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Chairman's Message

Hope everyone is getting back to some sense of normalcy. It has been a very trying time for all of us, both professionally and personally. Some of us have young children or grandchildren who might not yet be eligible for the vaccine, so we must continue to protect those who fall into this category. There continues to be mutations from the Delta-Plus virus and we must remain diligent to protect our staff, families, and customers. Washing of hands, social distancing and masks will still be the norm until ALL are vaccinated.

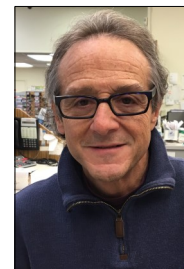
On another significant note, our AIP Director, Jeff Lurey, has announced his retirement effective at the end of this year. Your AIP-EC along with Mahlon Davidson, GPhA President, and Bob Coleman, GPhA CEO, have had several meetings and launched a national search to find a new director. There have been several resumes submitted and reviewed by the committee and we hope to announce our new director before the end of the year. No guarantees as the search to find our new director may take longer than expected.

As many of know, this position is not an 8:00AM-5:00PM job. The role of the director is to be available to our members 7 days a week, 365 days a year if even one of us needs help with a pharmacy related issue. Jeff has been with us for almost 25 years and has done an exemplary job building the finest independent pharmacy organization in the nation. I promise you that the candidate chosen to become our new director will have all the necessary credentials and capability to continue building and strengthening our academy on the foundation that Jeff helped to create.

If anyone has an issue with an AIP partner, I want to know about it. I will have my pharmacy number, cell number and email posted at the end of the article. We are currently down to just one MSR, Rhonda Bonner, who is covering South Georgia. Gene has retired, Melissa has taken on her new role as VP-GPhA government affairs, and Charles will be retiring at year end. Please know that I welcome hearing from any of you if there is an issue that the AIP board needs to consider.

If you know of anyone with a history of working in the pharmacy industry, please let Bob know. You can submit a CV or resume directly to Bob if you think someone might enjoy working with AIP. Contact Jeff or V for a copy of the MSR job description.

Let's remember to support GPhA PharmPac as well as the 100% club. It's important to keep our staff pharmacists & technicians informed with what's happening with both GPhA as well as AIP.



Ira



Save The Date:

◆ **GPhA Convention**
Thursday June 9 -
Sunday June 12,
2022 Omni Amelia
Island, FL

**Members
Please Be
Aware**

**When emailing
AIP regarding
pharmacy
issues please
include your
name,
pharmacy
name, address,
phone number
and NPI#.**

Ira Katz named Independent Pharmacist of the Year



Ira Katz, owner of Little Five Points Pharmacy in Atlanta, won the 2021 Willard B. Simmons Independent Pharmacist of the Year Award. The award, which goes to a pharmacist who exhibits exemplary professional leadership, service to community and commitment to independent pharmacy, is sponsored by Upsher-Smith, in conjunction with NCPA. It is named in honor of Willard B. Simmons, a former executive secretary of NCPA (then known as the National Association of Retail Druggists) and a longtime trustee of the NCPA Foundation. Katz opened the Little Five Points Pharmacy 40 years ago and has been recognized over the years for the contributions he's made to his profession and community.

A family affair: Multigenerational pharmacists share their stories

Drug Store News sat down with several pharmacists to find out what has inspired them to keep pharmacy in the family. They speak about their parents with utmost adulation. They are joyful that they are working side by side with their relatives. They can't hide how proud they are of their sons and daughters. These are the pharmacists whose grandparents, parents and siblings are pharmacists. They also are the pharmacists who are married to pharmacists, and whose children are following in their footsteps.



Hugh, Tina & Patrick Chancy

Whether they are multigenerational pharmacy owners, or hang their white coats in vastly different healthcare settings, their passion and enthusiasm for pharmacy has made the profession truly a family affair. *Drug Store News* sat down with several pharmacists to find out what has inspired them to keep pharmacy in the family.

Hugh Chancy: When Hugh Chancy's parents — Hubert and Sue — opened their first pharmacy, Chancy Drugs in Hahira, Ga., in 1966, he was a young boy growing up in a pharmacy that housed a soda fountain. While the soda fountain left an impression on him, it was what he learned about the pharmacy profession that left a permanent mark.

Fast forward to today, Hugh, who is chairman of the National Community Pharmacists Association's board, along with his brother, Bert Chancy, have expanded Chancy Drugs into five retail pharmacies and a long-term care pharmacy that services nursing homes and assisted living patients.

As many of you know, I have been practicing and preaching the art of health & wellness for many years. I derive a good portion of my pharmacy profits from my front-end which features an array of quality vitamins, supplements and nutraceuticals. We have several partners that provide these products and they can be found on our website at <https://www.gpha.org/aip-partners/>.

So I will leave you with this quote: ***"If you don't make time for your WELLNESS, you will be forced to make time for your ILLNESS."***

Please take care and stay safe. Wishing everyone a wonderful holiday season.

It is an honor to serve as your AIP Chairman,

Ira

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A reminder from the DEA

DEA reminds us that paper prescriptions, including prescriptions created on paper and prescriptions generated by computer or a prescription application that are printed out or faxed, must be manually signed by the practitioner. This includes prescriptions faxed via computer or a prescription application which does not meet the requirements for electronic prescriptions in part 1311. According to DEA, "the responsibility for the proper prescribing and dispensing of controlled substances is upon the prescribing practitioner, but a corresponding responsibility rests with the pharmacist who fills the prescription." Visit the DEA website for more information (<https://www.deadiversion.usdoj.gov/>).

A family affair: Multigenerational pharmacists share their stories —Continued from Page 2

Hugh's wife Tina and his oldest son Patrick are both pharmacists who work in the family business. Bert's wife Cyndi is also involved in the management of the family business.

"I was very young when the pharmacy was started," Hugh Chancy said. "I got to see the impact of what my dad did and how it impacted the lives of people in the community. Originally I thought, I don't want to follow in my dad's footsteps and become a pharmacist. As I got older, I really resonated with the way he impacted our community. I realized then that pharmacy was truly a profession that could make a difference. I have always felt that I had a servant's heart, and pharmacy is truly a service profession. So, what I was pushing against ended up pulling me back in."

Chancy met his wife in pharmacy school. Upon graduation, they both worked for a chain pharmacy before returning to his hometown. Tina worked for a local hospital for a few years before joining the family business. Today, she runs the closed-door pharmacy, which services long-term care and assisted living facilities, as well as patients who want their medications packaged.

What is it like to be married to a pharmacist? "It's exciting because we both have similar passions," Chancy said.

"We both like to serve people and patients," he said. "Early on, we both worked for the same big box store, and we did the same thing and we had some of the same complaints every day. When we got back into business with the family, all of our job roles changed, and so her day and my day are totally different. We're both working toward the same goal, but we have different job responsibilities and are dealing with different issues. No matter how hard we try not to discuss pharmacy issues at home, somehow it always ends up in the conversation."

Chancy said that his son Patrick chose the pharmacy profession because he saw the same thing in his parents that he saw in his father. "He saw what we were doing was having a positive impact on patients' lives and our community," he said, noting that Patrick organized the pharmacy's vaccine clinics.

Finally, Chancy, who became involved with NCPA in 2002, and began serving in leadership roles since 2009, said that he and his wife Tina have been involved with local and state pharmacy organizations since they graduated from the University of Georgia College of Pharmacy. Patrick is following that path also. "We saw that from my father. He instilled in me early on that you always want to be a part of the solution, so always serve in a capacity that is available to you," he said.



It's the same old tune, but we're singing for a new audience

By B. Douglas Hoey, RPh, MBA, National Community Pharmacists Association CEO

Remember "ABC," by the Jackson 5? In its day (1970), it was a huge hit. In fact, it holds the distinction of knocking "Let It Be" by The Beatles from its perch at the top of the Billboard charts.

It's also an earworm.

As you probably know, an earworm is a song that gets stuck in your head, usually because it has a catchy, memorable tune or lyric. A refrain as simple as "A-B-C, it's easy as 1-2-3, as simple as do re mi, A-B-C, 1-2-3" burrows right into your ear. You'll find yourself singing it as you drive to work or in the shower.

(Thank me later.)

ABC, as in the alphabet, is a big part of what we do here at the National Community Pharmacists Association. Specifically, I'm talking about the ABC agencies of the federal government – CMS, CDC, HHS, SBA, FDA, FTC, etc. And no, we don't walk down the halls singing about them here in Alexandria, Va.

But in this column, I am singing about one of those alphabet agencies. For the past few months, we've been communicating with the FTC – the Federal Trade Commission – as it explores the landscape of monopolies and mergers that please stockholders and harm consumers. NCPA has engaged with the FTC for years. We've called attention, over and over, to pharmacy benefit managers, take-it-or-leave-it contracts, patient steering, all the egregious business practices that have grown unchecked over the years.

The new FTC chair, Lina Khan, has us singing a different tune. When she became chair in June, she signaled her intent to examine the monopolistic practices that have flourished in recent years, mergers that have stamped out competition and choked the life out of small businesses. When the FTC asked for examples of contract terms that may be harmful to fair competition, we use our member-facing communications and our social media feeds to get the word out, and we provided an easy-to-use platform on our website. Independent pharmacy advocates responded, and more than 3,000 comments were submitted! NCPA also submitted our own input that helped capture many of member pharmacists' comments and asked the FTC to level the playing field between PBM-affiliated pharmacies and non-affiliated pharmacies.

A couple of sample member comments, edited for brevity:

- *James Drug Store, my former employer, was founded nearly 100 years ago in a small railroad town of Cresson, Pa., serving a rural population. In 2018, reimbursement issues became notable. Net revenue to the company declined and three years later, the store no longer exists. Independent pharmacies like James Drug Store have no leverage to negotiate fair terms with PBMs. They present us with a take-it-or-leave-it contract, and we have to decide between losing patients and losing money. Some contract terms can be amended without my signature and without prior notice.*
- *We have seen several patients whose insurance company has tried to force them to use mail-order pharmacy by not covering refills. Insurance will cover the first fill, but not refills, which puts the patient in a position where they have to choose between switching to mail order, which is unreliable, or paying out of pocket. We have had several patients run out of medicine, and we have to call and get a new prescription to last until their medications arrive in the mail. This should not be happening.*

These are just a couple of the powerful statements NCPA members sent to the FTC. These statements, added to others made to the commission at listening sessions, could turn the antitrust tide. We're hopeful.

If you took the time to share your story with the FTC, thank you. It sure hasn't been "easy as 1-2-3," but we have every reason to believe this FTC is listening to the song we've been singing for years.

If you change wholesalers please be sure to let us know. Please contact Verouschka Betancourt-Whigham "V" at vbwhigham@gpha.org or 404-419-8102. Thank You

AIP Fall Meeting Returns

We were so happy to hold this year's AIP Fall Meeting at the Centreplex in Macon, Georgia on Sunday, October 24th. AIP members and partners gathered in person for networking and a chance to connect with old friends and colleagues. Members also had a chance to earn 3 hours of CE. Progaming included: The Pharmacy of the Future, 340B, COVID-19 and Community Pharmacy, and a Legislative Update. A delicious southern lunch was had by all. Meeting sponsors included: Cardinal Health, Coastal Cannabis Distributors, McKesson, Norm's Farms Elderberry, Smith Drug Co., Pharmacists Mutual, Prescribe Wellness, and TZMO USA/Seni.



AIP would like to thank our Fall Meeting Sponsors:



When You Should — And Shouldn't — Automate Savings To Boost Results— Mike Tarrant—CFP

Deciding to take ownership over your retirement and savings goals typically starts with one important step: Automation.

Financial experts and voices almost universally begin the savings process with the idea of automation. Why? Because it allows you to move money into either short-term savings or long-term retirement accounts without ever seeing the funds within your checking. This sidesteps the biggest mistake from new savers: spending money on other items as soon as you receive the paycheck.

Automation also becomes one of the most important tools to super-charge your retirement savings goals, whether you're looking to step away from the job at a standard age or seeking to retire early. For those wanting financial independence (FI) or to FIRE (financial independence, retire early), automating as much of the savings process as possible can protect you from accidentally (or not) splurging on something more short-term.

The power of automation in retirement has even gotten the attention of Congress. It's considering a proposal that would require employers that offer a 401(k) to automatically enroll employees into a plan, with a minimum 3% deferral. It would also include a yearly automated hike in the deferral, until it reaches 10%.

While automation matters, though, for some it can also set back their savings goals – or it becomes unimportant to the process. Here's where you should, as well as when you maybe shouldn't, automate your savings.

Getting Started? Then Automate

Part of upping your savings goals includes protecting yourself from yourself. It also helps develop strong habits.

For those that have only started to begin their FI journey, then automation can provide the steppingstone to make these first steps last a lifetime. If your first step is to build an emergency fund, then you can set up your paycheck with your employer so it will send a certain portion of the money to your checking account and a certain portion to your savings. If your employer doesn't have this option, then your bank can also process this shift of funds automatically.

If, instead, you want to pay down debt, then you can have a portion of the paycheck removed as soon as it hits your checking account and sent to the debt payment. This ensures the debt repayment takes ownership over other spending needs.

Starting your retirement savings automation looks very similar. Again, ask your employer to automatically take the part of the paycheck that you can set aside for your 401(k) or 403(b). If you have an individual retirement account (IRA) or Roth IRA, then you can also have that money automatically taken out of your checking account as soon as your paycheck hits.

By starting with what you can save – and setting it aside automatically – you'll get these efforts started. By also automating how much you save each year, by increasing the percentage that you set aside for contributions, then you can also move closer to maxing out your 401k or IRA.

Watch Out for Pitfalls

While automating the savings and retirement contributions helps to simplify the monthly savings strategy, you also must take a few precautions before doing so. You want to make sure that the accounts you move money into have the proper designs that will maximize your savings efforts before you automate.

First, make sure that you have checked the interest rate on your savings account. With interest rates very low, it's difficult to find a savings account that will provide safety, easy access to cash and a strong interest rate. But you still want to make sure you have the money for an emergency fund sitting in a high interest savings account. You won't use the funds unless something unexpected comes along, but you can still make money from it as you wait.

For your retirement accounts, make sure you have the money going to funds that represent your investing strategy. If you want lower risk vehicles, like broad market or bond index funds, you want to ensure the 401k has been set up and invested in those types of investments. If you want international exposure, again make sure the automated money goes to buy the right fund within the 401k account. If it doesn't, then you might fail to diversify your retirement savings, leading to bigger swings when the market tumbles.

Finally, make sure the retirement funds are invested in low-fee vehicles. You don't want to automate the investing process only to discover years later that your investments charge larger fees than you expect. This can cut into returns, reducing your ability to save as fast as you hope for retirement.

When to Turn Off Automation

Automation can set new savers or those paying down debt for the first time on the path to success. But as you become more accustomed to the idea or the more extreme your goals, the less you may want or need to rely on automation.

The FIRE movement is filled with stories of people making regular incomes and paying down large chunks of debt – say \$50,000 in student loans – in a year. To achieve such a result, you can't rely on automation. Instead, at the end or beginning of each month (depending on how the person budgets), someone trying to reach a large goal will push every extra dime towards it. Some months you might pay \$2,000 towards the loan. Others, maybe \$3,500 or more. It just depends on what comes in. But because you have grown accustomed to saving, you don't see the extra money as a spending tool. You've instead automated your response, sending the money to the debt.

The same works in retirement accounts. Automating a 401(k) or IRA works well because there's a max amount you can invest each year. But once people reach those marks then they often add additional investments through brokerage accounts. For someone wanting to retire by the time they reach 40, then at this point you can automate the brokerage investments. Or you can push as much as possible each month into the account.

When you have reached that level of control in your savings, it doesn't feel like a difficult task. Instead, it can be motivating, which creates its own form of automation as well.

Source: Forbes.com. Content in this material is for general information only is not intended to be a substitute for individualized financial advice. Please consult your legal advisor regarding your specific situation. All investing involves risk including loss of principal. No strategy assures success or protects against loss. There is no guarantee that a diversified portfolio will enhance overall returns or outperform a non-diversified portfolio. Diversification does not protect against market risk.

COCA-COLA – A LIVING LEGEND

This a great story about the first Coca-Cola mural which was painted on Young Brothers Pharmacy (AIP member) in 1894. <https://www.coca-colacompany.com/au/news/a-living-legend-the-story-of-the-first-coca-cola-mural>

The story of the first Coca-Cola mural is a testament to longevity: a beverage that's been around for 130 years, a pharmacy that's been in operation for 122 years, and a man who had the same job for a half-century.

The mural itself (a white “Drink Coca-Cola” logo on a red background) was painted in 1894 on the side of Young Brothers Pharmacy (then called Young Bros Drug Company and founded by brothers W.W. and W.G. Young) in the small town of Cartersville, Georgia, about an hour north of Atlanta.



The story goes that a Coca-Cola syrup salesman from Atlanta named James Couden painted the sign, taking advantage of the building's billboard-like 30 metre-long wall, which faced the town's busy train depot.

Many years later, when Dean Cox was hired by the pharmacy in 1960, the wall proudly advertised Coca-Cola, though the original sign had been painted over many times by then. Cox was fresh out of pharmacy school and excited to start his first job.

Eight years later, the daughter of one of the original Young brothers retired and asked Cox if he would like to buy the business. He agreed, and in 1970 also purchased the building from the great-granddaughter of the man who built it.

As Cox puts it, before his acquisition, “it was 76 years of one family paying rent to one other family.”

Cox says that The Coca-Cola Company had regularly repainted the sign until the late-1970s. He'd always heard that under all that paint was the first-ever Coca-Cola mural, so in the early 1980s he enquired to the Coca-Cola archives in Atlanta. Their records confirmed the claim.

Cox spent several years researching the sign and became interested in the idea of restoring it. In 1989, he contracted with Alison Free and Aggie Ferguson, two women who had a passion for restoring old Coca-Colasigns.

Over several weeks, Free and Ferguson painstakingly removed 25 layers of paint to finally uncover the original painting, then brought it back to vibrant life as accurately as possible.

Once the restored mural was unveiled and reported in newspapers across the country, Cox became immersed in the world of Coca-Cola collectors. The pharmacy received an influx of visitors and mail from all over the U.S. and from other countries, as well. Cox remembers receiving some mail addressed only to “First Coca-Cola Sign, Cartersville, Georgia.”

Today, the pharmacy is owned and operated by Cox's brother-in-law, William Tatum, who has worked at the store since 1972, just two years before the arrival of Australia's iconic Coca-Cola billboard.

Tatum says the store now features a large variety of Coca-Colamemorabilia for sale and a guest book for the many Coca-Cola fans who still make the pilgrimage to this historic landmark.



Tatum says the attraction benefits not only the store, but the larger community as well. “It's wonderful because when people visit Cartersville to see the sign,” he said, “they also stop in at the other businesses downtown.”

For Cox's part, the historic mural is intrinsically tied to his long and happy career. Between the store and the sign, he takes pride in keeping two remarkable traditions alive.

“It's important to me personally because I was employed at the same business, doing the same job, in the same location, for 50 years,” Cox says. “And that doesn't happen too often.”

In fact, before he retired, Cox had customers whose parents, grandparents, and great-grandparents had also been his customers in previous decades.

Cox also says the continuing popularity of the Coca-Cola mural is a testament to a “product that everyone enjoys.” And he's proud to be the owner of a unique piece of history.

“It's wonderful,” he says, “because there's nothing like it in the whole world.”

KEEP INDEPENDENTS INDEPENDENT

Please don't forget, if you have a desire to sell your pharmacy or if you have an interest in buying a pharmacy, please contact Jeff Lurey at 404-419-8103. We have been quite successful during the past several years at keeping independents independent. We maintain a list of pharmacists who want to buy additional pharmacies and we also keep a list of young pharmacists who want to own a pharmacy. All information is kept strictly confidential.

AIP MISSION STATEMENT

To advance the concept of pharmacy care. To ensure the economic viability and security of Independent Pharmacy; To provide a forum for Independent Pharmacy to exchange information and develop strategies, goals and objectives; To address the unique business and professional issues of independent pharmacies; To develop and implement marketing opportunities for members of the Academy with emphasis on the third party prescription drug program/benefit market; To provide educational programs designed to enhance the managerial skills of Independent Pharmacy Owners and Managers; and, To establish and implement programs and services designed to assist Independent Pharmacy Owners and Managers.



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Safety Tip

POLICIES AND PROCEDURES

Have policies and procedures in place that would prevent unsafe events in your pharmacy and be sure they are understood and followed by all staff.



For more information about the APMS PSO Continuous Quality Improvement (CQI) program, go to <https://medicationsafety.org> or give APMS® a call at (866)365-7472!

Be part of something good.

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