altoona, IA
 Bowman, Sandra Irene; Sac City, IA
 Boyd, Connie Lynn; Burlington, IA
 Boyle, Kellie Marie; Iowa City, IA
 Boyle, Donna A.; Iowa City, IA
 Bradley, Merry L.; Des Moines, IA
 Bram, Elaine J.; Thornton, IA
 Branderhorst, Marjorie A.; Newton, IA
 Brandom, Jacquelyn Nichole; Moline, IL
 Brandon, Amie Leigh; Garrison, IA
 Breeze, Lynn Dianne; Mesa, AZ
 Breidenbach, Jill M.; Cedar Rapids, IA
 Breitbach, Pamela E.; Waucoma, IA
 Brewer, Jay R.; Centerville, IA
 Brezovan, Vicki Louise; Fort Dodge, IA
 Brightwell, Mary Ann; Hamilton, IL
 Brown, Brenda; Ottumwa, IA
 Brown, Debra D.; Dumont, IA
 Brundage, Betty; Mount Ayr, IA
 Brunelle, Connie J.; Glasgow, MT
 Brunos, Suzan A.; Klemme, IA
 Brunner, Jean Elizabeth; Marble Rock, IA
 Bruns, Mary A.; Paullina, IA
 Bryan, Joni K.; West Des Moines, IA
 Buck, Ann E.; Fairfield, IA
 Bulicek, Paula Ann; Monticello, IA
 Bulman, Machelie L.; Dorchester, IA
 Burhoop, Mary B.; Dow City, IA
 Burk, Jennifer Elizabeth; Ozark, MO
 Burns, Karen Marie; Waterloo, IA
 Burtlow, Jill Noelle; Mount Pleasant, IA
 Busch, Christina Lynn; Boone, IA
 Bushby, Barbara E.; Waterloo, IA
 Buttz, Deidre L.; Corydon, IA
 Byal, Doris E.; Baxter, IA
 Byers, Debby L.; Bettendorf, IA
 Cabeen, Jayne L.; New Market, IA
 Callaghan, Rita M.; Pierson, IA
 Callahan, Jr., David N.; Manson, IA
 Campbell, Anne Marie; Winter Springs, FL
 Campbell, Wanda G.; Albia, IA
 Canby, Valerie Yvonne; Farley, IA
 Capps, Earline M.; Volga, IA
 Carlson, Amber Lynn; Bancroft, IA
 Carlson, Carol; Ankeny, IA
 Carlson, Sandra J.; Grimes, IA
 Carlson, Suzanne A.; Afton, IA
 Carpenter, Terri; West Des Moines, IA
 Carr, Linda; Greenfield, IA
 Carrillo, Angela Marie; West Branch, IA

Carroll, Lisa Lea; Milan, IL
 Carstens, Alfreda F.; Bayard, IA
 Carter, Anna M.; Des Moines, IA
 Carter, John Jerry; Des Moines, IA
 Carty, Maureen; Rock Island, IL
 Cary, Laura; Fairfield, IA
 Caskey, Connie J.; Spirit Lake, IA
 Cathcart, Kristine E.; Gowrie, IA
 Champ, Farla; Cordova, IL
 Chandler, Deborah L.; Runnells, IA
 Chapman, Carol Corinne; Cedar Rapids, IA
 Chapman, Karen Lynn; Logan, IA
 Charley, Linda S.; Dubuque, IA
 Chelar, Elaine A.; Des Moines, IA
 Christensen, Amy Cahoon; Ames, IA
 Claeys, Kimberly; Aledo, IL
 Clark, Theresa Dee; Rock Island, IL
 Clark, Deanne; Ankeny, IA
 Clark, Sandra K.; Clinton, IA
 Clark, Sherry L.; Ogden, IA
 Clark, Susan L.; Cedar Rapids, IA
 Clay, Michelle Lynn; Ottumwa, IA
 Clemen, Linda J.; Marion, IA
 Cleveland, Mary Alice; Cresco, IA
 Cleveland, Rebecca M.; Dorchester, IA
 Coburn, Karen Sue; Radcliffe, IA
 Coffey, Lois A.; Des Moines, IA
 Colby, Richard Lynn; Wall Lake, IA
 Colligan, Cynthia L.; Shelby, IA
 Collin, Jill D.; Orion, IL
 Collins, Maureen C.; Dubuque, IA
 Collins, Patricia L.; Union, IA
 Collins, Sarah A.; New Hampton, IA
 Connelly, Nancy R.; Ollie, IA
 Conner, Shelby S.; Iowa City, IA
 Connor, Cynthia M.; Mason City, IA
 Conover, Viola Lias-; Ida Grove, IA
 Conrad, Cheryl A.; Coralville, IA
 Constable, Kari N.; Fort Dodge, IA
 Cook, Marilyn K.; North Liberty, IA
 Cooley, Deborah J.; Griswold, IA
 Cooper, Brenda L.; Dike, IA
 Copper, Christine; Ames, IA
 Cordes, Greta Ann; Allison, IA
 Cox, Kerri Ann; Monticello, IA
 Coy, Cristi A.; Farragut, IA
 Coyne-Gowdy, Connie L.; Moline, IL
 Crandell, Cheryl R.; Ames, IA
 Crisman, Gina K.; Story City, IA
 Crooks, Christine Marie; Fort Dodge, IA
 Crum, Janet M.; Mapleton, IA
 Culbertson, Joann M.; Edgewood, IA
 Curoe, Darlene M.; Bernard, IA
 Curry, Elissa; Coralville, IA
 Curtis, Kimberli D.; LeClaire, IA
 Curtis, Kathryn; Des Moines, IA
 Dagle, Angela Kay; Colorado Springs, CO
 Dahl, Anna Laura; Rochester, MN
 Dahlstrom, Joni; Waterloo, IA
 Daines, Samuel Clark; West Des Moines, IA
 Dalton, Kathryn Ann; Solon, IA
 Dame, Kristen Sue; Waterloo, IA
 Daniels, Kristen D.; Pekin, IL
 Dannen, Kristine Ann; Hampton, IA
 Dansdill, Margaret E.; Lake City, FL
 Darbyshire, Julia Anne; Davenport, IA
 Davelaar, Helen E.; Rock Valley, IA
 Davis, Cynthia Cay; Odebolt, IA
 Davis, Janie; Ankeny, IA
 Davis, Jeanette Marie; Des Moines, IA
 Davis, Mary Louise; Red Oak, IA
 Davis, Julie C.; Des Moines, IA
 Davis, Tisha A.; Fontanelle, IA
 Davison, Sharon K.; Maquoketa, IA
 De Brecht, Sara L.; Urbandale, IA
 Dean, Jo Ann; Leon, IA
 Dearden, Minda A.; Vinton, IA
 DeBoom, Loraine Mendoza; Altoona, IA
 DeHoff, Teresa A.; Cedar Falls, IA
 Deike, Mark; Iowa City, IA
 Deluhery, Elaine Rae; Jefferson, IA
 Delury, Robin Noelle; Pleasant Hill, IA
 Denton, Berta Dorothy; Nashua, NH
 DeRuyter, Kristi K.; Rock Valley, IA
 DeVault, Amy Marie; Greenfield, IA
 Dickman, Lauri S.; Kingsley, IA
 Diggins, Michael Gerard; Mondamin, IA
 Dilulio, Jeri Ann; Rock Island, IL
 Dittmer, Jessica Diane; Milo, IA
 Dixon, Kristine M.; Ankeny, IA
 Dodson, Kristen Sue; Moline, IL
 Dodson, Kathryn N.; Dayton, IA
 Donahue, Judith K.; Ruthven, IA
 Donaway, Regina Marie; Rock Island, IL
 Donovan, Bette Anderson; Des Moines, IA
 Doonan, Stephanie Lorraine; Ankeny, IA
 Dotseth, Joni L.; Coralville, IA
 Downing, Nancy Ruth; Iowa City, IA
 Drabek, Lori A.; Nevada, IA
 Dryanski, Lucia L.; Donahue, IA
 Dudo, James Edward; Gladwin, MI
 Duffy, Denise Lynn; Decorah, IA
 Duggan, Kathy A.; Dubuque, IA
 Dunblazier, Michelle Lynn; Maxwell, IA
 Duncan, Tara; Dunkerton, IA
 Dupic, Carol R.; Emmetsburg, IA
 Duryee, Ardys Barbara; Iowa Falls, IA
 Dusthimer, Kathy J.; Davenport, IA
 Dwyer, Lisa M.; Geneseo, IL
 Eades, Susan M.; Washta, IA
 Eaton, Vicki L.; Bloomfield, IA
 Eatwell, Cynthia R.; Des Moines, IA
 Eckhardt, Leann L.; Sheffield, IA

Egland, Kelli Ann; Spencer, IA
 Eichenseer, Ruth M.; Ankeny, IA
 Eichhorn, Joy L.; Maquoketa, IA
 Eisentrager, Kari Marie; Waterloo, IA
 Eiten, Diane L.; Des Moines, IA
 Elbaroudi, Mary T. Banta; Des Moines, IA
 Ellingson, Brenda L.; Quincy, IL
 Elliott, Robert W.; Carroll, IA
 Ellis, Wilma A. Adams-; Redfield, IA
 Ellsbury, Connee K.; Palmer, IA
 Elsbernd, Heather Ann; Cedar Rapids, IA
 Else, Jill; Holstein, IA
 Emerick, Ann L.; Nichols, IA
 Engle, Karen Jeanette; Centerville, IA
 Engstler, Jami; Clive, IA
 Eno, Mary P.; Iowa City, IA
 Epting, Janet Rae; Sioux City, IA
 Ernsperger, Kristen Jo; Panora, IA
 Esch, Lisa K.; Dubuque, IA
 Esterly, Janet K.; Spencer, IA
 Etscheidt, Kim D.; Newhall, IA
 Evans, Lisa M.; Cedar Falls, IA
 Eversdyk, Randall Dean; Cedar Rapids, IA
 Everson, Romona R.; Webster City, IA
 Everts, Diane Lynn; Cedar Rapids, IA
 Ewell, Jewell Dean; Waterloo, IA
 Eyerly, Freda A.; Cedar Rapids, IA
 Faldet, Jody Lynn; Cresco, IA
 Faulkner, Marcie Lynn; Bettendorf, IA
 Fautsch, Deborah S.; Dubuque, IA
 Feistner, Chad T.; Sioux City, IA
 Collins, Patricia L.; Union, IA
 Fell, Dianne L.; West Burlington, IA
 Felland, Beverly J.; Burlington, IA
 Fennell, Rosalie M.; Council Bluffs, IA
 Figge, Jeanne R.; Sergeant Bluff, IA
 Fitzgerald, Alsie L.; Wauke, IA
 Flaaten, Ruby Cheryl; Rochester, MN
 Flack, Mary K.; Nevada, IA
 Fluit, Larae Ann; Alford, IA
 Folkens, Jody Jean; Rock Rapids, IA
 Foltz, Kimberly S.; Des Moines, IA
 Fonck, Tracy; Durango, IA
 Forbes, Greta Ann; Cedar Rapids, IA
 Foreman, Dorothy L.; Waterloo, IA
 Forslund, Julie K.; Spencer, IA
 Foster, Vicki R.; Adel, IA
 Fowler, Dawn Marie; Sioux City, IA
 Fowler, Cassandra Kay; North Liberty, IA
 Francis, Sherry R.; Drakesville, IA
 Frantz, Rita A.; Iowa City, IA
 Frantz, Tami; West Branch, IA
 Frazee, Deann Jo; Tripoli, IA
 Freemole, Martha L.; Davenport, IA
 Frieden, Terrie J.; Davenport, IA
 Fudge, Roxana J.; Storm Lake, IA
 Fulcher, Sandra J.; Hudson, IA
 Funk, Cindy M.; Iowa City, IA
 Fynaardt, Sandra L.; New Sharon, IA
 Gaalswyk, Donna J.; Rock Valley, IA
 Gamedinger, Karen K.; Urbandale, IA
 Gammell, Rhonda L.; West Des Moines, IA
 Gannaway, Jessica Dawn; Dyersville, IA
 Gardner, Talitha Jane; Dubuque, IA
 Gasaway, Patricia J.; Quincy, IL
 Gates, Patricia J.; Birmingham, IA
 Gatewood, Pamela S.; Cedar Rapids, IA
 Gaul, Susan M.; Dubuque, IA
 Gault, Michele Renee; Moline, IL
 Geertsema, Janet M.; Dubuque, IA
 Gehrke, Laurie E.; Clive, IA
 Gerber, Diane M.; West Bend, IA
 Gergen, Kim D.; Remsen, IA
 Geronzin, Carol L.; Maquoketa, IA
 Gettler, Mary M.; Adair, IA
 Gillis, Karen Rae; Davenport, IA
 Gingerich, Lisa A.; Ainsworth, IA
 Glade, Karen C.; Ocheyedan, IA
 Glader, Douglas Carl; Burlington, IA
 Glandorf, Teresa Ann; Edwards, CO
 Glaser, Lambert H.; Dubuque, IA
 Goetz, Della R.; Peosta, IA
 Goetz, Frances Marie; Garwin, IA
 Goff, Sheri Sue; Cambridge, IL
 Goheen, Lynn A.; Silvis, IL
 Gonshorowski, Linda A.; Washington, IA
 Goodrich, Bert Freeman; Mottumza, IA
 Goodwin, Rose Ellen; Stockton, IA
 Gookin, Christine S.; Altoona, IA
 Gorczynski, Elizabeth J.; Lemars, IA
 Gorsh, Jaime Ann; Oxford, IA
 Gouge, Joan M.; Garner, IA
 Goulette, Mary Ann; Sioux City, IA
 Gound, Amy Kara; Grant Park, IL
 Graber, Judith G.; Sergeant Bluff, IA
 Graesing, Lynnette; Linn Grove, IA
 Graham, Tammy D.; Waverly, IA
 Grandfield, Mary Jo Miller-; Rockwell City, IA
 Grant, Sommer Joy; Waterloo, IA
 Gray, Louise C.; Knoxville, IA
 Gray, Susan D.; Sidney, IA
 Greenfield, Jan D.; Blairsburg, IA
 Greenswag, Louise; Davenport, IA
 Greimann, Peggy Jo; Independence, IA
 Greiner, Jane Ann; Coralville, IA
 Greinert, Mary C.; Ottumwa, IA
 Griebat, Teri Jo; Mechanicsville, IA
 Griencewic, Judith A.; Sioux City, IA
 Gries, Linda; Des Moines, IA
 Griffin, Nancy; Dubuque, IA
 Grillot, Christine A.; Wheatland, IA
 Groves, Mary D.; Greenfield, IA
 Gruis, Tracy Ann; George, IA

Gruver, Pamela D.; Des Moines, IA
 Guetzko, Carol B.; Mount Vernon, IA
 Guiter, Carol S.; Ottumwa, IA
 Gunn, Kimberly Rae; Des Moines, IA
 Gutschmidt, Nanette M.; Lisbon, IA
 Haack, Kathryn A.; Sioux City, IA
 Haack, Tammy T.; Humboldt, IA
 Hadley, Sara Frances; Afton, IA
 Hafeman, Marilyn A.; Dubuque, IA
 Haffey, Michael A.; Charles City, IA
 Hagemann, Rose M.; Ankeny, IA
 Hafner, Elizabeth L.; Eldridge, IA
 Hagen, Joann K.; Decorah, IA
 Hager, Jennifer Jo; Cedar Falls, IA
 Halabi, Affie N.; Peoria, IL
 Halverson, Jill Marie; Glenwood, IA
 Hamann, Lorinda Marie; Sioux City, IA
 Hambly, Kimberly; Shellsburg, IA
 Hamburg, Cynthia A.; Cantril, IA
 Esterly, Janet K.; Spencer, IA
 Hammill, Violet J.; Davenport, IA
 Hancock, Bonnie J.; Epworth, IA
 Hancock, Kelly; Sioux City, IA
 Hannum, Annetta K.; West Point, IA
 Hansen, Cynthia E.; Ankeny, IA
 Hansen, Pamela Lenort; Fairmont, MN
 Hansen, Harriet K.; Marion, IA
 Hansen, Lee; Moline, IL
 Hanson, Marit Alissa; Ankeny, IA
 Hanson, Julie L.; East Moline, IL
 Hanson, Kimberly M.; Odebolt, IA
 Haptonstall, Eloise M.; Smithland, IA
 Hardy, Tammy Lea; Bondurant, IA
 Harms, Laura A.; Waterloo, IA
 Harper, Dina Noelle; Norwalk, IA
 Khabidi, Mary Udaya; Iowa City, IA
 Hassel, Brenda; Spirit Lake, IA
 Haugen, Laura J.; Marshalltown, IA
 Haughey, Kristi Ann; Coralville, IA
 Hauser, Judy M.; Charles City, IA
 Hawkins, Angela A.; Des Moines, IA
 Hayes, Kristen Nicole; Atlantic, IA
 Hayes, Charity A.; Webster City, IA
 Hayes, Nila Kay; Sioux City, IA
 Hays-Duncan, Debra; Coralville, IA
 Heath, Virginia R.; Columbia, KY
 Heathman, Barbara L.; Ryan, IA
 Heddte, Mary J.; Marion, IA
 Heemstra, Valerie C.; Sioux Center, IA
 Heiar, Jane E.; Dubuque, IA
 Heim, Rhonda S.; Des Moines, IA
 Heimdal, Evelyn Marie; Joice, IA
 Hein, Susan C.; Davenport, IA
 Heinisch, Marilyn S.; Dubuque, IA
 Heinrich, Ann Elizabeth; Maquoketa, IA
 Heitshusen, Debra S.; South Amana, IA
 Hellerud, Lori L.; Dubuque, IA
 Helmick, Kim J.; Burlington, IA
 Hemm, Linda M.; Keosauqua, IA
 Henderson, Stacey Leigh; Coal Valley, IL
 Henkelman, Debra R.; Cleveland, IL
 Hennick, Mary S.; Ames, IA
 Henry, Marie E.; Indianola, IA
 Hensel, Sheila M.; Clinton, IA
 Hermanson, Karen N.; Jewell, IA
 Herring, Brenda J. Emick-; Mechanicsville, IA
 Hershey, Joy Louise; La Porte City, IA
 Heydeman, Bonnie L.; Davenport, IA
 Heynen, Connie Ann; Sheldon, IA
 Heywood, Janet M.; Mason City, IA
 Hilbert, Mary B.; Livermore, IA
 Hildebrand, Darla L.; Grundy Center, IA
 Hill, Dennis R.; Sioux City, IA
 Hill, Julie K.; Marshalltown, IA
 Hill, Tamara A.; Clarion, IA
 Hill, Laurie; Elkhart, IA
 Hill, Rada L.; Davenport, IA
 Hinkeldey, Anna J.; Aurelia, IA
 Hinz, DeAnne; Batavia, IL
 Hirtz, Gail M.; North Liberty, IA
 Hixenbaugh, Mary K.; Knoxville, IA
 Hodges, Beth A.; Madrid, IA
 Hoff, Mary A.; Ottumwa, IA
 Hoffman, Sally Jane; Perry, IA
 Hoffmann, Amy Marie; Earling, IA
 Hogan, Susan Lynn; Indianola, IA
 Hohenthaner, Rebekah Marie; Burlington, IA
 Hohnacker, Nancy M.; Eldridge, IA
 Hokel, Christi J.; Exira, IA
 Holcomb, David Emerson; Des Moines, IA
 Holst, Annette; De Witt, IA
 Holten, Michelle P.; Cedar Rapids, IA
 Holtkamp, Barbara Ann; Donnellson, IA
 Holtkamp, Rhonda R.; Marion, IA
 Hora, Sue M.; Van Horne, IA
 Hornung, Michelle Lynn; Montrose, IA
 Houser, Janet A.; Des Moines, IA
 Hout, Erika Ann; Fort Dodge, IA
 Howard, Evelyn L.; Des Moines, IA
 Howe, Mary Ann; New Hampton, IA
 Hronek, Kate Louise; Iowa City, IA
 Huddle, Lani Sue; Emerson, IA
 Huff, Barbara S.; Bettendorf, IA
 Hunter, Patricia Ann; West Des Moines, IA
 Hurd, Jane E.; Ames, IA
 Hutson, Bridgett M.; Nauvoo, IL
 Ikari-Mattson, Rachelle N. M.; Cedar Falls, IA
 Inghram, Shawn L.; Cedar Rapids, IA
 Irmeier, Joan H.; Coon Rapids, IA
 Jackson, Beth M.; Benson, MN
 Jacobs, Joseph Cline; Saint Charles, IL
 Jacobson, Karen R.; North Liberty, IA
 Jahnke, Christel; Windham, NH

Jahns, Janet; Davenport, IA
 Jansen, Susan; Long Grove, IA
 Jasper, Kristen M.; Waterloo, IA
 Jenkins, Meranda Ann; Des Moines, IA
 Jenks, Heather Jo; Des Moines, IA
 Jenness, Cynthia K.; Waterloo, IA
 Jensen, Pamela Sue; Nevada, IA
 Jimenez, Holly Jo; Ankeny, IA
 Jipp, Nancy K.; Bettendorf, IA
 Johanns, Dawn R.; Osage, IA
 Johnson, Carol S.; Keosauqua, IA
 Johnson, Emily Louise Young; Eagle Center, IA
 Johnson, Janne L.; Cherokee, IA
 Johnson, Kristin Kay; Iowa Falls, IA
 Johnson, Carolyn K.; Glenwood, IA
 Johnson, Sherri L.; Blencoe, IA
 Johnson, Jean M.; Cambridge, IL
 Johnson, Jennifer Jo; West Des Moines, IA
 Johnson, Joyce Eileen; Peosta, IA
 Johnson, Carol Ruth; Iowa City, IA
 Johnson, Lynn S.; Pocahontas, IA
 Johnson, Teresa M.; Northwood, IA
 Johnston, Jan E.; Coralville, IA
 Johnston, Sherri L.; Blencoe, IA
 Jonas, Sharon A.; Remsen, IA
 Jones, Donnette K.; Bennett, IA
 Jones, Lisa Louise; Parnell, IA
 Jones, Barbara L.; Fulton, IL
 Jones, Kim M.; Grinnell, IA
 Jones, Linda M.; Altoona, IA
 Jorgensen, Andrew; Woodbridge, VA
 Judge, Kathi Lynn; Clive, IA
 Jungers, Christena M.; Boyden, IA
 Jungers, Holly Ann; Paullina, IA
 Jungers, Jeanne R.; Hospers, IA
 Kabadji, Mary Udaya; Iowa City, IA
 Kafer, Mary Alida Altman-; Spirit Lake, IA
 Kahler, Karla J.; Ogden, IA
 Kaiser, Karen M.; Ottumwa, IA
 Kalin, Linda B.; Sioux City, IA
 Kamp, Erin C.; Grimes, IA
 Kane, Pamela D.; Cedar Falls, IA
 Kardon, Jessica A.; Iowa City, IA
 Kasper, Madonna Marie; Collins, IA
 Kasper, Renee D.; Des Moines, IA
 Kasubick, Tracie Leigh; Red Oak, IA
 Kavanaugh, Diane Lee; Donahue, IA
 Kay, Philip Alan; Hudson, IA
 Kearse, Christopher Garold; Keokuk, IA
 Kearse, Donna L.; Nauvoo, IL
 Keat, Sarah Elizabeth; Carroll, IA
 Keckler, Jessica Katherine; Davenport, IA
 Keen, Mary C.; Marshalltown, IA
 Keitzer, Janice Marie; Mediapolis, IA
 Keller, Kristi M.; Kettumwan-; Waterloo, IA
 Keller, Melissa Marie; Ames, IA
 Kelley, Carissa Marie; Lisbon, IA
 Kelly, Christine M.; Sioux City, IA
 Kelly, Elaine M.; Waterloo, IA
 Kelso, Bridget J.; Rock Island, IL
 Kelso, Michele L.; Clear Lake, IA
 Kemp, Julie Ann C.; Fulton, IL
 Kempster, Kirk D.; Sioux City, IA
 Kendrick, Denise R.; Knoxville, IA
 Kepler, Ellen Louise; Cedar Rapids, IA
 Kepus, Pamela L.; Platte City, MO
 Kerkove, Margaret A.; Sigourney, IA
 Kern, Carolyn S.; Norwalk, IA
 Kerndt, Karen A.; Decorah, IA
 Kies, Tara Sue; Maquoketa, IA
 Kibber, Christine Ann; Des Moines, IA
 King, Cheryl L.; Cedar Rapids, IA
 King, Tandy Rochelle; Grinnell, IA
 Kingsley, Wendy J.; Bettendorf, IA
 Kinne, Amanda; Jefferson, IA
 Kinsella, Cari L.; Des Moines, IA
 Kirk, Angela Marie; Pine Island, MN
 Kirkpatrick, Dawn M.; Dakota City, IA
 Kinz, Nicole Lynn; Des Moines, IA
 Kissell, Lu Ann; Peosta, IA
 Klimeck, Christie; Sioux City, IA
 Klinsky, Vannessia R.; Cedar Rapids, IA
 Klith, Chris L.; Cedar Rapids, IA
 Klocke, Kathleen M.; Maquoketa, IA
 Knapp, Noelle Ondine; Akron, IA
 Knauss, Marilyn J.; Council Bluffs, IA
 Knedler, Marie E.; Council Bluffs, IA
 Knezevich, Natalie J.; Montrose, IA
 Knock, Janet R.; Creston, IA
 Kohler, Deborah Lynn; Cedar Rapids, IA
 Kolberg, Carol Jane; Riceville, IA
 Korleski, Janice M.; Cherokee, IA
 Kosmach, Colleen M.; Fairfax, IA
 Kosteleyka, Catherine J. Jamison; Hanlontown, IA
 Kowalski, Lynne L.; Asbury, IA
 Kraemer, Mary A.; Marion, IA
 Kral, Christy M.; Des Moines, IA
 Krantz, Susan E.; Sioux City, IA
 Kraus, Cynthia L.; Carroll, IA
 Kreher, Monna J.; Marion, IA
 Krella, Rebecca Sue; Bettendorf, IA
 Kriebs, Julia N.; West Branch, IA
 Krogh, Brenda L.; Ames, IA
 Krug, Heather M.; Urbandale, IA
 Kruger, Marilyn Jean; Denison, IA
 Kruse, Janet M.; New Vienna, IA
 Krutsinger, Kelli L.; Marengo, IA
 Kuder, Marcia L.; Sergeant Bluff, IA
 Kuehl, Pauline; Sioux City, IA
 Kueny, Dawn M.; Swisher, IA
 Kula, Roxanne K.; Anamosa, IA

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DECEMBER RNS *Continued from page 24*

Kunkle, Michelle Lynne; Waterloo, IA
 Kuntz, Gregory W.; Coralville, IA
 Kurt, Kim; Independence, IA
 Kutscher, Joyce Anne; Fort Madison, IA
 Kyle, Sandra Kay; Missouri Valley, IA
 Kyte, Carrie Ann; Cedar Rapids, IA
 Lachendro, Julian Philip; Council Bluffs, IA
 Lamfers, Margaret A.; Ashton, IA
 Lammer, Natalie R.; Marion, IA
 Lane-Kennebeck, Monica S.; Cherokee, IA
 Langenfeld, Ann; Iowa City, IA
 Langreck, Jacqueline Sue; Fort Atkinson, IA
 Lansing, Kathleen M.; Hopkinton, IA
 Large, Mary B.; Altoona, IA
 Larsen, Karen S.; Whiting, IA
 Larson, Melanie Ann; Gowrie, IA
 Lauck, Dawn; Sioux City, IA
 Laughlin, Ruth A.; Knoxville, IA
 Laurin, Corene M.; Bettendorf, IA
 Laverty, Abby Marie; Griswold, IA
 Leaman, Kristine K.; Mason City, IA
 Ledger, Mary Ann; Fairfield, IA
 Lee, Susan L.; Solon, IA
 LeFleur, Jane Marie; Martensdale, IA
 Leigh, Karen; Iowa City, IA
 Lennon, Jodi K. Berns-; Fort Dodge, IA
 Letsche, Shannon Kae; Marcus, IA
 Lilli, Kathleen K.; Iowa City, IA
 Limoges, Steven F.; Sioux City, IA
 Lingafelter, Catherine Lynn; Moline, IL
 Linnane, Connie S.; Des Moines, IA
 Linnell, Anna Louise; Decorah, IA
 Lipcamon, Jeff A.; Coralville, IA
 Littrell, Michelle Rena; Steamboat Rock, IA
 Logue, Toni L.; Knoxville, IA
 Long, Debra L.; Ames, IA
 Longlee, Roxanne; Salix, IA
 Lookabill, Mary Ann; Council Bluffs, IA
 Loveland, Jessica Ray; Newton, IA
 Lovik, Kristie M.; Plymouth, IA
 Lukavsky, Cynthia Anne; West Branch, IA
 Lundeen, Debra J.; Moline, IL
 Lutter, Karen M.; Ankeny, IA
 Luzum, Mary L.; Calmar, IA
 Lyons, Sherry Lee; Dysart, IA
 Maas, Andrew J.; Cedar Rapids, IA
 Maas, Terri Lynn; Sioux City, IA
 Madoerin, Kori Roxanne; Williamsburg, IA
 Madsen, Carrie Michelle; Sloan, IA
 Magnuson, Delores L.; Denison, IA
 Mahama, Christina Babauonour; Ames, IA
 Maher, Althea R.; Des Moines, IA
 Malecek, Anne M.; Marion, IA
 Mallberg, Janice K.; Adel, IA
 Manhart, Chantal; Marion, IA
 Manna, Carolyn J.; West Des Moines, IA
 Maranville, Rachel Anne; Glenwood, IA
 Marco, Jennifer; Sibley, IA
 Markovetz, Nicollet A.; Iowa City, IA
 Marshall, Linda L.; Cascade, IA
 Marshall, Lori L.; Knoxville, IA
 Martens, Allen Edward; Council Bluffs, IA
 Martin, Brenda May; West Des Moines, IA
 Martin, Vickie Marie; Grand Junction, IA
 Martinson, Kristine J.; Cedar Falls, IA
 Mashek, Diana E.; Ankeny, IA
 Mason, Teresa R.; Waterloo, IA
 Massengill, Jesse D.; Rock Island, IL
 Mathiasen, Cynthia R.; Council Bluffs, IA
 Matthews, Melissa Lynn; Davenport, IA
 Mattson, Kenny A.; Burlington, IA
 Mayer, Lisa M.; Marcus, IA
 Mcbee, Joan K.; Des Moines, IA
 McCarthy, Sally Cecile; Park Ridge, IL
 McCarty, Jean; Iowa City, IA
 McCarty, Paula Kaye; Waterloo, IA
 Mcconnell, Carol L.; Des Moines, IA
 McCormick, Dietre M.; Carlisle, IA
 Mccoy, Jo Ellen; North Liberty, IA
 McDermott, Lois J.; Harlan, IA
 McDonald, Patricia Lynn; Des Moines, IA
 McDonald, Sara Jane; Council Bluffs, IA
 McGuire, Cancy Rose; Coralville, IA
 Mclihon, Jennifer J.; Clive, IA
 McIntosh, Julie C.; Cedar Rapids, IA
 McInville, Theresa E.; West Des Moines, IA
 Mckeever, Victoria J.; Batavia, IA
 Mclaughlin, Tamara A.; Muscatine, IA
 McPherson, Marcia M.; Des Moines, IA
 Meacham, Cristy Lu; Shenandoah, IA
 Meeves, Lisa M.; Des Moines, IA
 Meier, Gloria J.; Danbury, IA
 Mein, Kathryn; Ankeny, IA
 Meinecke, Connie R.; Jamaica, IA
 Mellecker, Emily E.; Iowa City, IA
 Melsha, Barbara A.; Cedar Rapids, IA
 Menke, Mary; Burlington, IA
 Mentz, Christine; Iowa City, IA
 Mertens, Beverly Jean; Fort Madison, IA
 Messer, Connie Lou; Washington, IA
 Mether, Anita F.; Logan, IA
 Meyer, Tara Lynn; Iowa City, IA
 Meyer, Cindy Lou; Dubuque, IA
 Meyer, Doreen J.; Aplington, IA
 Meyer, Lori S.; Farnhamville, IA
 Meyerhoff, Kimberly S.; Coralville, IA
 Meyers, Carlin J.; West Des Moines, IA
 Mickelson, Nancy A.; Woolstock, IA
 Middleton, Cheryl Ann; Memphis, MO
 Milder, James J.; Council Bluffs, IA
 Miletich, Mona Kay; Bettendorf, IA

Millard, Bonnie R.; West Des Moines, IA
 Miller, Judith A.; Coralville, IA
 Miller, Kathleen M.; Bettendorf, IA
 Miller, Kristine Jo; Wilton, IA
 Miller, Carmen M.; Iowa City, IA
 Miller, Deanna L.; Sergeant Bluff, IA
 Miller, Eileen L.; Lake City, IA
 Miller, Linda F.; Des Moines, IA
 Miller, Mary J.; Waterloo, IA
 Miller, Michelle R.; Kalona, IA
 Miller, Rhonda K.; Sioux City, IA
 Miller, Susan C.; Iowa City, IA
 Milliser, Sandra A.; Dubuque, IA
 Mills, Richelle L.; Bettendorf, IA
 Miltenberger, Pamela Lee; Marshalltown, IA
 Mitchell, Angela Kae; Albert City, IA
 Mitchell, Mark J.; Des Moines, IA
 Mitchell, Collett Kristine; Iowa City, IA
 Mitton, Lori J.; West Des Moines, IA
 Mobley, Nancy C.; Cedar Rapids, IA
 Mock, Dixie L.; Albia, IA
 Montez, Pamela Sue; Bettendorf, IA
 Montgomery, Holly Jo; Ocheyedon, IA
 Montgomery, Nancy C.; Bettendorf, IA
 Mooney, Sara Ann; North Liberty, IA
 Moore, Cara Lynn; Gowen, MI
 Moore, Patti M.; Red Oak, IA
 Moores, Debra L.; Woodbine, IA
 Morman, Elizabeth A.; Woodward, IA
 Morris, Kathy J.; Tabor, IA
 Morris, Heather Anne; Ames, IA
 Morrison, Melissa Renee; Davenport, IA
 Morrow, Caryol Yvonne; Coralville, IA
 Moss, Linda G.; Iowa City, IA
 Mottinger, Dina M.; Solon, IA
 Mowery, Carol; Cedar Falls, IA
 Muff, Debra K.; Bronson, IA
 Muhlhause, Nancy J.; Maquoketa, IA
 Mullaley, Angela R.; Clinton, IA
 Mullinix, Sylvia C.; Prescott, IA
 Mullins, Mary Ann; Albia, IA
 Murphy, Kimberlee K.; Muscatine, IA
 Murphy, Stephanie Ann; New Sharon, IA
 Murphy, Dawn Ann; Knoxville, IA
 Musfeldt, Melanija L.; Boone, IA
 Musgrave, Gwendolyn Rose; Davenport, IA
 Myers, Crystal Dawn; Ames, IA
 Myers, Mary T.; West Des Moines, IA
 Nadolny, Constance S.; West Des Moines, IA
 Neely, Marcia; Merville, IA
 Neese, Katherine B.; Grand Junction, IA
 Neiman, Dena Rae; Sioux City, IA
 Nelson, Carrie Beth; Grimes, IA
 Nelson, Stacey Joe; Lemars, IA
 Nelson, Susanne L.; Riverdale, IA
 Nelson, Dea A.; Eldridge, IA
 Nelson, Maria S.; Newton, IA
 Nelson, Nancy Aniela-Mae; West Branch, IA
 Nelson, Nancy J.; Illinois City, IL
 Newberry, Dorothy A.; Cedar Falls, IA
 Nicholas, Barbara E.; Clear Lake, IA
 Nichols, Patricia A.; Stone Mountain, GA
 Nichols, Mary L.; Columbia, IA
 Nichols, Rebecca S.; Knoxville, IA
 Nilles, Jennifer M.; Sherril, IA
 Norby, Jolene M.; Osage, IA
 Nordengren, Joanne M.; West Des Moines, IA
 Norris, Kristina K.; Des Moines, IA
 Norris, Mary Anderson-; Cedar Rapids, IA
 Nosbush, Joyce Elaine; Monticello, IA
 Notz, Jill Ranae; Ankeny, IA
 O'Brien, Mary K.; Tiffin, IA
 Odell, Barbara Renee; Gravity, IA
 Oetker, Rita Marie; Tama, IA
 Olsen, Lynette Marie; Pleasantville, IA
 Olson, Catherine Marie; Hampton, IA
 Olson, Margaret Eileen; Sherrard, IL
 Olson, Martha A.; Ringsted, IA
 Olson, Susan M.; Marshalltown, IA
 Osmanson, Pamela; Red Oak, IA
 Owings, Ellen M.; Ames, IA
 Padget, Sherry S.; Bloomfield, IA
 Pagel, Deborah M.; Webster City, IA
 Palmer, Victor L.; Allison, IA
 Palmersheim, Stephanie Rae; Sioux City, IA
 Paris, Scott Lyndon; Elizabethtown, KY
 Parizek, Rebecca A.; Cedar Rapids, IA
 Parker, Bonnie Joyce; Burlington, IA
 Parker, Michael A.; Riverside, IA
 Passet, Cynthia A.; Duluth, MN
 Patterson, Thomas Paul; Ames, IA
 Paul, Linda J.; Hudson, IA
 Pauls, Nina; Eldon, IA
 Pauly, Lori Ann; Fort Madison, IA
 Pearson, Bethanne; Winterset, IA
 Pederson, Tina; Callender, IA
 Peiffer, Julie A.; Waukon, IA
 Penney, Cindy L.; Iowa City, IA
 Perrin, Kristi L.; Ames, IA
 Peters, Kristine L.; Prairie City, IA
 Petersen, Cassandra S.; Council Bluffs, IA
 Petersen, Mary E. D.; Harlan, IA
 Peterson, David Maurice; Ainsworth, IA
 Peterson, Kizzie Amanda; Des Moines, IA
 Peterson, Lorraine Ann; Elgin, MN
 Peterson, Kathy Ann; Corning, IA
 Peterson, Linda K.; Waukon, IA
 Peterson, Susan J.; Marshalltown, IA
 Peterson, Wendy; Postville, IA
 Pfeiffer, Mary L.; Council Bluffs, IA
 Pflueger, Ashly Louira; Spirit Lake, IA
 Phares, Echo Michelle; Altoona, IA

Pickett, Marcia L.; Bettendorf, IA
 Pickrell, Veronica Lynn; Agency, IA
 Pinneke, Bonna L.; Ames, IA
 Pins, Grace; New Vienna, IA
 Pitt, Linda C.; Ludington, MI
 Plasier, Aimee; Sioux Center, IA
 Plesher, Jan M.; Sioux City, IA
 Poage, Alana L.; Wapello, IA
 Polito, Marilyn C.; Ames, IA
 Popson, Jeanne N.; Knoxville, IA
 Porter, Vicki L.; Newton, IA
 Potratz, Mary J.; Des Moines, IA
 Pottebaum, Cynthia A.; Alton, IA
 Poulton, Susan K.; Iowa City, IA
 Powelka, Sheila Joan; Mechanicsville, IA
 Pratt, Lisa; Nevada, IA
 Prediger, Kathryn A.; Solon, IA
 Preussner, Beverly Jean; Manchester, IA
 Price, Darlene D.; Ottumwa, IA
 Price, Elizabeth; Council Bluffs, IA
 Printy, Brooke Nichole; Chariton, IA
 Probasco, Colleen K. Darrah-; Toledo, IA
 Promes, Denise R.; Jefferson, IA
 Pucelik, Mary Jo; Urbandale, IA
 Raab, Norma J.; Charles City, IA
 Racine, Sheryl J.; Red Oak, IA
 Radke, Christine; Rembrandt, IA
 Ramirez, Marla S.; Wilton, IA
 Randall, Gwendolyn Evon; Cedar Rapids, IA
 Ranney, Frances J.; Urbandale, IA
 Rasmussen, Eulinda L.; Britt, IA
 Rath, Linda S.; Sioux City, IA
 Rath, Shirley; Kalona, IA
 Rauen, Mary E.; Farley, IA
 Raven, Lorna; Webster City, IA
 Rea, Geraldine; Bernard, IA
 Ready, Brenda K.; Clinton, IA
 Reay, Sharon R.; Randalia, IA
 Recker, Patti A.; Cedar Rapids, IA
 Reding, Anna Marie; Cedar Rapids, IA
 Reed, Roberta J.; Cedar Falls, IA
 Reese, Susan E.; Forest City, IA
 Refsal, Norma J.; Decorah, IA
 Reicks, Christine A.; Sioux City, IA
 Reicks, Luann J.; Lake City, IA
 Reif, Donna J. Wilkinson-; Cedar Rapids, IA
 Reilly, Lynnette D.; Ankeny, IA
 Reimer, Toni Tripp; Iowa City, IA
 Reinert, Carol K.; Sioux City, IA
 Reinert, Christina E.; Dubuque, IA
 Reissner, Mary E.; Spencer, IA
 Remington, Brandy Jo; Clive, IA
 Renes, Nancy; Sioux Center, IA
 Reuter, Karen J.; Epworth, IA
 Reyerson, Marlene A.; Mason City, IA
 Reyna, Helen Nawoj; Goffstown, NH
 Reynolds, Rachel Renee; Earlham, IA
 Rice, Erin Elizabeth; Lake Mills, IA
 Richards, Carol A.; Council Bluffs, IA
 Richardson, Alisa; Ottumwa, IA
 Richardson, Kayla Jo; Windsor Heights, IA
 Ricklefs, Tamara Renee; Davenport, IA
 Rieck, Maria L.; Belle Plaine, IA
 Riegler, Julie Ann; Dubuque, IA
 Riley, Vernetta; West Des Moines, IA
 Ripslinger, Brenda M.; Davenport, IA
 Rissman, Shanin Marie; Center Point, IA
 Robbins, Deanne L.; Dubuque, IA
 Robinson, Claudia Lorraine; Waterloo, IA
 Robinson, Stephanie Jo; Shenandoah, IA
 Rodenburg, Patricia G.; Missouri Valley, IA
 Roetman, Tamara; Coon Rapids, IA
 Rogers, Susan K.; Waterloo, IA
 Rohlena, Julie A.; Norway, IA
 Rohner, Kathy Jo; Dubuque, IA
 Rollins, Andrea Jean; Council Bluffs, IA
 Rosauer, Jill Marie; Waterloo, IA
 Rose, Jennifer Lynn; Burlington, IA
 Rosenbalm, Connie J.; Ottumwa, IA
 Ross, Darla J.; Runnells, IA
 Rowland, Andrea A.; Cedar Rapids, IA
 Rudolf, Marie Therese; Des Moines, IA
 Rumbaugh, Angela; Colfax, IA
 Runksmeier, Dawn D.; Ledyard, IA
 Rus, Linda J.; Pella, IA
 Rutenbeck, Anne M.; Altoona, IA
 Ryan, Jacquelin K.; Cedar Rapids, IA
 Sabin, Diana K.; Eagle Grove, IA
 Salts, Rhonda G.; Sioux Rapids, IA
 Sanders, Deborah; Hedrick, IA
 Sanderson, Christine L.; Davenport, IA
 Sandmeier, Paula M.; Knoxville, IA
 Sands, Jill E.; Hiawatha, IA
 Sargent, Constance J.; Unionville, MO
 Satariano, Dorothy T.; Cedar Rapids, IA
 Satterly, Ann M.; Iowa City, IA
 Scarbrough, Julie Anne; Waterloo, IA
 Schaa, Cynthia D.; Randolph, IA
 Schaap, Stacy Lynne; Maurice, IA
 Schaefer, Peggy S.; Davenport, IA
 Scheer, Eunice J.; Iowa City, IA
 Scheitler, Judy A.; Le Mars, IA
 Schelling, Pamela B.; Sioux Center, IA
 Schill, Susan R.; Union, IA
 Schlapia, Antonia; Waukee, IA
 Schlueter, Greg James; Cedar Rapids, IA
 Schluter, Sarah Jo; Wellman, IA
 Schmidt, Lorie A.; Monticello, IA
 Schmit, Kaye F.; Winthrop, IA
 Schooler, Milee M.; Des Moines, IA
 Schreiber, Michele E.; Dubuque, IA
 Schroeder, Carrie Lynn; Coralville, IA
 Schuchart, Kathryn A.; Dysart, IA

Schulz, Kathleen Irene; Davenport, IA
 Schulz, Diane D.; Laporte City, IA
 Schumacher, Gloria J.; Cedar Rapids, IA
 Schuster, Kathleen A.; Mount Ayr, IA
 Schutte, Jody; Van Meter, IA
 Schweer, Diane K.; Iowa City, IA
 Schwendinger, Anthony B.; Washington, IA
 Schwettmann, Mary Kathryn; Edmond, OK
 Schwichtenberg, Tamara J.; Clear Lake, IA
 Scott, Caroline Mae; Storm Lake, IA
 Scott, Heidi Ann; Ottumwa, IA
 Scott, Penny; Des Moines, IA
 Seaton, Anne Christine; Hutchinson, KS
 Seering, Chad A.; Coralville, IA
 Senseney, Kelli R.; Moline, IL
 Seward, Jacky R.; Wellman, IA
 Shadle, Lisa Marie; Truro, IA
 Shapcott, Mary Beth; Iowa City, IA
 Shaw, Kimberly K.; Council Bluffs, IA
 Shearer, Maria Ann; Des Moines, IA
 Sheets, Tara Dawn; Pleasantville, IA
 Shepherd, Jane R.; Ames, IA
 Shields, Thomas B.; Shell Rock, IA
 Showalter, Dennett K.; Belmond, IA
 Shreve, Jessica Michelle; Alden, MN
 Shriver, Angela; Burlington, IA
 Shroyer, Sandra L.; Cresco, IA
 Shumaker, Jean A.; Unionville, MO
 Shuman, Kimberly Ann; Kahoka, MO
 Sinclair, Tina L.; Las Vegas, NV
 Sinclair, Gwen; Oskaloosa, IA
 Six, Carole Ann; Bettendorf, IA
 Skjoldal, Deanna; Ames, IA
 Skoumal, Mary L.; Marion, IA
 Slaats, Misty A.; East Dubuque, IL
 Slater, Mary C.; Des Moines, IA
 Slaughter, Jill A.; Sioux City, IA
 Small, Julie A.; Iowa City, IA
 Smith, Amy Diane; Oskaloosa, IA
 Smith, Elisa Marie; Williamsburg, IA
 Smith, Kelli Renee; Des Moines, IA
 Smith, Rita A.; Bonaparte, IA
 Smith, Annette L.; Bernard, IA
 Smith, Astrid; Monticello, IA
 Smith, Barbara Louise; Moline, IL
 Smith, Cheerie; North Liberty, IA
 Smith, Denice Kay; New London, IA
 Smith, Janice M.; Dubuque, IA
 Smith, Jennifer Lynn; Bellevue, IA
 Smith, Marlene A.; Clive, IA
 Smith, Mary M.; Emmetsburg, IA
 Smith, Staci Lynn; Sioux City, IA
 Smothers, Beverly S.; Montezuma, IA
 Sneathen, Dana J.; Altoona, IA
 Snider, Betty J.; Harvey, IA

Solberg, Joyce K.; North Liberty, IA
 Sole, Kathy J.; Cedar Rapids, IA
 Soteris, Lori Ann; Davenport, IA
 Sparks, Colleen Virginia; Beaver, IA
 Sparland, Carol L.; Runnells, IA
 Sperflage, Nina; Manchester, IA
 Sporrer, Kris Lynn; West Des Moines, IA
 Springer, Julianne M.; Fort Dodge, IA
 Stacy, Michael D.; FPO, AE
 Stanger, Donna; Ankeny, IA
 Stanley, Cheryl J.; Marshalltown, IA
 Stanzel, Kathleen A.; Cedar Rapids, IA
 Staples, Lori D.; Ankeny, IA
 Starks, Connie A.; Monticello, IA
 Steine, Denae Ellen; Coralville, IA
 Steingreaber, Carol A.; Keokuk, IA
 Stephan, Janet K.; Iowa City, IA
 Sterns, Michelle A.; Carroll, IA
 Stewart, Linda K.; Charles City, IA
 Shearer, Maria Ann; Des Moines, IA
 Stille, Marilyn R.; George, IA
 Stockdale, Deborah A.; Davenport, IA
 Stoldt, Ruth A.; Aledo, IL
 Stolley, Mary Patricia; Iowa City, IA
 Stonebrook, Renee J.; Eldora, IA
 Stoner, Marilyn J.; Laurens, IA
 Strang, Mary Fraser; Iowa City, IA
 Stroud, Amy; Urbandale, IA
 Struthers, Nora Elaine; Collins, IA
 Stukenholtz, Phillip Paul; Des Moines, IA
 Suits, Patricia A.; Waverly, IA
 Swinton, Jacelyn A.; Coralville, IA
 Taets, Christine D.; Orion, IL
 Tappe, Diane E.; Decorah, IA
 Taylor, Angela Beth; Strawberry Point, IA
 Taylor, Ann Marie; Pensacola, FL
 Taylor, Barbara A.; Le Claire, IA
 Teeple, Lana Lea; Jefferson, IA
 Templeton, Verna Anne; Blakesburg, IA
 Terriquez, Lisa L.; Sioux City, IA
 Test, Sonya Diane; Knoxville, IA
 Thate, Linda R.; Dunnell, MN
 Thiessen, Jennifer Jean; Alford, IA
 Thilges, Kristi Sue; Woden, IA
 Thomas, Leslie Anne; Monticello, IA
 Thomas, Melody Ann; Yale, IA
 Thomas, Estie Lorene; Marion, IA

Thomas, Julie A.; Marshalltown, IA
 Thompson, Mark Alan; New Sharon, IA
 Thompson, Robin R.; Sioux City, IA
 Thompson, Michelle Lynn; Cedar Rapids, IA
 Thompson, Trudy Ann; Platte City, MO
 Thoms, Mary M.; Mill Creek, WA
 Thornburg, Bette J.; Marion, IA
 Thornton, Susan K.; Madrid, IA
 Thyer, Carol Lynn; Independence, IA
 Tieskotter, Janet B.; Gilman, IA
 Timmerman, Andrea Autumn; Iowa City, IA
 Titarenko, Ellie; Urbandale, IA
 Tjaden, Todd Matthew; Ames, IA
 Tjelmeland, Susan M.; Zeating, IA
 Tompkins, Brenda K.; Montezuma, IA
 Touney, Michael; Morrison, IL
 Tranel, David A.; Peosta, IA
 Trca, Margaret A.; Garner, IA
 Tucker, Charles John; Cedar Rapids, IA
 Tucker, L. Nicole; Morrison, IL
 Tucker, Sarah Elizabeth; North Liberty, IA
 Tungesvik, Kelly Ann; Iowa City, IA
 Turnbull, Debra I.; Coin, IA
 Turner, Emily Ann; Creston, IA
 Turner, Amy Jo; Shelby, IA
 Turner, Judy D.; Sioux City, IA
 Turner, Paula Noel; Des Moines, IA
 Unkel, Melissa Anne; Atkins, IA
 Upham, April Elizabeth; Keystone, IA
 Upton, Marilyn J.; Sioux City, IA
 Van Diepen, Molly; Minnetonka, MN
 Van Horn, Nancy Beth; Wadena, IA
 Van Wyngarden, Linda S.; Knoxville, IA
 Vande Hoef, Melanie Faye; Hull, IA
 VandeKamp, Connie G.; Lester, IA
 Vanderveen, Donna; Sanborn, IA
 VanDerWeide, Laurie A.; Sioux Center, IA
 Vandusseldorp, Peggie L.; Pella, IA
 Vanholland, Geri E.; Sioux City, IA
 VanHorn, Nancy Beth; Wadena, IA
 Vannausdle, Shirley Ann; Villisca, IA
 VanScoy, Carol M.; Clinton, IA
 Varzavand, Amy J.; Evansdale, IA
 Varies, Megan; West Burlington, IA
 Vercande, Mary A.; Hills, IA
 VerSteege, Brenda; Pella, IA
 Vickers, Forrest C.; Sioux City, IA
 Vogel, Mary K.; Churdan, IA
 Vogt, Wendy A.; Bettendorf, IA
 VonEssen, DeEtte; Glenwood, IA
 Vorhies, Megan; Iowa City, IA
 Vorwald, Jo L. Benson-; Delhi, IA
 Vosika, Heidi J.; Pocahontas, IA

Continued on page 26

DECEMBER RNS *Continued from page 25*

Voss, Patricia A.; Cedar Rapids, IA
 Wacha, Carol J.; Newton, IA
 Wagler, Tonya Nicole; Abbyville, KS
 Wagner, Melinda M.; Oelwein, IA
 Wagner, Michele L.; Iowa City, IA
 Walker, Joan F.; Sioux City, IA
 Walker, Ellen M.; Cedar Rapids, IA
 Walker, Kendra R.; Pocahontas, IA
 Walker, Laurie A.; Waterloo, IA
 Walter, Margaret M.; West Des Moines, IA
 Warden, Janis R.; Pella, IA
 Waterbury, Wendy R.; Des Moines, IA
 Watkins, Sara Elizabeth; West Des Moines, IA
 Watts, Sherri L.; Ames, IA
 Wayson, Jennifer Marie; Waterloo, IA
 Wears, Susan T.; Marshalltown, IA
 Weaver, Mavis Dianne; Paullina, IA
 Weber, Marilyn A.; Oskaloosa, IA
 Weber, Rosalie M.; Waterloo, IA
 Weber, Teresa A.; Perry, IA
 Wedeking, Lisa M.; Greene, IA
 Wegman, Kathleen D.; Iowa City, IA
 Weidman, Peggy Louise; Waterloo, IA
 Weiland, Debra; Dubuque, IA
 Weiss, Stacey Leigh; Loveland, CO
 Wells, Ardith J.; Warsaw, IL
 Wells, Deborah A.; Albia, IA
 Wells, Kimberly A.; Des Moines, IA
 Wells, Mary S.; Sumner, IA
 Welp, Ann M.; East Dubuque, IL
 Welsh, Sandra M.; Dubuque, IA
 Wentz, Sarah Jean; Durant, IA
 Wessels, Sonija Draga; West Union, IA
 Wesson, Barbara D.; Newton, IA
 West, Marilyn J.; Sioux City, IA
 Westling-Sadr, Susan; Council Bluffs, IA
 Westphal, Kelly Jo; Monticello, IA
 Wheeler, Geraldine L.; Bode, IA
 Whipple, Linda D.; Clarinda, IA
 Whitt, Joanna Marcele; Clear Lake, IA
 Wiborg, Shelley D.; New Windsor, IL
 Widlund, Tricia; Alden, IA
 Widmer, Glenda L.; Iowa City, IA
 Wiese, Darlys D.; Dike, IA
 Wiethorn, Faye J.; Monona, IA
 Wiggins, Laura A.; Prairie City, IA
 Wilcke, Debra J.; Danbury, IA
 Wilcox, Sara Jane; Shenandoah, IA
 Wilke, Barbara; Cedar Falls, IA
 Wilkening, Monica Y.; Boone, IA
 Willett, Sandra S.; Des Moines, IA
 Williams, Alice L.; Marshalltown, IA
 Williams, Robert J.; Saint Joseph, IL
 Williams, Janet R.; Nevada, IA
 Wilson, Roberta A.; Corydon, IA
 Wiltgen, Jolene Mary; Le Mars, IA
 Winkler, Marlene R.; Norwalk, IA
 Winn, Toni Lynn Brummer; Des Moines, IA
 Wirtjes, Susan Reulbach; Waterloo, IA
 Wittrock, Linda S.; Jefferson, IA
 Wittrock, Luann E.; Cherokee, IA
 Wohler-Hayes, Misti Leigh; Moville, IA
 Woodall, Janice A.; Cherokee, IA
 Woods, Jackie Lynn; Council Bluffs, IA
 Woods, Patricia A.; Fulton, IL
 Woodsmall, Connie L.; Mount Pleasant, IA
 Woodward, Christopher J.; Estherville, IA
 Workman, Georgia L.; Pleasant Hill, IA
 Wright, Hilary H.; West Des Moines, IA
 Wright, Jan N.; Des Moines, IA
 Yates, Leann Jeannette; Chariton, IA
 Yegge, Janice L.; Ankeny, IA
 Yeggy, Lavon M.; West Branch, IA
 Yockey, Pamela S.; Sergeant Bluff, IA
 Young, Stephanie; Ames, IA
 Ytzen, Mary Jo; Des Moines, IA
 Zagar, Kristina Marie; Des Moines, IA
 Zander, Hollis Ann; Dayton, IA
 Zehr, Carma S.; Washington, IA
 Zenisek, June M.; Cedar Rapids, IA
 Zhiss, Patricia K.; Winthrop, IA
 Zimmerline, Denise J.; Adair, IA
 Zinnel, Connie L.; Mason City, IA

Zuber, Janet D.; Cedar Rapids, IA

January RNS

Abbas, Sara; Kanawha, IA
 Adams, Roberta J.; Stacyville, IA
 Adamson, Misty; Fairfax, IA
 Adkins, Anita L.; Ames, IA
 Adrian, Kristen Zwicker; Goffstown, NH
 Akerson, Nicole Lynn; Waterloo, IA
 Albert, Jill D.; Sioux City, IA
 Alexander, Kristine A.; Walcott, IA
 Allen, Anita G.; Crescent, IA
 Althaus, Margaret Sara; Des Moines, IA
 Ambrosch, Cynthia A.; East Peoria, IL
 Amick, Tamara A.; Bronson, IA
 Amorim, Maria Oliveira; Los Angeles, CA
 Anderson, Melissa A.; Dunlap, IA
 Anderson, Michelle Lee; Glenwood, IA
 Anderson, Mildred Elvera; Fort Dodge, IA
 Anderson, Sara Anne; Waukegan, IA
 Anderson, Shelley R.; West Des Moines, IA
 Anderson, Tisha Marie; Wiota, IA
 Angus, Jody L.; Des Moines, IA
 Ankrum, Carol Ann; Masonville, IA
 Anson, Cathy A.; Iowa City, IA
 Arbs, Marsha R.; West Des Moines, IA
 Archibald, Terri L.; Albia, IA
 Armington, Patricia Ann; Des Moines, IA
 Asche, Amy Lynn; Minburn, IA
 Aswegan, Robbie W.; Alleman, IA
 Auxier, Shane Michael; Boone, IA
 Babcock, Andrea Lynn; Sac City, IA
 Bach, Kimberly A.; Ankeny, IA
 Bahls, Rebecca Ann; Edgewood, IA
 Bair, Heather Lucy; North Liberty, IA
 Baker, Michele Ann; Davenport, IA
 Baker, Nancy A.; Grant City, MO
 Bailinger, Linda; Moravia, IA
 Baltes, Julie; Hampton, IA
 Barck, Kathleen A.; Perry, IA
 Barnes, Jennifer Wilcher; Suwanee, GA
 Barnes, Laura Marie; Bettendorf, IA
 Barrett, Dennis E.; Cedar Rapids, IA
 Barthee, Evelyn M.; Waterloo, IA
 Barton, Nancy J.; Le Claire, IA
 Baskerville, Mary; Fonda, IA
 Bass, Stephania L.; Harker Heights, TX
 Bassler, Irene L.; Dubuque, IA
 Bateman, Sandra E.; Davenport, IA
 Bauman, Norene M.; Lake City, IA
 Beal, Traci Lynn; Des Moines, IA
 Bean, Catharine J.; Cedar Rapids, IA
 Bean, Kelly Marie; Salix, IA
 Beattie, Jerilyn; Des Moines, IA
 Beaver, Shirley R.; Des Moines, IA
 Beck, Susan Claire; Spirit Lake, IA
 Beckman, Nora Maria; Davenport, IA
 Behm, Diane M.; Des Moines, IA
 Beiter, Rita; Emmetsburg, IA
 Bell, Debra Lynn; Gilmore City, IA
 Beltramea, Jill M.; Hiawatha, IA
 Bennett, Merilee A.; Des Moines, IA
 Benish, Laura Darlene; Council Bluffs, IA
 Benson, Tangee Lynn; Colorado Springs, CO
 Berchenbriter, Carol S.; Cedar Rapids, IA
 Berger, Denise M.; Sioux City, IA
 Berkey, Diane M.; Marshalltown, IA
 Berndt, Karla K.; Harlan, IA
 Berns, Julie A.; Long Grove, IA
 Berry, Velma Joan; Ottumwa, IA
 Best, Anita S. Bardsley; Des Moines, IA
 Betts, Christine A.; Osage, IA
 Bezoni, Barbara R.; Mount Pleasant, IA
 Bibler, Beth A.; Eagle Center, IA
 Biebesheimer, Lisa L.; Clear Lake, IA
 Bilyeu, Lonnie Joann; Ankeny, IA
 Bindner, Linda S.; Marcus, IA
 Birkland, Marilyn A.; Central City, IA
 Birney, Janette M.; Solon, IA
 Bisenius, Candace K.; Emmetsburg, IA
 Bisignano, Kimberly S.; Des Moines, IA
 Black, Prapa; Dubuque, IA
 Blair, Janet M.; Cedar Rapids, IA

Blake, Beverly A.; Davenport, IA
 Blanford, June Elaine; Cedar Falls, IA
 Blomme, Diana E. Nicholls; Saint Charles, IA
 Boateng, Jamie Joan; Des Moines, IA
 Bock, Molly J.; North Liberty, IA
 Boekelman, Kallie Lynne; Anthon, IA
 Bohnenkamp, Christina Lynn; Solon, IA
 Boland, Nancy A.; Oskaloosa, IA
 Bollinger, Karen A.; Iowa City, IA
 Bolton, Susanna J.; Indianola, IA
 Bolton, Irene M.; Sioux City, IA
 Bonde, Margaret Ann; Bettendorf, IA
 Boote, Carol J.; Hull, IA
 Booth, Joy C.; Carroll, IA
 Booth, Cheryl K.; Perry, IA
 Bopp, Martha E.; Griswold, IA
 Borcherding, Sharon Lynne; Decorah, IA
 Bosch, Jill Andrea; Blairsburg, IA
 Boshart, Mary Louise; West Des Moines, IA
 Bosma, Lavita F.; Iowa City, IA
 Bowers, Myrtle Jean; Mount Vernon, IA
 Bowyer, Kathryn Margaret; Rockwell City, IA
 Boyington, Andrea Kay; Clarion, IA
 Braafhart, Kristi Jo; Ankeny, IA
 Brannon, Nancy L.; Parkersburg, IA
 Brauman, Sally A.; Mount Pleasant, IA
 Braun, Tiffany E.; Rochester Hills, MI
 Bredlow, Tamara L.; Altoona, IA
 Breuklander, Debra L.; Des Moines, IA
 Brewer, Darlene Rae; Davenport, IA
 Britson, Vickie L.; Salix, IA
 Brock, Vivian L.; Dunlap, IA
 Brooks, Mary; Bussey, IA
 Brown, Nancy J.; Bradgate, IA
 Brown, Linda D.; Pleasant Hill, IA
 Brown, Nancy J.; Newton, IA
 Brown, Tamara Michelle; Fort Madison, IA
 Bruggemeyer, Mary Janet; Mount Pleasant, IA
 Brunholz, Phoebe Ann; Ellendale, MN
 Brunkan, Rosalie Marie; Earlville, IA
 Bryan, Shannon Leigh; Des Moines, IA
 Bryant, Rita K.; Cedar Rapids, IA
 Buck, Arthea Jeannine; LeClaire, IA
 Bullard, Nicholet Renee; Wellman, IA
 Burds, Jennifer Marie; Coralville, IA
 Burt, Evelyn M.; Waterloo, IA
 Burke, Nancy J.; Waukon, IA
 Burnett, Victoria Yvonne; Lee's Summit, MO
 Burney, Lou Ann; Des Moines, IA
 Burns, Roxanne M.; Mason City, IA
 Burton, Mary E.; Ottumwa, IA
 Bury, Beverley F.; Baxter, IA
 Busse, Tracy Lynn; Council Bluffs, IA
 Cahalan, Shelley M.; Cedar Rapids, IA
 Cain, Susan G.; Clinton, IA
 Campbell, Bonnie J.; Council Bluffs, IA
 Campero, Kerry Sue; Des Moines, IA
 Campisi, Kathleen A.; Ankeny, IA
 Cano, Kathleen L.; Clinton, IA
 Cardona, Carol M.; Sioux City, IA
 Carew, Paul J.; Ankeny, IA
 Carnes, Patricia Andrea; Davenport, IA
 Carreon, Elizabeth Alba; Des Moines, IA
 Carstens, Kimberly A.; West Des Moines, IA
 Carter, Bonita J.; Altoona, IA
 Carter, Annemarie F.; Iowa City, IA
 Case, Kelly Jo; Sioux City, IA
 Cates, Marcene; Auburn, IA
 Catron, Sherry A.; Indianola, IA
 Cay, Connie F.; Fairfield, IA

Chalupa, Joyce A. Kron-; Kalona, IA
 Chase, Stephanie Sue; Manson, IA
 Chebuhar, Amy; Des Moines, IA
 Chesmore, Tracey Elizabeth; Cedar Rapids, IA
 Christensen, Martha J.; Missouri Valley, IA
 Christensen, Cynthia E.; Underwood, IA
 Christensen, Joyce L.; Council Bluffs, IA
 Christianson, Clinton J.; Clive, IA
 Claassen, Mary Jane; Swisher, IA
 Clark, Kimberly S.; Port Byron, IL
 Clausen, Katie Kristine; Holstein, IA
 Clemons, Eda; Honolulu, HI
 Clendenen, Altha Eloise; Des Moines, IA
 Clendenen, Melissa L.; Ames, IA
 Clinton, Jon James; Peosta, IA
 Coffey, Susan L.; Waterloo, IA
 Cole, Margaret S.; Cedar Rapids, IA
 Collins, Jane Gerette; New Hampton, IA
 Comeau, Perry J.; Oelwein, IA
 Conner, Belinda J.; New London, IA
 Cook, Wanda J.; Oquawka, IL
 Cook, Heather Ann; Knoxville, IA
 Coney, Sarah J.; Marshalltown, IA
 Cooper, Betsy J.; Gladstone, IL
 Cooper, Janyce L.; Des Moines, IA
 Corkery, Julie A.; Independence, IA
 Corneliussen, Kristy A.; Lowden, IA
 Corrigan, Bette A.; Mount Pleasant, IA
 Corwin, Heather Jo; Lansing, IA
 Coughenower, Marcia S.; Des Moines, IA
 Coughenour, Mary Pauline; Maxwell, IA
 Courtney, Melissa Sue; Burlington, IA
 Covington, Linda S.; Shambaugh, IA
 Cox, Christine Angela; Bettendorf, IA
 Cozad, Sharon K.; Cedar Rapids, IA
 Crane, Joseph William; Council Bluffs, IA
 Crawford, Rebecca Jo; Des Moines, IA
 Crawford, Pagene B.; Nevada, IA
 Crim, Lois R.; Boone, IA
 Crimmins, Kristen Anne; Geneseo, IL
 Crisp, Lisa A.; Seymour, IA
 Crone, Tonya B.; Burlington, IA
 Crooks, Carolyn; Cedar Rapids, IA
 Crowley, Anthony P.; Davenport, IA
 Curry, Carol Ann; Alpha, IL
 Curtis, Kristin Jefferson; Montrose, IA
 Cychosz, Jean L.; Ames, IA
 Daisy, Barbara M.; Huxley, IA
 Danner, Tanya Marie; Manning, IA
 Davis, Lorie A.; Ottumwa, IA
 Davison, Danielle Kay; Centerville, IA
 Davisson, Angie J.; Cedar Rapids, IA
 Dean, Jeanne Sue; Donnellson, IA
 DeBoer, Karen Faye; Sioux Center, IA
 Debuhr, Rhonda L.; Parkersburg, IA
 DeCamp, Lori A.; Cedar Rapids, IA
 Deiters, Marta G.; Ottumwa, IA
 DeLong, Melinda J.; Rock Rapids, IA
 Delany, JoAnn; Dubuque, IA
 Demro, Kristy Rae; Cedar Rapids, IA
 DeSchamp, Glenna D.; Wellman, IA
 Determan, Janice Mary; Sioux City, IA
 Dettbarn, Gwendolynn K.; Elkader, IA
 DeWaard, Michelle M.; LeClaire, IA
 Dickinson, Janet C.; West Des Moines, IA
 DiIulio, Sandy S.; Des Moines, IA
 Dillon, Shelly Ann; Sumner, IA
 Dillon, Angela D.; Carroll, IA
 Dillon, Loretta F.; Bedford, IA
 Diltz, Cynthia M.; Iowa City, IA

Dinan, Elizabeth A. Lord; Elkader, IA
 Dinwiddie, Karen L.; Montrose, IA
 Dodds, Vondale L. Tonelli; Melrose, IA
 Dods, Linda D.; Davenport, IA
 Dodge, Valerie Jane; Webster City, IA
 Dolmage, Diane L.; Victor, IA
 Donaldson, Tamara Elizabeth; Fort Madison, IA
 Dooley, Beverly R.; Bettendorf, IA
 Dorweiler, Joan R.; Urbandale, IA
 Dow, Debbie J.; Rockford, IA
 Dowd, Elizabeth L.; Coralville, IA
 Downen, Janice L.; Garden Grove, IA
 Drahaus, Margaret A.; Ankeny, IA
 Draper, Alice M.; Eldora, IA
 Dubbelde, Louise Mary; Larchwood, IA
 Dunbar, Margaret M.; Mason City, IA
 Dunbar, Mary J.; Gilmore City, IA
 Duncomb, Julie K.; Anamosa, IA
 Dunlap, Cynthia; Cedar Rapids, IA
 Duren, Kelli M.; Osage, IA
 DuVall, Rhonda; Audubon, IA
 Dye, Diana M.; Mount Vernon, IA
 Dykstra, Christine A.; Orange City, IA
 Dykstra, Jabrel JoAnn; Hospers, IA
 Easley, Lisa E.; Mason City, IA
 Eastman, Linda K.; Marshalltown, IA
 Easton, Heather Elaine; Ottumwa, IA
 Easton, Paula Rae; Cedar Rapids, IA
 Eatmon, Nancy Lee; Urbandale, IA
 Edwards, Keri Ann; Humboldt, IA
 Egan, Sarah L.; Monona, IA
 Eggers, Diana L.; Avoca, IA
 Ehlers, Kim M.; Dubuque, IA
 Ehlers, Phyllis J.; Alta, IA
 Eibes, Carol A.; Gladstone, IL
 Eick, Ronda; Waterloo, IA
 Elias, Candace D.; Bettendorf, IA
 Elkington, Patricia Ann; Cedar Rapids, IA
 Ellis, Jeanne; Des Moines, IA
 Emdia, Nancy L.; Des Moines, IA
 Emmerich, Susan L.; Urbandale, IA
 Engberg, Barbara A.; Grinnell, IA
 Englund, Josephine Ann; Warsaw, IL
 Eppert, Angela Rose; Boone, IA
 Ericksen, Brunhild Thora; Hornick, IA
 Erickson, Sheri L.; Ankeny, IA
 Esch, Laura; Moline, IL
 Espeland, Michelle M.; Winterset, IA
 Estle, Debra Dawn; Ankeny, IA
 Estlund, Lori Ann; Charles City, IA
 Evans, Jr., David Eugene; Ankeny, IA
 Faaborg, Lanette K.; Cedar Rapids, IA
 Fagan, Melissa M.; Cedar Rapids, IA
 Fagerland, Anita M.; Iowa City, IA
 Fall, Keri Dee; Des Moines, IA
 Fandel, Jacalyn K.; Mason City, IA
 Fangman, Laurie M.; Grimes, IA
 Fankhauser, Beth; Blairsburg, IA
 Farmer, Sarah Ellen; Waukegan, IA
 Fawcett, Lorraine Lois; Ames, IA
 Fear, Kathleen; Cedar Rapids, IA
 Feddersen, Deborah A.; Iowa City, IA
 Feikema, Rachael Marie; Sioux Center, IA
 Feld, Pamela A.; Lake City, IA
 Feldkamp, Caroline Renee; Sioux Falls, SD
 Feldmann, Leanna Mary; Dyersville, IA
 Fenton, LeAnn; Dundee, IA
 Ferguson, Karen A.; Adair, IA
 Ferris, Jennifer A.; Dubuque, IA
 Fewell, Sarah; Swisher, IA
 Finck, Gwendolyn K.; Indianola, IA
 Finley, Carol J.; Rockwell City, IA
 Firman, Jean R.; Cedar Falls, IA
 Fisher, Lynn M.; Kalona, IA
 Fitch, Mary L.; Clear Lake, IA
 Fitzer, Bernadine Wilma; Durant, IA
 Fitzgerald, Lindsay Jo; Everly, IA
 Flanagan, Traci A.; Urbandale, IA
 Floro, Carmencita Clarin; Moline, IL
 Flynn, Dawn M.; West Liberty, IA
 Foley, Geraldine A.; Peosta, IA
 Forsyth, Lisa K.; Charles City, IA
 Foster, Melissa Nicole; Northwood, IA
 Fraise, Rebecca M.; West Point, IA
 Francis, Marilyn K.; Creston, IA
 Frandsen, Debra J.; Ankeny, IA
 Frankl, Melissa Jo; Sioux City, IA
 Franklin, Nada M.; Waterloo, IA
 Franks, Tammi L.; Goose Lake, IA
 Frauenholtz, Danette F.; Iowa City, IA
 Frederiksen, Mary Jane; Pocahontas, IA
 Frederiksen, Linda L.; Bettendorf, IA
 Frederiksen, Melanie Jo Madson; Ames, IA
 Freese, Necia Marie; Dubuque, IA
 Friederick, Jennifer M.; Dubuque, IA
 Frontczak, Anthony James; Marshalltown, IA
 Frost, Liana J.; Des Moines, IA
 Fry, Mickey L.; Corydon, IA
 Fudge, Karen M. Hammel; Bellevue, IA
 Fullenkamp, Connie L.; Agency, IA
 Fuoss, Angela Joy; Glenwood, IA
 Gacke, Mary R.; Sibley, IA
 Galloway, Carol A.; Kellerton, IA
 Garron, Catherine H. Ross; Monticello, IA
 Gassman, Laura Ann; Clinton, IA
 Gebauer, Laurie; Granville, IA
 Gehrke, Linda K.; Iowa Falls, IA
 Gentry, Lois E.; Manchester, IA
 Gerdts, Wesley Kenneth; Davenport, IA
 Gibson, Darla S.; Adel, IA
 Gieselman, Amy Lynne; Des Moines, IA
 Gifford, Melody J.; Mason City, IA
 Gilchrist, Dianna L.; Cedar Rapids, IA

Gilliam, Michele L.; Cedar Rapids, IA
 Gilligan, Margaret A.; Waterloo, IA
 Gillis, Ziyadah Al-Hameed; Fort Dodge, IA
 Gillotti, Victoria L.; Davenport, IA
 Gilmore, Jeannette M.; Eastman, WI
 Glaser, Amanda Rae; Bettendorf, IA
 Goeders, Stacey Ann; Fort Dodge, IA
 Goedken, Nancy A.; Arlington, IA
 Goehring, Scott A.; Spirit Lake, IA
 Goesser, Mary Beth; Clive, IA
 Gohr, Diane Marie; Las Vegas, NV
 Goldacker, Sherrie M.; Des Moines, IA
 Golden, Audrey J.; Dyersville, IA
 Gollobit, Lisa Marie; Denison, IA
 Golly, Jamie Jo; Grimes, IA
 Gonzalez, Christina Marie; Des Moines, IA
 Goodlaxson, Jane D.; Spirit Lake, IA
 Goranson, Sheryl D.; Manchester, IA
 Gordon, Jo E.; Tucson, AZ
 Goritz, Twyla A.; Seattle, WA
 Gostele, Debra Ann; Ames, IA
 Graber, Sylvia Ann; Mount Pleasant, IA
 Graff, Candace L.; Holstein, IA
 Gramenz, Lynnette R.; Des Moines, IA
 Gravert, Pamela Anne; Honey Creek, IA
 Graves, Valerie Beth; Knoxville, IA
 Gray, Brenda Ann; Calamus, IA
 Green, Andrea; Iowa City, IA
 Green, Elva Ruth; Cedar Rapids, IA
 Green, Debbie; Fort Madison, IA
 Gregg, Deborah Dawn; Grand Rapids, MI
 Greiner, Catherine L.; Keota, IA
 Greving, Carolyn J.; Bettendorf, IA
 Gribble, Sheryl D.; Fort Atkinson, IA
 Griffen, Barbara A.; Avoca, IA
 Griffin, Dorothy A.; Fort Dodge, IA
 Griffith, Karen C.; Iowa City, IA
 Gross, Denise M.; West Des Moines, IA
 Gross, Nathan Alan; Norway, IA
 Grothe, Peggy S.; Crawfordville, IA
 Groves, Lori; Glenwood, IA
 Grubbs, Kathleen Anne; Norwalk, IA
 Gudlewski, Helen L.; Davenport, IA
 Guernsey, Cameron Kelley; Iowa City, IA
 Gulick, Estelita A.; Newhall, CA
 Guthrie, Judith K.; Marshalltown, IA
 Haefner, Judith K.; Cedar Rapids, IA
 Hahn, Linda T.; Marion, IA
 Haigh, Jane M.; Cedar Falls, IA
 Hall, Alice M.; Leavenworth, KS
 Hall, Billie; Bloomfield, IA
 Halverson, Jacinda DeNae; Spencer, IA
 Hamer, Veronica A.; Coralville, IA
 Hamersma, Jean A.; Akron, IA
 Handsaker, Darla; Nevada, IA
 Hanke, Phyllis E.; Fontanelle, IA
 Hanks, Jennifer Elizabeth; Burlington, IA
 Hansard, Susan D.; West Des Moines, IA
 Hansen, Linda Ellen; Sioux Center, IA
 Hansen, Patricia J.; Ruthven, IA
 Hansen, Rebecca J.; Ankeny, IA
 Hanson, Kari Elaine; Davenport, IA
 Hanson, Theresa L.; Moline, IL
 Happel, Janet E.; North Liberty, IA
 Harestad, Sallie C.; Roland, IA
 Harless, Nancy L.; Wever, IA
 Harney-Ralphe, Jane L.; Pittsburgh, PA
 Harp, Luann P.; Granger, IA
 Harr, Vicki Jo; Rock Rapids, IA
 Harris, Carla E.; Burlington, IA
 Harris, Juli R.; Peosta, IA
 Hart, Judith Rae; Dows, IA
 Hartman, Hope L.; Effingham, IL
 Hartmann, Janet M.; East Dubuque, IL
 Hasenbein, June Falkenstein; Marion, IA
 Hassen, Janet L.; Quincy, IL
 Haugland, Rachel S.; Story City, IA
 Havran, Lori A.; Norway, IA
 Hawthorne, Tammy Lynn; Thurman, IA
 Heald, Evelyn D.; Washington, IA
 Heckenberg, Carmen L.; Sperry, IA
 Hegtvad, Raymond L.; Iowa City, IA
 Heims, Dianne M.; Ryan, IA
 Heinz, Radenna J.; Burlington, IA
 Heiser, Danielle Marie; Waverly, IA
 Helderfer, Ann M.; Bancroft, IA
 Henkel, Jill E.; Lansing, IA
 Henry, Amy Marie; Dubuque, IA
 Hermanson, Jocelyn A.; Des Moines, IA
 Herrington, Martina Ann; Clarinda, IA
 Hess, Heidi S.; Aledo, IL
 Hess, Jane E.; Cedar Rapids, IA
 Heying, Nicole Marie; Granville, IA
 Hiatt, Sheryl M.; Orion, IL
 Hickman, Dayna Annette; Livermore, CA
 Hicks, Bonnie; Kewanee, IL
 Hicks, Jamie Lynn; Spirit Lake, IA
 Hidalgo, Gayle E.; Thomson, IL
 Hildebrandt, Catherine A.; Decorah, IA
 Hildreth, Kimberly Ann; Des Moines, IA
 Hill, Sandra Lynn; Spirit Lake, IA
 Hill, Susan K.; Sutherland, IA
 Hillebrand, Jeffery A.; Davenport, IA
 Hinders, Allison Jo; Buffalo Center, IA
 Hippen, Teresa S.; Aplington, IA
 Hirst, Steven John; Rock Island, IL
 Hobus, Peggy S.; Avoca, IA
 Hodges, Kathleen Dolores; Welcome, MN
 Hoehst, Darcy Ann; Indianola, IA
 Hoffmann, Donnell A.; Clinton, IA
 Hogan, Deborah S.; Urbandale, IA
 Holdgrafer, Charles E.; Spragueville, IA
 Holland, Isabelle D.; Des Moines, IA

JANUARY RNs *Continued from page 26*

Hollett, Joanne R.; Cedar Rapids, IA
 Holstine, Savilla L.; Milan, IL
 Holt, Janie E.; Spencer, IA
 Holtan, Cynthia A.; Johnston, IA
 Homewood, Cynthia R.; Marion, IA
 Homstad, Andrea A.; Decorah, IA
 Hoppe, Cynthia F.; Clinton, IA
 Horrigan, Diane L.; Waterloo, IA
 Horsfall, Barbara A.; Dubuque, IA
 Horton, Dorothy Lee; Des Moines, IA
 Hotz, Kathleen A.; Lone Tree, IA
 Howard, Rozelle R.; Garnavillo, IA
 Howatt, Gail Adele; Decorah, IA
 Hraha, Patricia J.; Saint Charles, IA
 Hubka, Anna Mae M.; Alta Vista, IA
 Hudson, Kari Ann; South Windham, CT
 Huff, Barry A.; Kansas City, MO
 Huffman, Kerry Jane; Correctionville, IA
 Hughes, Lynn; Arnolds Park, IA
 Huisenga, Patricia J.; Ames, IA
 Humes, Tamera S.; Reasnor, IA
 Humphrey, Kelley Marie; Tiffin, IA
 Humphrey, Rhonda S.; Parkersburg, IA
 Hunt, Amber Kay; North Mankato, MN
 Hunt, Kimberly K.; Wauke, IA
 Huntimer, Ronald J.; Ankeny, IA
 Hursey, Janice M.; Shelby, IA
 Hutchson, Richard L.; Onawa, IA
 Hyde, Christine A.; Dubuque, IA
 Hynes, Karla K.; Creston, IA
 Hyslope, Mary; Albia, IA
 Ihrig, Terry A.; Maquoketa, IA
 Irwin, Keeli Ann; Solon, IA
 Jackson, Edith D.; Moline, IL
 Jackson, Jay S.; Davenport, IA
 Jackson, Barbara J.; Des Moines, IA
 Jackson, Susan L. Vandyke; West Branch, IA
 Jacobs, Sheila A.; Council Bluffs, IA
 Jacobsen, Cassie Ann; Avoca, IA
 Jacobson, Sheryl A.; Ottosen, IA
 Jacques-Inman, Carol Joyce; Littleton, CO
 Jamison, Beth A.; Onawa, IA
 Jans, Julia Ann; Iowa City, IA
 Jasper, Laurie E.; Cedar Rapids, IA
 Jennings, Sheila E.; Spirit Lake, IA
 Jennings, Teresa M.; Elliott, IA
 Jennison, Lisa J.; Burlington, IA
 Jipp, Kay J.; Aurelia, IA
 Joensen, Jennifer Susan; Ankeny, IA
 Johnson, Janette Marie; Williamsburg, IA
 Johnson, Linda L.; Urbandale, IA
 Johnson, Elizabeth Ann; Council Bluffs, IA
 Johnson, Faye E.; Odebolt, IA
 Johnson, Janis K.; Mount Pleasant, IA
 Johnson, Lowene M.; Des Moines, IA
 Johnson, Miriam R.; Montrose, IA
 Johnson, Patricia A.; Jolley, IA
 Jones, Andrea L.; Carter Lake, IA
 Jones, Donna Rae; Urbandale, IA
 Jones, Marsha J.; Stanton, IA
 Jones, Mary K.; Sioux City, IA
 Jones, Stephanie Ann; Ankeny, IA
 Jorgensen, Wendy; Mason City, IA
 Jorn, James L.; Nevada, IA
 Juelsgaard, Susan M.; Cresco, IA
 Kalb, Myra Jo; Dubuque, IA
 Kane, Michael R.; Westgate, IA
 Kappos, Gloria; Ankeny, IA
 Karwowski, Therese Ann; Indianapolis, IN
 Katcher, Kari J.; Charles City, IA
 Kauble, Kathleen A.; Coralville, IA
 Keating, June M.; West Des Moines, IA
 Keeney, Mary; De Witt, IA
 Keister, Katherine Marie; Cedar Falls, IA
 Keltner, Aimee Rene; Oskaloosa, IA
 Kemming, Pamela K.; Waverly, IA
 Kemp, Jaime Lynn; Dubuque, IA
 Kendall, Sara L.; Cedar Rapids, IA
 Kerkove, Andrea R.; Oskaloosa, IA
 Kesselring, Sharon K.; Iowa City, IA
 Kimm, Sandra K.; Charles City, IA
 Kimm, Vanessa Alexandra; Swisher, IA
 Kirberg, Judith F.; Carman, IL
 Kirkhove, Debbie L.; East Moline, IL
 Kissing, Karen F.; Conroy, IA
 Kitten, Joan Lee; Manson, IA
 Klein, Barbara J.; Marion, IA
 Klemesrud, Nancy J.; Nora Springs, IA
 Klesner, Leslie A. Dettmers; Fort Madison, IA
 Klima, Lamista M.; Rock Springs, WY
 Klinkhammer, Kimberly A.; Dubuque, IA
 Knoll, Darcy J.; Ladora, IA
 Knutson, Tonja Christine; Lake Mills, IA
 Koch, Merri L.; Cedar Falls, IA
 Koch, Christopher A.; Lansing, IA
 Koerperich, Barbara Jean; Epworth, IA
 Kolker, Raquel J.; Le Mars, IA
 Konfrst, Jill M.; Pella, IA
 Konkowski, Bonnie Jean; Lisbon, IA
 Koshatka, Connie J.; Ridgeway, IA
 Koskenmaki, Laura Ann; Weston, OR
 Koster, Janet E.; Sioux City, IA
 Kottman, Michelle Anne; Hiawatha, IA
 Kozak, Bonita R.; Irwin, IA
 Kragenbrink, Lisa A.; Dubuque, IA
 Kramer, Amy L.; Grinnell, IA
 Kremer, Nancy J.; LaMotte, IA
 Krob, Becky A.; Iowa City, IA
 Kroeze, Nancy J.; Orange City, IA
 Kron, Martha Susan Duffy; Iowa City, IA
 Krumrei, Lisa R.; Robins, IA
 Krutsinger, Linda J.; Iowa City, IA

Kudobe, Debra R.; Mount Pleasant, IA
 Kuhn, Nancy Jo; Walker, IA
 Kulick, Teresa; Muscatine, IA
 Kunkle, Lillian A.; Ankeny, IA
 LaCaille, Jean; Leander, TX
 Ladd, Debra; Boone, IA
 Lane, Barbara Jean; Greene, IA
 Lang, Christine A.; Urbandale, IA
 Langenbach, Joanne M.; Fort Madison, IA
 Lanning, Tammi L.; Humboldt, IA
 Lanoue, Ruth Ida; Blue Earth, MN
 Larew, Ann M.; Des Moines, IA
 Larsen, Barbara J.; Waterloo, IA
 Larsen, Melissa D.; Des Moines, IA
 Larson, Diane M.; Newton, IA
 Lassen, Karen Faye; Clinton, IA
 Lea, Mary K.; Cedar Rapids, IA
 Leaders, Sandra E.; Arnolds Park, IA
 Lee, Janice A.; Hawarden, IA
 Lee, Marsha Jean; Knoxville, IA
 Lee, Jo Ann; Citrus Heights, CA
 Lehnhoff, Kelly Ann; Dubuque, IA
 Leihsing, Audrey Lynn; Wilton, IA
 Leland, Rosa Maribel; Milan, IL
 LeMaster, Karen M.; Moline, IL
 Lemke, Margarite M.; Aurelia, IA
 Lendt, Connie R.; Maquoketa, IA
 Lennon, Deirdre Ann; Sioux City, IA
 Lentz, Betty L.; Marengo, IA
 Lenze, Elaine M.; Norwalk, IA
 Lepsch, Stacy Ann; Marion, IA
 Levine, Audrey Lynn; Fayette, IA
 Linder, Mary Lou; Iowa City, IA
 Lindskoog, Cynthia A.; Odebolt, IA
 Litton, Carol A.; Iowa City, IA
 Liu, Denise Marie; Iowa City, IA
 Long, Barbara J.; Marshalltown, IA
 Lopp, Rebecca M.; Bettendorf, IA
 Lowder, M. Jean; West Des Moines, IA
 Ludwig, Kimberly Ann; Cherokee, IA
 Luher, Kris Margaret; Waterloo, IA
 Luna, Jackie M.; Eldon, IA
 Lunn, William D.; Cedar Rapids, IA
 Lyman, Diane L.; Cedar Falls, IA
 Lyness, Elizabeth M.; Ryan, IA
 Lyon, Carla J.; Sioux City, IA
 Maaske, Carol J.; Sioux City, IA
 Mace, Linda S.; Ottumwa, IA
 Mace, Lynn Anne; Maryville, MO
 Machula, Melody D.; Fairfax, IA
 Macku, Melissa D.; Blain, IA
 MaComb, Jean Marie; Sioux City, IA
 Magelssen, Sharon Mae; Mason City, IA
 Magnuson, Jonathan Mark; Dubuque, IA
 Maguire, Jana Renee; Rockwell City, IA
 Maifeld, Michelle R.; Iowa City, IA
 Mangelsdorf, Ann M.; Milan, IL
 Mansfield, Sandra L.; Sioux City, IA
 Maravetz, Dianne L.; Waterloo, IA
 March, Carolyn Gagnon; Cedar Rapids, IA
 Marksbury, Lynette K.; Sioux City, IA
 Marra, Heather Renae; Rock Valley, IA
 Martens, Linda L.; Council Bluffs, IA
 Martin, Beth A.; Cedar Rapids, IA
 Marvelli, Diane K.; Newton, IA
 Masengarb, Amy S.; Silvis, IL
 Matousek, Carolyn K.; Iowa City, IA
 Matter, Janelle; Ankeny, IA
 Mauer, Janet C.; Council Bluffs, IA
 Mausser, Mary C.; Epworth, IA
 Maxwell, Rhonda J.; Des Moines, IA
 McCandless, Betty; Greene, IA
 Mccann, Joan T.; Eldridge, IA
 McClain, Jennifer Lynn; Carpenter, IA
 McClanahan, Gerlinde; Davenport, IA
 McCombs, Diane Sue; Knoxville, IA
 McConnell, Cheryl; Decorah, IA
 McDaniel, Judith A.; Boone, IA
 McElhinney, Leah Marie; Morning Sun, IA
 McGill, Amy; Dubuque, IA
 Mckee, Mary C.; Des Moines, IA
 Mckeever, Ruth A.; Sioux City, IA
 Mckeever, Ruth; Tipton, IA
 Mcknight, Barbara L.; Perry, IA
 McLaughlin, Connie; Missouri Valley, IA
 McLaughlin, Mary A.; Clinton, IA
 McMahan, Elaine T.; Waterloo, IA
 McMurrin, Mariefil Guanzon; Cedar Rapids, IA
 McNamara, Marilyn J.; Marshalltown, IA
 McNeeley, La Nora Shaffer; Cedar Rapids, IA
 McRae, Sharon M.; Cedar Falls, IA
 Meador, Kathleen S.; Knoxville, IA
 Meagher, Jane E.; Centerville, IA
 Means, Stacie L.; Hinton, IA
 Mears, Jeanette Darlene; Leon, IA
 Meendering, Tamela J.; Spencer, IA
 Mees, Teresa Kay; Coralville, IA
 Mendenhall, Peggy Anne; Audubon, IA
 Menster, Jane; Bernard, IA
 Merrick, Suzanne L.; Truro, IA
 Merry, Aaron Michael; Milford, IA
 Metcalf, Jacquelynne J.; Fairfield, IA
 Metcalf, Brenda S.; Waterloo, IA
 Meyer, Tara; Alta, IA
 Meyer, Alana R.; Deep River, IA
 Meyer, Lorraine Ellen; Arnolds Park, IA
 Meyers, Marianne; Rock Island, IL
 Mikkelsen, Carol Lois; Orient, IA
 Miller, Diana Garza; Des Moines, IA
 Miller, Sandra L.; Sac City, IA
 Miller, Susan K.; Des Moines, IA
 Miller, Gloria A.; Des Moines, IA

Miller, June E.; Kalona, IA
 Miller, Laura A.; Dubuque, IA
 Miller, Sharon L.; Sioux Center, IA
 Miller, Sydney M.; Storm Lake, IA
 Mineart, Denise D.; Fairfield, IA
 Minnehan, Brooke Marae; Churdan, IA
 Minnie, Janet K.; New London, IA
 Mitchell, Linda L.; Iowa City, IA
 Moeller, Janet S.; Fort Dodge, IA
 Moen, Nancy; Neola, IA
 Mohni, Mary C.; Hartley, IA
 Mohr, Penelope L.; Eagle Grove, IA
 Mohr, Patricia A.; Hopkinton, IA
 Molander, Chasity Collette; Fort Dodge, IA
 Molitor, Margaret Anna; Spencer, IA
 Mommer, Shelly A.; Guttenberg, IA
 Moon, Lyndsay Rae; Mount Union, IA
 Moore, Janice K.; Cedar Rapids, IA
 Moore, Daniel W.; Rock Island, IL
 Moore, Elizabeth J.; North Liberty, IA
 Morgan, Patricia J.; Davenport, IA

Muench, Susan R.; Jefferson, IA
 Muller, Jeanette S.; Maquoketa, IA
 Mulligan, Ronald Kirk; Des Moines, IA
 Mullin, Elaine T.; Lamotte, IA
 Munger, Allyson Beth; Storm Lake, IA
 Munson, Peggy L.; Ankeny, IA
 Murphy, Kimberley S.; Albia, IA
 Mitchell, Linda L.; Oxford, IA
 Myers, Angela M.; Stronghurst, IL
 Nalan, Cory Lynn; West Branch, IA
 Neeley, Janie M.; Lamoni, IA
 Negus, Jennifer Marie; Cedar Falls, IA
 Nelsen, Rebecca S.; Ankeny, IA
 Nelson, David L.; Spencer, IA
 Nelson, Connie J.; Humboldt, IA
 Nelson, Shelly A.; Osceola, IA
 Nelson, Julie L.; Ruthven, IA
 Nelson, Kathleen A.; Buffalo Center, IA
 Nelson, Margaret Laureen; Cherokee, IA
 Neumann, Carol S.; Ames, IA

Newman, Christanna Corrinne; North Liberty, IA
 Newton, Lisa Marie; North Liberty, IA
 Nichols, Jana; Milan, IL
 Nielsen, Susan C.; Sioux City, IA
 Niemeier, Robin Jean; Hiawatha, IA
 Nikkel, Kathleen A.; Ankeny, IA
 Nimrick, Kimberly Rae; Rock Island, IL
 Nixon, Eleanor Sue; Clinton, IA
 Nurdyke, Doris Marie; Richland, IA
 Northup, Carol; Hedrick, IA
 Nossaman, Robin E.; Pella, IA
 Noteboom, Brenda L.; Johnston, IA
 Novak, Viola M.; Fort Atkinson, IA
 Oberbroeckling, Jenny Jean; Dubuque, IA
 Oberbroeckling, Joanna; Davenport, IA
 Obert, Justine Marie; Marion, IA
 Obrien, Mary A.; Dubuque, IA
 O'Brien, Leslie Sue; Waterloo, IA
 Odell, Susan; Johnston, IA

O'Donnell, Marilyn C.; West Des Moines, IA
 Odonnell, Germaine E.; Sioux City, IA
 Oglesby, Molly J.; Marion, IA
 Oleary, Sherry E.; Dubuque, IA
 Olson, Teresa A.; Jewell, IA
 Oolman, Tonya R.; Paullina, IA
 Ortega, Amy Lynn; Bettendorf, IA
 Ortega, Janet K.; Rock Island, IL
 Orwig, Kimberley A.; Ottumwa, IA
 Osmundson, Connie L.; Postville, IA
 Osterson, Janie Colleen; Adel, IA
 Overton, Ruth A.; Indianola, IA
 Owen, Jennifer Lynne; West Des Moines, IA
 Padgett, Dorci Marie; Ankeny, IA
 Page, Cathy D.; Humboldt, IA
 Palsler, Hope L.; Council Bluffs, IA
 Paris, Kristen; Wapello, IA
 Parker, Shelley Sue; Fort Dodge, IA
 Parrish, Mary Anne; Rock Island, IL

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Parrish, Shannon Renee; Boone, IA
 Parson, Erica S.; Rock Island, IL
 Pasut, Michele M.; Albia, IA
 Pattee, Kathleen M.; Avoca, IA
 Patterson, Kimberly A.; Atkins, IA
 Pauley, Alison Renee; Solon, IA
 Pavkov, Ann M.; Hastings, IA
 Pearson, Annabelle; Dubuque, IA
 Peel, Melanie Louise; Centerville, IA
 Pelleymounter, Vicki Jo; Boone, IA
 Peloquin, Ann E.; Waterloo, IA
 Penland, Diane K.; Clive, IA
 Pennington, AnnMarie; Waterloo, IA
 Perkins, Charlene M.; Davenport, IA
 Peters, Janet Rae; Oskaloosa, IA
 Peters, Melissa Lea; Fenton, MO
 Peters, Robin K.; North Liberty, IA
 Petersen, Josephine V.; Denison, IA
 Peterson, Amy Danette; Ankeny, IA
 Peterson, Cathy Sue; Mason City, IA
 Peterson, Jackie; Sioux Rapids, IA
 Peterson, Julie A.; Pleasant Hill, IA
 Peterson, Patricia J.; Mason City, IA
 Phillips, Jean A.; Des Moines, IA
 Phillips, Sharon A.; Indianola, IA
 Phipps, Cristy Thorngren; Boone, IA
 Pickrell, Cheri L.; Ottumwa, IA
 Pidgeon, Dianne R.; Salem, IA
 Pierce, Janet A.; Clare, IA
 Pierce, Trudi R.; Middletown, IA
 Pierson, Sheila K.; Story City, IA
 Pierson, Tammera S.; Des Moines, IA
 Piroette, Phyllis M.; Iowa City, IA
 Pistek, Elaine Rose; Garner, IA
 Pitts, Nancy L.; Davenport, IA
 Plendl, Gloria Jean; Kingsley, IA
 Poole, Mary L.; Des Moines, IA
 Porter, Vickie R.; Dubuque, IA
 Pospisal, Cynthia H.; Mount Vernon, IA
 Prax, Betty J.; Pacific Junction, IA
 Price, Jennifer Anne; Coralville, IA
 Price, Edie; Urbandale, IA
 Prine, Kay Marlene; Council Bluffs, IA
 Radechel, Christina G.; Carlisle, IA
 Ramsay, Cindy J.; Lynn Center, IL
 Ramsay, Camille L.; Cambridge, IA
 Ramundt, Pamela A.; Des Moines, IA
 Randall, Regina M.; Solon, IA
 Randles, Linda M.; Elkhart, IA
 Rasmussen, Bonnie; Newton, IA
 Ratigan, Therese M.; Council Bluffs, IA
 Ratzlaff, Judy R.; Rockwell, IA
 Rawson, Tamra M.; Sioux City, IA
 Ray, Cathy Renai; Mechanicsville, IA
 Ray, Lana S.; Red Oak, IA
 Ray, Mary K.; Burlington, IA
 Reardon, Thomas C.; LaCrescent, MN
 Redemske, Charles H.; Algona, IA
 Redenius, Rebecca A.; Parkersburg, IA
 Rediske, Joyce Y.; Mabel, MN
 Reeder, Karen S.; Pella, IA
 Reid, Bonita Louise; Roseville, MN
 Reisinger, Sandra L.; Eldora, IA
 Remsburg, Deborah J.; Fort Dodge, IA
 Renee, Glenis D.; Norwalk, IA
 Retleff, Denise Angela; Iowa Falls, IA
 Reyes, Margaretta L.; Muscatine, IA
 Rhomberg, Ann T.; Iowa City, IA
 Rice, Danielle; Marion, IA
 Richeson, Lynette S.; Coal Valley, IL
 Richter, Julie L.; Corwith, IA
 Richter, Niki L.; New Boston, IL
 Riddle, Michelle M.; Ogden, IA
 Riedemann, Linda K.; Atlantic, IA
 Riegler, Mary K.; Dubuque, IA
 Rike, Mavis A.; Iowa City, IA
 Rinsem, Mary J.; Coralville, IA
 Rittscher, Patricia Ann; Webster City, IA
 Roach, Samantha Jo; Fort Madison, IA
 Robbins, Loretta Sue; Clive, IA
 Robeson, Trudy; Sergeant Bluffs, IA
 Robinson, Donna J.; Waukee, IA
 Rochford, Michelle Renee; Edgewood, IA
 Roeder, Jennifer Leigh; Lake View, IA
 Rohach, Diana; Eldora, IA
 Rohret, Teresa J.; Spencer, IA
 Rohrs, Vanessa Sue; Bettendorf, IA
 Roman, Vanessa; Cedar Falls, IA

Roseman, Natalie Kay; Walcott, IA
 Rosing, Stephanie Michelle; Cambridge, IA
 Roth, Joyce; Crawfordsville, IA
 Roudebush, Kelly M.; Walcott, IA
 Roy, Karen Ann; Covington, LA
 Rubink, Michelle R.; Council Bluffs, IA
 Runchey, Kathryn L.; Milford, IA
 Runyan, Davene K.; Boone, IA
 Rush, Jane M.; Woodward, IA
 Russell, Julia A.; Davenport, IA
 Ruth, Roxanne R.; Moline, IL
 Ryan, Carolyn M.; Swisher, IA
 Salter, Bette Louise; Lee's Summit, MO
 Samuelson, Shelby; Lynn Center, IL
 Sand, Amanda Marie; Independence, IA
 Sand, Carrie Belle; Waterloo, IA
 Sattler, Jenel Marie; Ames, IA
 Scarf, Rodney Gene; Anita, IA
 Schaack, Ladonna M.; Grundy Center, IA
 Schacht, Elizabeth A.; Iowa City, IA
 Schaefer, Mary Theresa; Amana, IA
 Schares, Joyce L.; Jesup, IA
 Schechinger, Mary Patricia; Urbandale, IA
 Schelle, Line Cheri; Sac City, IA
 Scherer, Lois R.; Danville, IA
 Schilling, Diana Lee; Cedar Rapids, IA
 Schlangen, Tracey Jean; Cresco, IA
 Schmidt, Lisa A.; Colona, IL
 Schmitt, Angela Lynn; Evansdale, IA
 Schnee, Holly Rebecca; Sioux City, IA
 Schnucker, Melissa Ann; Clive, IA
 Schoenfeld, Janell J.; Manning, IA
 Scholten, Beverly J.; Hospers, IA
 Schouten, Liza Jean; Orange City, IA
 Schraeder, Carol A.; Willmar, MN
 Schreiber, Beverly A.; Fort Dodge, IA
 Schreier, Janet; Spencer, IA
 Schreurs, Mary J.; Ankeny, IA
 Schroeder, Carol A.; Bellevue, IA
 Schrum, Sheila J.; Urbandale, IA
 Schueller, Jessica Marie; De Witt, IA
 Schuett, Denise; Ankeny, IA
 Schug, Barbara C.; Rowley, IA
 Schultz, Linda A.; Dubuque, IA
 Scott, Debra L.; Knoxville, IA
 Sea, Carol; Hedrick, IA
 Sebolt, Melinda Dawn; Centerville, IA
 Sebring, Jane M.; Sioux City, IA
 Secor, Holly R.; Cedar Falls, IA
 Seng, Suzanne T.; Waterloo, IA
 Senne, Sherry; Des Moines, IA
 Severson, Gary L.; Cedar Rapids, IA
 Sewick, Marguerite Yvonne; Whittemore, IA
 Seymour, Sheri L.; Urbandale, IA
 Shadle, Monica T.; Clinton, IA
 Shaffer, Chester E.; Milan, IL
 Shank, Karla K.; Prairie City, IA
 Shannon, Tina Renae; Truesdale, IA
 Sharp, Dianne K.; Boone, IA
 Shaw, Ruth; Burlington, IA
 Shelquist, Justine E.; Albia, IA
 Shelsky, Constance; Tipton, IA
 Sherwin, Vickie; North Mankato, MN
 Shimek, De Etta; Charles City, IA
 Shimer, Jaclyn Ann; Bedford, IA
 Shirley, Kimberly Sue; Middletown, IA
 Shull, Kathleen L.; Sioux City, IA
 Silver, Melinda Ann; Lisbon, IA
 Silver, Sandra J.; Lisbon, IA
 Simmons, Patsy L.; Clinton, IA
 Simms, Christine; Dubuque, IA
 Simpson, Valerie; Sac City, IA
 Skelton, Jon; West Columbia, SC
 Slaikeu, Debra S.; Des Moines, IA
 Slaughter, Tara E.; Waukee, IA
 Smerillo, Judith C.; Bettendorf, IA
 Smith, Doretha L.; Rock Island, IL
 Smith, Krista M.; Council Bluffs, IA
 Smith, Matthew Thomas; Hiawatha, IA
 Smith, Monica; Iowa City, IA
 Smith, Tendeka L.; Davenport, IA
 Smith, Beverly J.; Woodburn, IA
 Smith, Janine Danette; Davenport, IA
 Smith, Jeannie; Madrid, IA
 Smith, Joan M.; Cedar Rapids, IA
 Smith, Karen Ekstam; Iowa City, IA
 Smith, Linda D.; Cedar Rapids, IA
 Smith, Melissa A.; Keosauqua, IA

Snyder, Julie Ann; Stanton, IA
 Snyder, Melissa; Alta, IA
 Socarras, Rhonda L.; West Des Moines, IA
 Solomon, Wendie Ann; Cresco, IA
 Roth, Joyce; Crawfordsville, IA
 Somers, Tracey Lynn; Milan, IL
 Spahr, Bruce; Oskaloosa, IA
 Speas, Diana L.; Batavia, IA
 Speicher, Susan R.; Cedar Rapids, IA
 Spencer, Cynthia S.; Janesville, IA
 Spencer, Tammy S.; Altoona, IA
 Spooner, Michele A.; Clinton, IA
 Spray, Shirley; Mount Pleasant, IA
 Squires, Catherine Anne; Iowa City, IA
 St. Jean, Diane Marie; Polk City, IA
 St. John, Carol A.; De Witt, IA
 Staber, Mary C.; Sioux City, IA
 Stadtlander, Cathy J.; Des Moines, IA
 Stanek, Nita Laurel; Dubuque, IA
 Staples, Susan Kay; Spencer, IA
 Starr, Melissa Rae; Ankeny, IA
 Stasiak, Irene M.; Tulsa, OH
 State, Gina R.; Colona, IL
 Stearns, Vicki J.; Clear Lake, IA
 Steele, Kathy L.; Exline, IA
 Steffen, Teresa B.; Clive, IA
 Steinberg, Elaine; Osage, IA
 Stelken, Brenda Sue; Dyersville, IA
 Stephens, Kristan K.; Albia, IA
 Stephens, Robert L.; Sioux City, IA
 Stephenson, Wanda Lou; Glidden, IA
 Stevens, Dana Marie; Sioux City, IA
 Stevenson, Ronie Lynn; Ankeny, IA
 Stiles, Lola Jean; Plainfield, IA
 Stillmunkes, Angela Ann; Polk City, IA
 Stolder, Janet D.; Savanna, IL
 Stough, Abby Leigh; Nashua, IA
 Streich, Tracey; Charles City, IA
 Studer, Linda M.; Mitchellville, IA
 Strosahl, Vickie S.; Mitchellville, IA
 Stouder, Linda M.; Charles City, IA
 Stufflebeam, Jill L.; Conrad, IA
 Stutsman, Jill S.; Iowa City, IA
 Sult, Rosemary A.; Allison, IA
 Swanger, Dawn M.; Westland, MI
 Sywassink, Mary Margaret; Muscatine, IA
 Taff, Randie Vice; Canton, MO
 Taulke, Jean M.; Dubuque, IA
 Taylor, Lisa Krafty; Paton, IA
 Teeter, Chantel; Algona, IA
 Teggatz, Ursula M.; Iowa City, IA
 Thole, Cheryl Lynn; Fresno, CA
 Thomas, Jane Marie; Sacramento, CA
 Thomas, Karen A.; Oskaloosa, IA
 Thomas, Gina Gardner; Davenport, IA
 Thomas, Jurlaine Joie; Rockwell, IA
 Thompson, Carolyn R.; Leon, IA
 Thompson, Diane R.; Cedar Rapids, IA
 Thompson, Jennifer M.; Council Bluffs, IA
 Thompson, Julie A.; Council Bluffs, IA
 Thompson, Mary Arlene; West Des Moines, IA
 Tibesar, Christine Fay; Cedar Rapids, IA
 Tieskoetter, Sally A.; Castalia, IA
 Tieso, Ramon; Clinton, IA
 Till, Laura Elizabeth; Cedar Rapids, IA
 Tilton, Cheree M.; Des Moines, IA
 Timmerman, Deborah E.; Decorah, IA
 Timmons, Lareene M.; Port Byron, IL
 Tingley, Heather Lea; Des Moines, IA
 Tomlinson, Jennifer Ann; Norwalk, IA
 Tompkins, Wendy L.; Clarence, IA
 Toner, Marsha L.; Iowa City, IA
 Torgerson, Carrie Anne; Norwalk, IA
 Torres, Diane L.; Monticello, IA
 Torrey, Diane M.; Dubuque, IA
 Treichel, Michelle Rae; Greene, IA

Trenkamp, Pamela S.; Waterloo, IA
 Trilk, Clifford J.; Dubuque, IA
 Trotter, Sheila L.; Rockwell City, IA
 Trunkhill, Andrew C.; Humboldt, IA
 Turk, Donna S.; Anita, IA
 Turner, Darlene A.; Algona, IA
 Tweeten, Linda Kay; Joice, IA
 Tyler, Lisa Ann; Dubuque, IA
 Uhlenhake, Nancy A.; Ossian, IA
 Uriis, Kara D.; Norwalk, IA
 Van Elen, Amy Lynn; Fort Atkinson, IA
 Van Voorhis, Jean; New Port Richey, FL
 Vandenberg, Jerre F.; Keokuk, IA
 Vanderslice, Kathy L.; Clinton, IA
 VanEngelenhoven, Sharon M.; Ottumwa, IA
 VanGelderens, Stacey Ann; Welcome, MN
 Vanginkel, Pamela J.; Rock Valley, IA
 Vanroekel, Paula A.; Harvey, IA
 Vanveen, Jr., Stanley E.; Des Moines, IA
 Varner, Sheila K.; Council Bluffs, IA
 Vegors, Brent W.; Waukee, IA
 Vennix, Craig James; Orange Park, FL
 Vermace, Shirley A.; Iowa City, IA
 Vice, Kelly A.; Moline, IL
 Vice, Kimberly Anne; Fort Madison, IA
 Vignal, Susan A.; Sioux City, IA
 Visser, Carrie K.; Des Moines, IA
 Vrban, Melissa Kay; Coralville, IA
 Vreeland, Pamela A.; Carroll, IA
 Waddill, Amy L.; Johnston, IA
 Wallace, Kimberly Dawn; Ottumwa, IA
 Wallenburg, Deborah; Inwood, IA
 Walter, Todd William; Pine Island, MN
 Ward, Julia; Ottumwa, IA
 Wardak, Judith M.; Des Moines, IA
 Ware, Sandra Lea Cliff; Des Moines, IA
 Warner, Mykol An; Coralville, IA
 Warner, Colleen M.; Fairfield, IA
 Waterman, Constance A.; Geneseo, IL
 Waters, Cari L.; Stanton, IA
 Watson, Jo Ann J.; Wever, IA
 Wattonville, Sharon K.; Sac City, IA
 Webber, Tara; Ames, IA
 Weber, Marjorie A.; Garner, IA
 Webster, Jennifer L.; Kahoka, MO
 Weeks, Norma Jean; Knoxville, IA
 Weiermann, Laurie R.; Chelsea, IA
 Weiher, Joyce L.; Burlington, IA
 Weinke, Stacy L.; Cedar Falls, IA
 Weiss, Joyce Marie; Rockwell City, IA
 Weller, Darcy D.; Farmersburg, IA
 Wendel, Barbara J. Wagaman; Clear Lake, IA
 Wengert, Ellen T.; Sioux City, IA
 Wentz, Elizabeth Ann; Emmetsburg, IA
 Wentz, Teresa Ann; East Moline, IL
 Werner, Erin McMillan; Cedar Falls, IA
 Western, Tami Linn; Kirksville, MO
 Weyer, Sue A.; Hawarden, IA
 White, Kristin Elizabeth; Ames, IA
 White, Twyla L.; Hedrick, IA
 Wichman, Sally M.; Gilbertville, IA
 Wiederstein, Nickoleen C.; Audubon, IA
 Wiersma, Donna Jean; Inwood, IA
 Wiggs, Alison Elizabeth; Whiting, IA
 Wignall, Lois L.; Chariton, IA
 Wilkening, Amy M.; Marshalltown, IA
 Willett, David S.; Boone, IA
 Williams, Beverly J.; Glenwood, IA
 Williams, Joy E.; Coulter, IA
 Willson, Rebecca Lynn; Johnston, IA
 Wilwerding, Laura Marie; Fort Dodge, IA
 Winders, Korine; Dubuque, IA
 Winkel, Jessica Lynne; Fulton, IL
 Wisgerhof, Kathryn A.; West Branch, IA

Wittenauer, Linda S.; Coal Valley, IL
 Wixom, Karla K. Lorentzen; Kahoka, MO
 Woebke, Beverly G.; Irwin, IA
 Wolf, Ann M.; Central City, IA
 Wood, Bethany A.; Cedar Rapids, IA
 Woodward, Stacey A.; Estherville, IA
 Wright, Patricia Mary; Osceola, IA
 Wright, Teresa M.; Solon, IA
 Wright, Jane A.; Orion, IL
 Wright, Laura Beth; Des Moines, IA
 Wyma, Justine L.; Sully, IA
 Yarbrough, Dina D.; Ankeny, IA
 Yencer, Patricia A.; Des Moines, IA
 Yerington, Cindy S.; West Liberty, IA
 Youngs, Crystal L.; Iowa City, IA
 Zeimet, Bonnie Louise; New Albin, IA
 Zeller, Michele Marie; West Des Moines, IA
 Ziegler, Paula J.; Mankato, MN
 Zook, Teresa; Ottumwa, IA
 Zuber, Mary Jovita; Marengo, IA
 Zylstra, Stephanie Ann; Clive, IA

February RNs

Aalbers, Rachel A.; Mount Vernon, IA
 Abbott, Susan J.; Burlington, IA
 Abel, Stacey L.; Iowa City, IA
 Abitz, Linda L.; Galena, IL
 Achenbach, Jennifer; Underwood, IA
 Adams, Alan Jerome; Des Moines, IA
 Adams, Corina L.; Urbandale, IA
 Ahrens, Alyssa Dawn; Clare, IA
 Albers, Angie L.; Des Moines, IA
 Allen, Melissa S.; Hornick, IA
 Alness, Linda R. Barron; Elgin, MN
 Al-Suleiman, Linda K.; Cedar Rapids, IA
 Amundson, Sandra J.; Ankeny, IA
 Anderson, Sarah Lynn; LeClaire, IA
 Anderson, Valerie K.; Bettendorf, IA
 Andreesen, Janet S.; Anamosa, IA
 Andresen, Mary A.; De Witt, IA
 Andrews, Deann G.; Oxford, IA
 Anema, Amy Lynn; Sanborn, IA
 Anson, Carol L.; Coralville, IA
 Anson, Teri Lynn; Davenport, IA
 Arciniega, Holly M.; Osage, IA
 Arey, Anne E. Feugate; North Liberty, IA
 Arkfeld, Mary Lou; Council Bluffs, IA
 Arling, Carol A.; Dubuque, IA
 Armstrong, Yuet C. Cheung; Traverse City, MI
 Armburg, Rebecca L.; Sioux City, IA
 Austin, Karen S.; Hamilton, IL
 Axness, Steven E.; Fort Dodge, IA
 Baayen, Sandra J.; Ottumwa, IA
 Babcock, Kathryn K.; New Hampton, IA
 Bach, Toini J.; Underwood, IA
 Bachman, Sally S.; Albia, IA
 Backes, Marcia A.; Dubuque, IA

Bailey, Jeffrey; Newton, IA
 Bailey, Laura L.; Mitchellville, IA
 Bailey, Sheila Ann; Ankeny, IA
 Baker, Jennifer A. Cole; Coralville, IA
 Baldridge, Marcia Lynn; Mount Pleasant, IA
 Ball, Coleen E.; Cedar Rapids, IA
 Balsley, Leslie; Webster City, IA
 Bannister, Janice E.; Des Moines, IA
 Banta, Tawnya L.; Johnston, IA
 Banwarth, Vicky M.; Peosta, IA
 Bao-angan, Sarah Mi-ing; Ankeny, IA
 Barillas, Roger; Fort Knox, KY
 Barkmeier, Evonna Dolora; Lake City, IA
 Barrentine, Joan Winifred; Urbandale, IA
 Barsness, Amanda Jean; Grimes, IA
 Barstad, Courtney S.; Des Moines, IA
 Bashor, Kimberly Ann; Corning, IA
 Bauer, Janet K.; Lacona, IA
 Bechtel, Gina; West Des Moines, IA
 Beckwith, Claudia J.; Grinnell, IA
 Beik, Danielle Rose; Morning Sun, IA
 Beitelspacher, Sarah Ann; Lemars, IA
 Belha, Michelle K.; Morriston, IL
 Bellairs, M. Dolores; Clarinda, IA
 Bender, Katie Lynn; Moville, IA
 Bennett, Kelli Renee; Columbus Junction, IA
 Bennett, Lynda; West Des Moines, IA
 Berglund, Emily Catherine; Coralville, IA
 Bergman, Margaret L.; Humboldt, IA
 Berninghaus, Michele Lee; Armstrong, IA
 Berry, Linda K.; Nauvoo, IL
 Berry, Mary E.; Bettendorf, IA
 Berumez, Patricia K.; Waterloo, IA
 Birkenstock, Sharleen A.; Burlington, IA
 Bisbey, Julie R.; Rochester, MN
 Blaesing, Gail A.; Urbandale, IA
 Blount, Pamela J.; Delmar, IA
 Boeckenhauer, Catherine A.; Calmar, IA
 Boerschel, Viva J.; Charles City, IA
 Boetger, Caroline J.; Sioux City, IA
 Boggio, Mindy Lynn; West Des Moines, IA
 Bogs, Deborah Marie; Silvis, IL
 Bonnier, Marita Louise; Auburn, NH
 Boots, Barbara J.; Oquawka, IL
 Bostic, Peggy S.; Silvis, IL
 Bostwick, Melanie; Seymour, IA
 Bottelsson, Elaine R.; West Des Moines, IA
 Boyd, Debra J.; Cedar Rapids, IA
 Boyd, Gail B.; Burlington, IA
 Boyd, James Daniel; Des Moines, IA
 Braynard, Gerry Lynn; Garrison, IA
 Brecht, Elizabeth A.; Clive, IA
 Brees, Jean M.; Cherokee, IA
 Brehm, Nancy J.; Sioux City, IA
 Breiling, Constance K.; Cedar Rapids, IA
 Brem, Patricia A.; West Burlington, IA
 Brea, Amy Jill; Malcom, IA

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FEBRUARY RNS *Continued from page 28*

Bride, Mary Joanne; Bloomfield, IA
 Brightwell, Benita M.; Creston, IA
 Brisso, Tracy Ann; Council Bluffs, IA
 Britt, Patricia A.; Aurelia, IA
 Brockway, Jeanne Aagot; Burlington, IA
 Brodie, Nancy J.; Sioux City, IA
 Brosseau, Rebecca S.; Clive, IA
 Brown, Kay A.; Sumner, IA
 Brown, Sheila K.; Clearfield, IA
 Brown, Barbara E.; Sioux City, IA
 Brown, Cynthia J.; Iowa City, IA
 Brown, Joyce; Pleasant Hill, IA
 Brown, Vicki M.; Kellogg, IA
 Bruning, Kerry; Dallas Center, IA
 Bryden, Kelly Elaine; Stuart, IA
 Bullard, Denise A.; Atlanta, GA
 Bumsted, Roseannabelle; Soldier, IA
 Buncayo, Maria Lourdes; Plantation, FL
 Burchett, Cheryl K.; Harlan, IA
 Burgess, Mary L.; Fulton, MO
 Burman, Sharon R.; Hampton, IA
 Burmeister, Ethel M. Sterk; Baldwin, IA
 Burns, Bernadette Marie; Davenport, IA
 Burns, Tibitha J.; Ottumwa, IA
 Bursott, Jeanne; Clinton, IA
 Buscher, Amy L.; Des Moines, IA
 Buys, Kay M.; Ankeny, IA
 Byers, Debra Jo; Anamosa, IA
 Bys, Cynthia A.; North Liberty, IA
 Cade, Constance J. Meier-; Des Moines, IA
 Caldwell, Janice Kay; Grimes, IA
 Canady, Nancy K.; Marion, IA
 Card, Debra Ann; Evansdale, IA
 Carder, Regina; Ankeny, IA
 Carey, Lisa E.; West Union, IA
 Carlberg, Laura E.; Indianola, IA
 Carleton, Gayle R.; Morning Sun, IA
 Carlson, Virginia Marie; Lino Lakes, MN
 Carolan, Victoria R.; Elkader, IA
 Carolus, William Bryan; Treynor, IA
 Caron, Michelle Francis; Saint Ansgar, IA
 Carpenter, Judith A.; Sioux City, IA
 Carr, Linda K.; Cedar Rapids, IA
 Carroll, Jennifer Marie; Rock Island, IL
 Carstensen, Glenda R.; Sioux City, IA
 Cary, Mary Lucille; Bloomfield, IA
 Casson, Jennifer Gene; Oakland, IA
 Cecil, Judy Kay; Des Moines, IA
 Chamberlin, Sharon K.; Waterloo, IA
 Chaplin, Sharon L.; Winfield, IA
 Chittenden, Shannon Grace; Indianola, IA
 Choda, Zosh K.; Des Moines, IA
 Christensen, Carla B.; Cedar Falls, IA
 Christensen, Marla M.; Underwood, IA

Christenson, Dana Marie; Iowa City, IA
 Cink, Patricia J.; Missouri Valley, IA
 Clemens, Amy Lynn; Dyersville, IA
 Cleveland, Heather L.; New Hampton, IA
 Coady, Ruth E.; Norwalk, IA
 Coe, Kathleen M.; Mason City, IA
 Coffman, Constance D.; Council Bluffs, IA
 Colby, Becky; Cresco, IA
 Colby-Harkins, Alicia; Van Meter, IA
 Cole, Annette L.; Sioux City, IA
 Cole, Shirley A.; Manchester, IA
 Coleman, Cynthia S.; Chariton, IA
 Collis, Candace M.; Moline, IL
 Colshan, Debra R.; Cushing, IA
 Columbus, Sharon A.; Center Point, IA
 Connelly, Shelley D.; Solon, IA
 Connolly, Gerard P.; Farley, IA
 Conover, Sandra S.; New Sharon, IA
 Conrad, Jennifer; Gowrie, IA
 Conter, Beverly J.; Peosta, IA
 Cook, Kimberly Mary; Fort Madison, IA
 Copeland, Connie L.; Wellman, IA
 Copeland, Donna R.; Keokuk, IA
 Corcoran, Laurie A.; Des Moines, IA
 Cornelison, Noralee Katherine; Carlisle, IA
 Corral, Brenda S.; Fort Madison, IA
 Cota, Nicole Lynn; New Albin, IA
 Cox, Sandra S.; Tiffin, IA
 Craighton, Dawn; Hampton, IA
 Craven, Laurie; Melissa, TX
 Craven, Kathleen A.; Boone, IA
 Croonquist, Theresa D.; Clive, IA
 Cross, Belva L.; Hampton, IA
 Curry, Elizabeth Marie; Mason City, IA
 Curry, Coni; Massena, IA
 Curtis, Myrna Kay; Williamsburg, IA
 Cutler, Patricia A.; Hampton, IA
 Cutsforth, Keitha R.; Ottumwa, IA
 Dachenbach, Rose Marie; Chariton, IA
 Dalauta, Mariefel Paqueo; Long Beach, NY
 Danielson, Mary A.; Conrad, IA
 Dannen, Teresa L.; Newton, IA
 Davis, Kathryn A.; Woodward, IA
 Davis, Linda Lea; Marshalltown, IA
 Davis, Lizabeth Q.; Nemaha, IA
 Davis, Suzanne K.; W. Des Moines, IA
 Davisson, Kathy R.; Jefferson, IA
 Dawson, Dixie M.; Lewis, IA
 De Benedetti, Janice; Cedar Rapids, IA
 DeBolt, Laura Elizabeth; Iowa City, IA
 DeBoom, Carol; Altoona, IA
 Delagardelle, Jennifer; Jesup, IA
 Denlinger, Cory Allison; Dubuque, IA
 Depew, Luanne M.; Council Bluffs, IA

Deppe, Tanya L.; Altoona, IA
 Derrick, Amy M.; Sioux City, IA
 Dertzog, John J.; Sioux City, IA
 Dezwardt, Betty I.; Chariton, IA
 Dhooge, Mary L.; Coal Valley, IL
 Dick, Jennifer L.; Woodbine, IA
 Dierks, Brandy Lynne; Goose Lake, IA
 Dirks, Susan M.; Marion, IA
 Dirksen, Tracy L.; Sheffield, IA
 Dittmer, Julie J.; Bettendorf, IA
 Doiel, Amy Marie; Modale, IA
 Dolan, Julie R.; Clinton, IA
 Doorn, Deborah Leigh; Swisher, IA
 Dougherty, Sandra Joyce; Leon, IA
 Douglas, Cindy; Bondurant, IA
 Downs, Margaret J.; Saint Charles, IA
 Draayer, Joyce E.; Remsen, IA
 Draper, Julie A.; Mason City, IA
 Drey, Doretta A.; Council Bluffs, IA
 Duckworth, Patricia Ann Murray-; Greene, IA
 Duis-Harman, Cora D. Alene Marie; Le Mars, IA
 Dunn, Janet L.; Clarinda, IA
 Dytcher, Kay Velvet; Thor, IA
 Duysen, Kala K.; Essex, IA
 Dvorak, Helen Catherine; Ankeny, IA
 Dwyer, Carole J.; Sergeant Bluff, IA
 Dykhuizen, Jennifer Lynn; Marion, IA
 Eagan, Dianne M.; Spencer, IA
 Early, Jennifer M.; Des Moines, IA
 Eckardt, Christine A.; Des Moines, IA
 Edgington, Deanna J.; Osceola, IA
 Edinger, Julie F.; Robins, IA
 Egli, Jane M.; Ankeny, IA
 Ehrhardt, Ruth Ann; Cedar Rapids, IA
 Eichmeier, Julie; Mason City, IA
 Eivins, Sandra L.; Guthrie Center, IA
 Elberg, Joan L.; Eagle Grove, IA
 Ellis, Deborah Ann Liverett; Boone, IA
 Elrod, Leonard M.; Norwalk, IA
 Epping, Andrea L.; Moline, IL
 Erdman, Rose A.; Forest City, IA
 Espenhover, Julie Ann; Carroll, IA
 Estling, Kathleen A.; Altoona, IA
 Etringer, Jenni; Waterloo, IA
 Evans, Gloria J.; Sioux City, IA
 Evans, Victoria L.; Urbandale, IA
 Even, Deborah Anderson; Coralville, IA
 Evenson, Gloria A.; Cedar Falls, IA
 Everett, Linda; Iowa City, IA
 Evertse, Ida D.; Hull, IA
 Evink, Laura Patrice; Hospers, IA
 Ewoldt, David Forrest; Hartley, IA
 Eze, Shanita M.; Coralville, IA
 Faas, Sue A.; Marshalltown, IA
 Faber, Christina; Clear Lake, IA

Fandrich, Lisa G.; Waukee, IA
 Farnsworth, Jeanene Ann; Minburn, IA
 Faust, Jane L.; Anchorage, AK
 Fecher, Shannon; Greenfield, IA
 Feller, Lynette M.; North Liberty, IA
 Fenner, Elaine; Council Bluffs, IA
 Fenton, Janice K.; Burlington, IA
 Ferreter, Rita M.; Cedar Rapids, IA
 Ferryman, Kelly Jo; Hamburg, IA
 Fettes, Rebecca S.; Des Moines, IA
 Finck, Kirk G.; Indianola, IA
 Findley III, Lester; Le Grand, IA
 Fink, Kelly L.; Clutier, IA
 Fink, Veronica K.; Waverly, IA
 Fischels, Lori Ann; Webster City, IA
 Fisher, Brandy K.; Council Bluffs, IA
 Floming, Kristy Sue; Cordova, IL
 Flynn, Amanda; Fairfield, IA
 Forbes, Cynthia S.; Lone Tree, IA
 Forrester, Brenda Lynn; Council Bluffs, IA
 Fort, Kathy L.; Fort Dodge, IA
 Fox, Michelle Ann; Conrad, IA
 Francis, Kristi Marie; Ottumwa, IA
 Franken, Carole Kay; Allison, IA
 Fredericks, Alissa M.; Johnston, IA
 Freese, Jocelyn Blythe; West Des Moines, IA
 Freese, Shelly R.; Council Bluffs, IA
 Freiburger, Judith A.; Dubuque, IA
 Freymann, Mary Jeananne; Dubuque, IA
 Frieden, Jeremy John; Decorah, IA
 Friedlein, Linda J.; Farmersburg, IA
 Fritz, Joan F.; Waukon, IA
 Frohardt, Donna L.; Sac City, IA
 Frost, Elrina; Windham, NH
 Frueh, Mary J.; Dubuque, IA
 Fry, Carla D.; Moravia, IA
 Fuller, Patricia; Council Bluffs, IA
 Fullerton, Mona C.; Des Moines, IA
 Funk, Theresa Jean; Moville, IA
 Galvin, Sonia A.; Cherokee, IA
 Garrett, Judith A.; Knoxville, IA
 Gatica, Stefanie S.; Ankeny, IA
 Gehrke, Michelle Ann; Sioux City, IA
 Gehrls, Vicky Lynn; Iowa Falls, IA
 Gentsch, Sharon L.; Des Moines, IA
 Gerber, Rebecca H.; Cedar Rapids, IA
 Gift, Laura Ann; Aledo, IL
 Gift, Ulrike; Norwalk, IA
 Gilbert, Teresa A.; Keokuk, IA
 Gilley, Teresa Lynn; Waverly, IA
 Gleich, Kathy Calton; Ottumwa, IA
 Glenn, Juli Elizabeth; Cambridge, IA
 Glosser, Amanda Jane; Blakesburg, IA
 Glosser, Lori A.; Grinnell, IA
 Glynn, Mary Jo; West Des Moines, IA

Goebel, Carmen D.; Ankeny, IA
 Golden, Helen J.; North Plains, OR
 Goley, Nichole Deneen; Hazelwood, MO
 Good, Lori L.; Ogdan, IA
 Goodall, Christina A. Colombo; Johnston, IA
 Goodlaxson, Thomas; Spirit Lake, IA
 Goodrich, Angela Kay; Indianola, IA
 Goranson, Wanda S.; Waukee, IA
 Gordon, Constance Suzette; Knoxville, IA
 Gordy, Stephanie Sue; Albia, IA
 Grabenbauer, Barbara K.; Marshalltown, IA
 Grady, Jami Kay; West Des Moines, IA
 Graff, Dena R.; Marshalltown, IA
 Graham, Salli Annette; Andalusia, IL
 Granaman, Ginamae; Burlington, IA
 Grasshoff, Susan Diane; Morris, MN
 Gray, Janet Doenhoefer-; Le Mars, IA
 Greiner, Melissa A.; Keota, IA
 Griesinger, Leta M.; Creston, IA
 Grillo, Jessica Lauren; Boone, IA
 Grimm, Teresa S.; De Witt, IA
 Groeneweg, Corlis I.; Doon, IA
 Gronbeck, Wendy L.; Williamsburg, IA
 Grose, Cheryl K.; Kellerton, IA
 Gross, Gina L.; Peosta, IA
 Grover, Jody Lynne; Mediapolis, IA
 Guisinger, Donette K.; Waukee, IA
 Gulzinski, Terri Lynne; Bettendorf, IA
 Gustafson, Sharon E.; Clear Lake, IA
 Haag, Brenda K. Erichsen; Monticello, IA
 Hacker, Cheryl Lynn; DeWitt, IA
 Hackett, Doris Mary; Cambridge, IA
 Hahn, Marlene C.; Des Moines, IA
 Haider, Maria Carmen; Iowa City, IA
 Halfhill, Betty F.; Des Moines, IA
 Hall, Lois M.; Griffin, GA
 Hall, Martha; Reinbeck, IA
 Hamblen, Wendy L.; Sergeant Bluff, IA
 Hammerand, Lynn M.; Epworth, IA
 Hammes, Rita M.; Iowa City, IA
 Handlos, Kellie Marie; Carroll, IA
 Hanner, Diana Marie; Des Moines, IA
 Hannon, Barbara J.; Cedar Rapids, IA
 Hansen, Elsie Helen; Seattle, WA
 Hansen, Christine Marie; East Moline, IL
 Hanson, Karen Renee; Sac City, IA
 Hanson, Betty L.; Mount Vernon, IA
 Hanson, Melinda Ann; Decorah, IA
 Harpenau, Cynthia S.; Remsen, IA
 Harpenau, Mary Lea; Remsen, IA
 Harrington, Connie Lynn; Des Moines, IA
 Harris, Randi L.; Postville, IA
 Hart, Louann; Clive, IA
 Hartson, Anne E.; Iowa City, IA
 Hasek, Jane E.; Reinbeck, IA

Hass, Kristin Rae; Spencer, IA
 Haugen, Mary Ann; Dows, IA
 Havel, Julie M.; Urbandale, IA
 Hawk, Brenda G.; Monmouth, IL
 Hawken, Mark William; Eagle Grove, IA
 Hawthorne, Judith L.; Davenport, IA
 Haynes, Josephine Lee; Grinnell, IA
 Heard, Junella A.; Des Moines, IA
 Heckinger, Norma Jo; New Virginia, IA
 Heffernan, Dorothy A.; Council Bluffs, IA
 Heimdal, Karen Anne; Charles City, IA
 Heithoff, Patricia A.; Des Moines, IA
 Heller, Rhonda Catherine; Onawa, IA
 Heller, Linda E.; West Des Moines, IA
 Helms, Janet A.; Davenport, IA
 Henniger, Stacy Nicole; Pleasant Hill, IA
 Henning, Lorie J.; Shell Rock, IA
 Henrichs, Gail Rene; Springfield, MO
 Henricks, Angie Marie; Cedar Falls, IA
 Henrikson, Kim Michelle; Ottawa, IL
 Henry, Rachel Renee; Pleasant Hill, IA
 Hensch, Ashley Faye; Sibley, IA
 Hensley, Teresa J.; Urbandale, IA
 Herold, Paulette M.; Waterloo, IA
 Herrick, Shannon Heather; Algona, IA
 Heuer, Karen; Dumont, IA
 Hewitt, Cynthia D.; Agency, IA
 Heying, Sara Marie; Sioux City, IA
 Hildebrandt, Sarah A.; Colfax, IA
 Hill, Haley Ann; Britt, IA
 Hill, Judy Ann; Cedar Rapids, IA
 Hinrichs, Joane K.; Manson, IA
 Hinz, Mary B.; Dubuque, IA
 Hirl, Kathryn C.; Solon, IA
 Hiscocks, Bonnie Beatrice; West Des Moines, IA
 Hoelscher, Norma M. E.; La Porte City, IA
 Hoerner, Kimberley E.; Eldridge, IA
 Hofmeyer, Julie; Sioux City, IA
 Hoftzyer, Sandra A.; Hartley, IA
 Hokel, Ann L.; Okoboji, IA
 Holland, Rebecca; Waukee, IA
 Holoubek, DyAnne Elizabeth; Adel, IA
 Holtzman, Jo A.; Waterloo, IA
 Homan, Terri L.; San Antonio, TX
 Hopkins, Suzanne Taylor; Creston, IL
 Hopkins, Joan C.; Salix, IA
 Hornick, Martha R.; Lovilia, IA
 Hoskins, Erlinda; Coal Valley, IL
 Hougen, Michaela Jinger; Independence, IA
 Houser, Jodi Lynn; Des Moines, IA
 Hoveland, Lilli J.; Kanawha, IA
 Howard, Lynn A.; West Des Moines, IA

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FEBRUARY RNS *Continued from page 29*

Hubacek, Susan K.; Cedar Rapids, IA
 Huber, Ann Elizabeth; Storm Lake, IA
 Hudgel, Patricia S.; Burlington, IA
 Huffman, Heather Renea; Burlington, IA
 Huggler, Susan M.; Fort Irwin, CA
 Hughes, Lisa Joann; Indianola, IA
 Hulsen, Carolyn A.; Eldridge, IA
 Hunt, Tiffany Dawn; Mount Ayr, IA
 Hunt, Judith A.; Des Moines, IA
 Hurst, Deborah Lynn; Tarkio, MO
 Hute, Connie L.; Maquoketa, IA
 Huyser, Dorothy G.; Des Moines, IA
 Hynds, Sandra Lea; Williamsburg, IA
 Iben, Jill A.; Thomson, IL
 Ihrig, Laura A.; Coralville, IA
 Indra, Dixie Lee; Waukeia, IA
 Israel, Deborah A.; Grimes, IA
 Iverson, Pamela Jean; Reynolds, IL
 Jackson, Cynthia S.; Rosehill, IA
 Jansen, Darcey Renee; Davenport, IA
 Jansen, Joann M.; Dubuque, IA
 Jennings, Robin E.; Red Oak, IA
 Jennings, Nancy A.; Marion, IA
 Jennings, Robin D.; Ames, IA
 Jennings, Susan E.; Davenport, IA
 Jensen, Joanie M.; Atlantic, IA
 Jett, Patrice Ann; Davenport, IA
 Johnson, Carrie A.; South Elgin, IL
 Johnson, Jennifer Marie; Northwood, IA
 Johnson, Patrice Rene; Moline, IL
 Johnson, Tori Marie; Des Moines, IA
 Johnson, Georgia S.; Griswold, IA
 Johnson, Jaimie Leigh; Bettendorf, IA
 Johnson, Judith E.; Agency, IA
 Johnson, Michael J.; Dubuque, IA
 Johnson, Sandra D.; Aurelia, IA
 Johnston, Renee Ann; Jackson, MN
 Jones, Paulette Yvonne; Waterloo, IA
 Jones, Donna M.; Boone, IA
 Jordan, Janet L.; Columbus Junction, IA
 Justesen, Mary Margaret; Underwood, IA
 Jutting, Joan M.; Eldridge, IA
 Kamm, Mark A.; Waukon, IA
 Karbacka, Roseanna M.; Fairfield, IA
 Kats, Molly Jo; Sioux City, IA
 Kauzlarich, Karen J.; West Des Moines, IA
 Kazmierczak, Jennifer R.; North Liberty, IA
 Kearns, Catherine M.; Orion, IL
 Kearns, Stephanie Pamela; Jesup, IA
 Keehner, Ann C.; Farmersburg, IA
 Kehm, Bonny Jean; Fenton, MO
 Kelleher, Mary C.; Des Moines, IA
 Keller, Sarah Louise; Indianola, IA
 Kelly, Betty L.; Ankeny, IA
 Kelly, Ann Elizabeth; Peachtree City, GA
 Kemp, Carol A.; Johnston, IA
 Kenkel, Nadine A.; Earlring, IA
 Kepros, Cecelia A.; Marion, IA
 Kerns, Cari Lillian; Crawfordsvill, IA
 Kienitz, Mikaela Sue; Marengo, IA
 Kim, Christina Taeim; Moline, IL
 Kim, Kyesoon; Osceola, IA
 Kinner, Jennifer Mae; Kirkwood, IL
 Kirchner, Joyce A.; Donnellson, IA
 Kissinger, Annette E.; Burlington, IA
 Kleiman, Christine E.; Cedar Rapids, IA
 Klein, Debra J.; Atkins, IA
 Klemm, Nathaniel James; Nevada, IA
 Klepfer, Mary G.; Riverside, IA
 Klever, Delores E.; Independence, IA
 Klingensmith, Janice D.; Sidney, IA
 Kluding, Robert Paul; Urbandale, IA
 Klusman, Joni K.; Honey Creek, IA
 Kneip, Constance J.; Le Mars, IA
 Knock, Rita C.; Williamsburg, IA
 Knoll, Laura Lee Ann; Fenton, IA
 Knutson, Marcia M.; New Hampton, IA
 Kobs, Ruth Esther; West Burlington, IA
 Koester, Colleen M.; Duncombe, IA
 Koffman, Dorothy J.; Albia, IA
 Kokjohn, Karen S.; Fort Madison, IA
 Kokjohn, Victoria L.; West Point, IA
 Konopka, Odella Newkirk; Ankeny, IA
 Koob, Kristin Leann; Monticello, IA
 Krauth, Gregory G.; Crescent, IA
 Kreimeyer, Marlene A.; Iowa Falls, IA
 Kreimeyer, Valerie K.; Des Moines, IA
 Krogh, Heather Jane; North Liberty, IA
 Kruse, Susan M.; Council Bluffs, IA
 Kruse, Debra L.; Long Grove, IA
 Kubecka, Stephanie Alyssa; Marion, IA
 Kuhlman, Deborah E.; Lewisville, MN
 Kuhn, Rodney P.; Indianola, IA
 Kunze, Barbara R.; Sioux City, IA
 Kuper, Lea I.; Council Bluffs, IA
 Lake, Nancy R.; Webster City, IA
 Lamb, Sherry Ann; Mitchellville, IA
 Lambert, Lisa J.; Sedalia, MO
 Lame, Steven E.; Des Moines, IA
 Lammers, Lois E.; Manchester, IA
 Lamoureux, Carol Ann; Spencer, IA
 Lampert, Ellen; Des Plaines, IL
 Landsgard, Marie Bernadette; Postville, IA
 Lane, Kaleigh Renee; Shelby, IA
 Lane, Constance Rae; Ankeny, IA
 Lane, Pamela S.; Ankeny, IA
 Langridge, Margaret R.; Marion, IA
 Lanning, Susan Ann; Moline, IL
 Lansing, Leah Merann; Cedar Rapids, IA
 Laroco, Mary C.; Merrill, IA
 Larsen, Michelle Y.; Knoxville, IA
 Larsen, Renee M.; Nevada, IA
 Larson, Kelley Smith; Humboldt, IA

Lass, Kara Michelle; Ogden, IA
 Lassiter, Bobbie Jean; Las Vegas, NV
 Latta, Katie M.; Clive, IA
 Lawler, Mary Ann; Indianola, IA
 Lawrence, Barbara L.; Fulton, IL
 Leach, Sherrie L. Williams-; Cordova, IL
 Lee, Carol E.; Stronghurst, IL
 Leighow, Carrie Jo; Sioux City, IA
 Leinen, Shayla Ann; Portsmouth, IA
 LeMieux, Erin Elizabeth; Cedar Rapids, IA
 Lemkuil, Colleen M.; Spirit Lake, IA
 Lent, Lorene K.; Anamosa, IA
 Leonhardi, Rhonda LaRae; Emmons, MN
 Levett, Paula K.; Cedar Rapids, IA
 Lewis, Marguerite E.; Iowa City, IA
 Little, Karol Hoy; Bussey, IA
 Litwiller, Phyllis Marlene; Kalona, IA
 Livengood, Linda; Bettendorf, IA
 Livingston, Bonnie J.; Silver City, IA
 Lodge, Debra K.; Clarksville, IA
 Lodin, Ellen Michael; Thompson, IA
 Logan, Amanda Kay; Council Bluffs, IA
 Long, Shirley A.; College Springs, IA
 Long, Nicole; Cedar Rapids, IA
 Long, Terry Marie; Bellevue, IA
 Lovell, Paul Michael; Cresco, IA
 Lovrien, Jessica Joy; Clarksville, IA
 Luallen, Donald J.; Bettendorf, IA
 Lucy, Dlorah Rae; Ann Arbor, MI
 Luick, Amanda Christina; Ankeny, IA
 Lund, Kevin Paul; Mount Pleasant, IA
 Lundeen, Mary Ann; East Moline, IL
 Luscan, Heather J.; Unionville, MO
 Lympus, Denise; Rowley, IA
 Lyon, Donald R.; West Des Moines, IA
 Maag, Carlene; Warsaw, IL
 Maassen, Betty J.; Mason City, IA
 Macdonald, Kristin M.; Sherrard, IL
 Maciejko, Karen Aileen; Davenport, IA
 Madagan, Thelma G.; Spirit Lake, IA
 Maddy, Paula Jo; Cedar Rapids, IA
 Madsen, Lynn A.; Council Bluffs, IA
 Madsen, Anita S.; Onawa, IA
 Maeder, Angela L.; Richland, IA
 Mahaney, Stephanie Lynn; Nodaway, IA
 Mahlberg, Mary P.; Council Bluffs, IA
 Mainquist, Gloria Jean; Villisca, IA
 Maioirio, Bella Jo; Bettendorf, IA
 Malloy, Sandra K.; Fort Dodge, IA
 Malone, Amy Marie; Dunlap, IA
 Malone, Molly M.; Des Moines, IA
 Malott, Christina Lee; Carroll, IA
 Mangels, Debra K.; Waukeia, IA
 Mangrich, Veronica Anne; Newton, IA
 Mapes, Carrie Lynn; Polk City, IA
 Marine, Karen E.; Wilton, IA
 Markward, Martha Anne; Dubuque, IA
 Marquis, Anthony L.; Mason City, IA
 Marsh, Thomas F.; Kalona, IA
 Marshall, Sarah K.; Monmouth, IL
 Martens, Cheryl A.; Dubuque, IA
 Martin, Andrea Brigette; Westside, IA
 Martin, Meredith Marie; Marshalltown, IA
 Martin, Amy Irene; Bellevue, IA
 Martin, Heather Marie; Cedar Falls, IA
 Martin, Jeri A.; Melcher, IA
 Martin, Stacey L.; Ankeny, IA
 Massey, Karen L.; Ottumwa, IA
 Mathews, Melanie Faye; Des Moines, IA
 Mattes, Charity L.; Indianola, IA
 Mattila, Diane E.; Iowa City, IA
 Mayer, Andrea Sarah; West Des Moines, IA
 Mayton, Carol J.; Pomeroy, IA
 Maze, Chris; Runnells, IA
 McAlpine, Candie S.; Boone, IA
 McAndrew, Mackenzie Morgan; Maquoketa, IA

McCausland, Shelley R.; Camanche, IA
 McClain, Mary; West Des Moines, IA
 Mcclary, Ina F.; Muscatine, IA
 McCollom, Susan; Ventura, IA
 McCormick, Maude A.; Milan, IL
 McCoy, Amanda Lou; Dewitt, IA
 McDonald, Patricia M.; Ankeny, IA
 McEntaffer, Stacy Lynne; Sioux City, IA
 McFarland, Judy A.; Des Moines, IA
 McGough, Angela; Polk City, IA
 McIllece, Janine M.; Blue Grass, IA
 McKnight, Kathryn Mary; Davenport, IA
 McMahan, Darc; Sioux City, IA
 Mcnamara, Laurie L.; Clinton, IA
 McNamara, Amy Danielle; Windom, MN
 McNeal, Joanne M.; East Moline, IL
 McPherson, Erin Renee; Polk City, IA
 McWhorter, Robyn A.; Fort Madison, IA
 McWilliams, Lu A.; Anamosa, IA
 Meade, Renee C.; Oxford, IA
 Meade, Lori Lee; Anamosa, IA
 Mechem, Mary Anne; Clarion, IA
 Meeker, Brenda L.; Cedar Rapids, IA
 Meerdink, Delores K.; Hawarden, IA
 Melton, Paula A.; Florissant, MO
 Mertz, Dena Lee; Des Moines, IA
 Messerer, Carolyn A.; Marshalltown, IA
 Metz, Paula L.; Davenport, IA
 Metzger, Ruth I.; Whittemore, IA
 Meyer, Michelle C.; Iowa Falls, IA
 Michaud, Judy L.; Osage, IA
 Mildren, Rosalie J.; Cedar Rapids, IA
 Milder, Amy Suzanne; Iowa City, IA
 Millang, Amy Ramelia; Urbandale, IA
 Millard, Jill Ann; Strawberry Point, IA
 Miller, Joyce Louise; Denver, IA

Miller, Melissa Jean; Muscatine, IA
 Miller, Anne M.; Adel, IA
 Miller, Rebecca Lynn; Waterloo, IA
 Miller, Wendy; Sioux City, IA
 Miner, Sandra S.; Northwood, IA
 Mitchell, Joni K.; Spirit Lake, IA
 Mitchell, Stacey Ann; Des Moines, IA
 Moeller, Jennifer C.; Davenport, IA
 Moeller, Jody L.; Walkott, IA
 Moffitt, Dana Sue; Bettendorf, IA
 Moffitt, Linda C.; Boone, IA
 Mohr, Jane K.; Bettendorf, IA
 Mohs, Janet K.; Clive, IA
 Molayal, Saramma M.; Des Moines, IA
 Monahan, Kathleen A.; Clinton, IA
 Montover, Constance C.; Marshalltown, IA
 Moon, Diane R.; Lynn Center, IL
 Moore, Rhonda G.; Waverly, IA
 Moorman, Cynthia Jane; Carlisle, IA
 Morio, Marcia M.; Palo, IA
 Morrissey, Sheryl S.; Des Moines, IA
 Morrissey, Barbara A.; Cedar Rapids, IA
 Mueller, Erin Marie; Bellevue, IA
 Mueller, Sheila Ann; Dubuques, IA
 Muhs, Constance K.; De Witt, IA
 Muilenburg, Kellie; Newton, IA
 Mulford, Jill M.; Winthrop, IA
 Mulvihill, Melinda Ann; Des Moines, IA
 Murphy, Regina; Rock Island, IL
 Murphy, Renea L.; Le Mars, IA
 Mutchler, Beth L.; Earlham, IA
 Myers, Janel Rebecca; Underwood, IA
 Myers, Allison Leigh; Iowa City, IA
 Mykleby, Connie C.; Bettendorf, IA
 Myli, Diane A.; Northwood, IA
 Nabholz, Nancy F.; Ottumwa, IA
 Naughton, Rebecca J.; Cedar Rapids, IA
 Nelson, Annette; Indianola, IA
 Nelson, Lois Ann; Ankeny, IA
 Nelson, Cathy; Iowa City, IA
 Nelson, Mary A.; Davenport, IA
 Nelson, Nola M.; Terril, IA
 Nelson, Sharyn K.; Johnston, IA
 Nelson, Vari L.; Bettendorf, IA
 Newell, Robin Regina; Callender, IA
 Newman, Sharon R.; Des Moines, IA
 Newton, Catherine E.; Aurora, IA
 Newton, Sandra Jean; Carter Lake, IA
 Nichols, Robyn Theresa; Stronghurst, IL
 Nihsen, Denise Diane; Avoca, IA
 Noland, Lori Jean; Woodward, IA
 Norland, Laurin M.; Des Moines, IA
 Norman, Tracey C.; Marion, IA
 Norris, Joanne M.; Rowley, IA
 Norris, Wanda L.; Treynor, IA
 Nuehring, Jennie Suzanne; Webster City, IA
 Nystrom, Patsi Rae; Havelock, IA
 Okane, Arlene F. Prather-; Cedar Falls, IA
 Okland, Glenda J.; Kelley, IA
 Ollinger, Amy M.; Iowa City, IA
 Olson, Rocksann Marie; Iowa City, IA
 Olthoff, Daneille L.; Mason City, IA
 O'Neil, Sherri; Cedar Rapids, IA
 Orouke, Mary H.; Wells, MN
 Orput, Jill Ann; Ankeny, IA
 Orton, Donna J. Rovang; Mason City, IA
 Osatiuk, Donna Sharon; Hiawatha, IA
 Ostrander, Amanda Beth; Iowa City, IA
 Otto, Lorene M.; Auburn, IA
 Passmore, Mary L.; Coralville, IA
 Patterson, Cynthia L.; Burlington, IA
 Paulin, Sarah Elizabeth; Urbandale, IA
 Pavlich, Laura; Davenport, IA
 Payne, Denise E.; Atlantic, IA
 Payne, Mary H.; Decorah, IA
 Payton, Debra Moran; Des Moines, IA
 Pedrick, Jeannie K.; Richland, IA
 Perry, Tina Marie; Clinton, IA
 Peters, Marilyn J. Hartman-; Urbandale, IA
 Peterson, Barbara Ann; Marion, IA
 Peterson, Mariel Eliza; Iowa City, IA
 Peterson, Nancy K.; Swea City, IA
 Peterson, Stacie Jean; Stanton, IA
 Peterson, Linda J.; Rock Island, IL
 Piasecki, Edmund Joseph; Des Moines, IA
 Pilkington, Judith K.; Gladstone, IL
 Plumer, Sharee S.; Council Bluffs, IA
 Portwood, Jennifer A.; Oxford, IA
 Pote, Allison R.; West Des Moines, IA
 Potter, Denise A.; Marion, IA
 Preston, Teresa; Sioux City, IA
 Pride, Heather Anne; Des Moines, IA
 Pritchard, Laurie A.; Boone, IA
 Pritchard, Terri L.; Solon, IA
 Prothero, Lola M.; Akron, IA
 Prunty, Lawrence Edward; Des Moines, IA
 Putman, Debra Lynn; Bellevue, IA
 Pyle, Moira Jo; Ames, IA
 Quaa, Cynthia Jeanne; Council Bluffs, IA
 Quail, Susan A.; Spencer, IA
 Rabedaux, Cynthia D.; Newton, IA
 Ralston, Paula J.; Longmont, CO
 Rambin, Nicole Ann; Gonzales, LA
 Rand, Tera Ann; Missouri Valley, IA
 Randall, Kathleen Louise; Marion, IA
 Randolph, Jean M.; Marion, IA
 Randolph, Linda C.; Gladbrook, IA
 Rasmussen, Amy M.; Odebolt, IA
 Rasmusson, Lori J.; Cedar Falls, IA
 Ratclford, Carol J.; Waterloo, IA
 Rausch, Mary B.; Parnell, IA
 Reddish, Rae; Des Moines, IA
 Reding, Lori A.; Algona, IA

Redington, Juliann C.; Bettendorf, IA
 Redmond, Debra M.; Bernard, IA
 Reger, Debra Michelle; Gays Mills, WI
 Reha, Kimberly S.; Des Moines, IA
 Rehbein, Beth Anne; Ames, IA
 Rehm, Joanna Kay; Graettinger, IA
 Reicher, Julie A.; Worthington, IA
 Reicks, Nicole Jean; Urbana, IA
 Reimer, Carol A.; Peosta, IA
 Rice, Carol Ann; Melvin, IA
 Rice, Lindee Ann; Bettendorf, IA
 Richards, Billie Jo; Onawa, IA
 Richards, Doris Ann; Moline, IL
 Richards, Kari Esther; Keokuk, IA
 Richardson, Debbie A.; Lawton, IA
 Richardson, Jean E.; Kirksville, MO
 Rickert, Julie M.; North Liberty, IA
 Riedemann, Caryn Elaine; Remsen, IA
 Riens, Melanie K.; Ames, IA
 Riesberg, Jeanne M.; Carroll, IA
 Riessen, Sandra G.; Davenport, IA
 Riggins, Jane A.; West Des Moines, IA
 Rindels, Leslie J.; Waterloo, IA
 Ritter, Ellen I.; Cumming, GA
 Robb, Mary A.; Moravia, IA
 Robinson, Margaret A.; Apache Junction, AZ
 Rock, Nikki M.; Clarinda, IA
 Roelfs, Patricia D.; Aplington, IA
 Rogers, Lindsay Kate; Cedar Falls, IA
 Rogers, Kathryn M.; Spirit Lake, IA
 Rolston, Diane M.; Conrad, IA
 Romanco, Mary Jo; Pleasantville, IA
 Rose, Melinda Kay; Iowa City, IA
 Rose, Rosalie R.; Iowa City, IA
 Rowson, Audra Sue; Dewitt, IA
 Rule, Cindi Sue; Hawarden, IA
 Runco, Alesha Gale; Moline, IL
 Runnells, Susan K.; Oakville, IA
 Rupe, Carolyn; Agency, IA
 Ryan, Margaret Mary; Hornick, IA
 Sackett, Lisa M.; Waverly, IA
 Sadoris, Robert H.; Pinewood, MN
 Sahagian, Rachel Ann; Davenport, IA
 Said, Patricia A.; Bettendorf, IA
 Salter, Dennis James; Lee's Summit, MO
 Salz, Shirley K.; Ankeny, IA
 Samuelson, Debora L.; Cleghorn, IA
 Sanborn, Heather; Fairfax, IA
 Sandahl, Rhonda J.; Milan, IL
 Sanders, Nancy Elizabeth; Iowa City, IA
 Sandy, Sarah Catherine; Ames, IA
 Sankot, Judith L.; Jefferson, IA
 Sapp, Cindy Alanna; Iowa City, IA
 Saylor, Laura D.; Cedar Rapids, IA
 Saylor, Reta Marie; Hiawatha, IA
 Schaefer, Mary K.; Iowa Falls, IA
 Schaefer, Lana K.; Mason City, IA
 Schaefer, Zoe A.; Waterloo, IA
 Schafer, Jill Marie; Iowa Falls, IA
 Schechinger, Julie Catherine; Harlan, IA
 Scheidel, Jacqueline B.; Storm Lake, IA
 Schirman, Jessica Chaye; Ankeny, IA
 Schleis, Renee L.; Le Mars, IA
 Schmidt, Nancy L.; Delmar, IA
 Schoonover, Julie A.; Waterloo, IA
 Schossow, Bethany Susan; Galva, IA
 Schreiber, Cindy M.; Cedar Falls, IA
 Schrock, Ruthann; North Liberty, IA
 Schroeder, Renee M.; Oto, IA
 Schroeder, Jane M.; Dubuque, IA
 Schultdt, Marian J.; Sioux City, IA
 Schulting, Shirley M.; East Dubuque, IL
 Schwarck, Melinda; Eldora, IA
 Schwartz, Rebecca E.; Ottumwa, IA
 Schwery, Ann; Urbandale, IA
 Schwery, Mary L.; Panama, IA
 Scott, Stacy Lynn; Marion, IA
 Segar, Ellen T.; Iowa City, IA
 Segreto, John J.; Iowa City, IA
 Sell, Frankie D. Darby-; Council Bluffs, IA
 Sergesketter, Margaret M.; Coralville, IA
 Severin, Shelby Sue; Charles City, IA
 Sexton, Sarah Louise; Des Moines, IA
 Shadur, Kimberly J. C.; Des Moines, IA
 Sharp, Michael Brian; Grimes, IA
 Sharp, Michelle Christine; Cedar Rapids, IA
 Shaw, Victoria Diane-Robert; Carthage, IL
 Sheer, Theresa; Denison, IA
 Shepard, Mendy M.; Ottumwa, IA
 Shepherd, Rhoda D.; Cedar Rapids, IA
 Shinstine, James C.; Waterloo, IA
 Shogren, Cherry Root; Urbandale, IA
 Siebrecht, Julie Dorothy; Sioux Rapids, IA
 Sieverding, Michele L.; Bellevue, IA
 Sime, Cheryl A.; Burlington, IA
 Simon, Linda Sue; Marion, IA
 Simpson, Kelly Anne; Dubuque, IA
 Sircy, Katherine N.; Des Moines, IA
 Slattery, Katherine Eunice; Cherokee, IA
 Slaymaker, Earlene E.; Iowa City, IA
 Small, Barbara A.; Sioux City, IA
 Smart, Jessica Lavonne; West Des Moines, IA
 Smiley, Anne Marie; Red Oak, IA
 Smith, Tracy J. Chapman-; Wilton, IA
 Smith, Carolyn S.; Cedar Rapids, IA
 Smith, Gina G.; Ames, IA
 Smith, Jerilyn Sue; Clarinda, IA
 Smith, Kimberli A.; Waterloo, IA
 Smith, Linda L.; Bloomfield, IA
 Smith, Linda S.; Jefferson, IA
 Smith, Mary Patricia; Pepperell, MA
 Smith, Mary T.; Mason City, IA
 Snyder, Cindy Marie; Edgewood, IA
 Sobbing, Brandi Jean; Glenwood, IA

Spalj, Nancy E.; Iowa City, IA
 Sparks, Martha D.; Boone, IA
 Spieker, David L.; Des Moines, IA
 Stangl, Diane M.; Emmetsburg, IA
 Staton, Ruth Vela; Oelwein, IA
 Stearns, Susan; Mason City, IA
 Steckly, Cali Leigh; Parnell, IA
 Steele, Carla S.; Cherokee, IA
 Steig, Karen S. Packer-; Lake City, IA
 Steinbeck, Amy J.; Cedar Rapids, IA
 Steinmetz, Janet C.; Des Moines, IA
 Stewart, Dawn R.; Dubuque, IA
 Stivers, Rebecca; Sioux City, IA
 Stockwell, Amy Lynn; Davenport, IA
 Stolley, Jenny R.; Muscatine, IA
 Storby, LeAnn M.; Lake Mills, IA
 Stormer, Jodi M.; Boone, IA
 Strobbe, Joette M.; Bettendorf, IA
 Strong, Amy Elizabeth; Norwalk, IA
 Strupp, Dianna L.; Sigourney, IA
 Stueve, Suzette Maria; Missouri Valley, IA
 Stull, Cheryl; Ottumwa, IA
 Subbert, Patricia A.; Graettinger, IA
 Summerson, Tonya R.; Perry, IA
 Sunken, Gwendolyn A.; Meservey, IA
 Supple, Julie; Coggon, IA
 Swanson, Debbie Lynn; Milan, IL
 Swanson, Diane J.; Sioux City, IA
 Swanson, Donald S.; Iowa City, IA
 Swatek, Amanda Jean; Masonville, IA
 Sweener, Joy L.; Tiffin, IA
 Swenning, John; Iowa City, IA
 Swenson, Jennifer Susan; Belmond, IA
 Swenson, Lisa E.; Cedar Rapids, IA
 Swisher, Mary Shaughnessy-; Council Bluffs, IA
 Syrbu, Alla Nicolaevna; Iowa City, IA
 Szakas, Barbara Jeanne; Aredale, IA
 Szczepanik, Renae Jean; Sioux City, IA
 Tapp, Ruth A.; Hampton, IA
 Taylor, Caren; Davenport, IA
 Tepley, Michelle R.; West Des Moines, IA
 Thams, Brenda Ann; Sumner, IA
 Thayer, Kay Lynn; Spencer, IA
 Thein, Rebecca Camilla; Strawberry Point, IA
 Thiele, Julie A.; Sioux City, IA
 Thielen, Sandra J.; Panama, IA
 Thielking, Brooke E.; Urbandale, IA
 Thill, Amy Irene; Pleasantville, IA
 Thomas, Karen; Charles City, IA
 Thompson, Laura Kay; Sherrill, IA
 Thompson, Jaimie L.; Tipton, IA
 Thompson, Karla S.; Independence, IA
 Thompson, Jr., Richard A.; Moscow, IA
 Thoms, Melissa A.; Mason City, IA
 Thorson, Melodee L.; Story City, IA
 Thrailkil, Tina Marie; Eagleville, MO
 Thrienerholt, Tamera J.; Clinton, IA
 Tolander, Debra Lynn; Ankeny, IA
 Torney, Connie L.; Indianola, IA
 Touney, Jami Lynn; Des Moines, IA
 Townsend, Terri S.; Colfax, IA
 Trease, Leasha Kathleen; Newton, IA
 Tremel, Lynne; Woodbine, IA
 Trierweiler, Julie A.; Waterloo, IA
 Trout, Christina J.; Coralville, IA
 Tschampel, Buffy; Merrill, IA
 Ulin, Renee A.; Fairfield, IA
 Schroeder, Renee M.; Danville, IA
 Vaandrager, Brenda Kay; Sioux City, IA
 Van Hyfte, Lee Richard; Marion, IA
 Van Waus, Jessica; Victor, IA
 Vanamerongen, Susan K.; Central City, IA
 Vandekrol, Nellie J.; Pella, IA
 VandeLune, Lisa Anne; Cherokee, IA
 Vander Kooi, Maris E.; Sioux Center, IA
 Vander Pol, Dee Ann; Primghar, IA
 Vanengen, Lana R.; Sanborn, IA
 VanGinkel, Kelly J.; Cedar Rapids, IA
 Vangorder, Joann M.; Davenport, IA
 VanGorp, Wendy M.; Cedar Falls, IA
 VanGundy, Deanna Jo; Yale, IA
 Vansant, Karen L.; Knoxville, IA
 Vanvark, Lynn L.; Pella, IA
 VanWyhe, Judy; Sioux City, IA
 Varner, Karen; Sheldon, IA

Vaughan, Jill; Peosta, IA
 Venter, Frances M.; Johnston, IA
 Verhoef, Rosemary A.; Des Moines, IA
 Vest, Louanne; Margate, FL
 Vis, Rita Rose; Eldridge, IA
 Vogel, Jacquelyn A.; Camanche, IA
 Volk, Kim D.; Oxford, IA
 VonHollen, Naomi J.; Dubuque, IA
 Voss, Inez E.; Council Bluffs, IA
 Wagner, John J.; Davenport, IA
 Wald, Jill Kristine; Ankeny, IA
 Waldschmidt, Martha Jane Kellog; Matteson, IL
 Waldstein, Amy Lynn; Shelby, IA
 Walker, Debra Ann; Gilson, IL
 Walker, Kimberlee A.; Ottumwa, IA
 Walker, Jean T.; Cedar Rapids, IA
 Walsh, Lyric Cathleen; Davenport, IA
 Walter, Michelle M.; Davenport, IA
 Walton, Tammy Jo; Anamosa, IA
 Walton, Laura V. Lenius; Cedar Falls, IA
 Wamsley, Nancy L.; Marshalltown, IA
 Ward, Joy Irene; Des Moines, IA
 Warnke, Delaine D.; Manson, IA
 Warrick, Shelly A.; Prairie City, IA
 Warson, Delores; Tiffin, IA
 Watne, Cynthia M.; Ankeny, IA
 Watts, Rhonda R.; Cedar Rapids, IA
 Webb, Deanna Louise; College Spring, IA
 Webb, Lynn Ann; Keosauqua, IA
 Weber, Billie Jo Bernice; Waterloo, IA
 Weida, Linda A.; Riceville, IA
 Weldon, Nancy L.; Fort Dodge, IA
 Welterlen, Maureen M.; Boone, IA
 Wenke, Mary A.; Donnellson, IA
 Wessels, Mandy Jo; Dows, IA
 Wessling, Karen R.; Holstein, IA
 West, Gloria R.; Lohrville, IA
 Westering, Lisa Ann; Manson, IA
 Westrope, Michele R.; Marion, IA
 Wettengel, Mary E.; Council Bluffs, IA
 Whately, Suzanne M.; Solon, IA
 Wheelen, Brenda S.; Sioux City, IA
 White, Barbara J.; West Des Moines, IA
 White, LesLa K.; Bondurant, IA
 White, Julie A.; Sioux City, IA
 Thielen, Sandra J.; Panama, IA
 Thielking, Brooke E.; Urbandale, IA
 Thill, Amy Irene; Pleasantville, IA
 Thomas, Karen; Charles City, IA
 Thompson, Laura Kay; Sherrill, IA
 Thompson, Jaimie L.; Tipton, IA
 Thompson, Karla S.; Independence, IA
 Thompson, Jr., Richard A.; Moscow, IA
 Thoms, Melissa A.; Mason City, IA
 Thorson, Melodee L.; Story City, IA
 Thrailkil, Tina Marie; Eagleville, MO
 Thrienerholt, Tamera J.; Clinton, IA
 Tolander, Debra Lynn; Ankeny, IA
 Torney, Connie L.; Indianola, IA
 Touney, Jami Lynn; Des Moines, IA
 Townsend, Terri S.; Colfax, IA
 Trease, Leasha Kathleen; Newton, IA
 Tremel, Lynne; Woodbine, IA
 Trierweiler, Julie A.; Waterloo, IA
 Trout, Christina J.; Coralville, IA
 Tschampel, Buffy; Merrill, IA
 Ulin, Renee A.; Fairfield, IA
 Schroeder, Renee M.; Danville, IA
 Vaandrager, Brenda Kay; Sioux City, IA
 Van Hyfte, Lee Richard; Marion, IA
 Van Waus, Jessica; Victor, IA
 Vanamerongen, Susan K.; Central City, IA
 Vandekrol, Nellie J.; Pella, IA
 VandeLune, Lisa Anne; Cherokee, IA
 Vander Kooi, Maris E.; Sioux Center, IA
 Vander Pol, Dee Ann; Primghar, IA
 Vanengen, Lana R.; Sanborn, IA
 VanGinkel, Kelly J.; Cedar Rapids, IA
 Vangorder, Joann M.; Davenport, IA
 VanGorp, Wendy M.; Cedar Falls, IA
 VanGundy, Deanna Jo; Yale, IA
 Vansant, Karen L.; Knoxville, IA
 Vanvark, Lynn L.; Pella, IA
 VanWyhe, Judy; Sioux City, IA
 Varner, Karen; Sheldon, IA

Wood, Laurie J.; Iowa City, IA
 Wood, Lora; Centerville, IA
 Woodaz, Stephanie Lynn; Davenport, IA
 Woolf, Amy L.; Bettendorf, IA
 Wyborny, Amy S.; Mason City, IA
 Wyss, Carol L.; Iowa City, IA
 Yang, Weifang; Iowa City, IA
 Yehyaw, Nancy L.; Keokuk, IA
 Yeoman, Linda M.; Johnston, IA
 Young, Nancy R.; Cedar Rapids, IA
 Zariffs, Catherine J.; Cedar Falls, IA
 Ziesman, Melissa D.; Baxter, IA
 Zmolek, Maria Faye; Des Moines, IA
 Zobel, Amy C.; Holstein, IA
 Zylstra, Shalene Nicole; Pella, IA