CLINICAL PODIATRY





Its essential to review the latest outcomes studies.

Objectives

1) Understand the pathway to wound healing through the three phases of inflammatory, proliferative, and remodeling.

2) Introduce the reader to the concerns of bacterial burden, hydration, and nutrition in wound healing.

3) Better comprehend the inter-related biology of wounds and bacterial contamination.

4) Comprehend the relationship between wound physiology and healing potential.

5) Further the reader's understanding of comprehensive wound management.

Welcome to Podiatry Management's CME Instructional program. Our journal has been approved as a sponsor of Continuing Medical Education by the Council on Podiatric Medical Education.

You may enroll: 1) on a per issue basis (at \$15 per topic) or 2) per year, for the special introductory rate of \$99 (you save \$51). You may submit the answer sheet, along with the other information requested, via mail, fax, or phone. In the near future, you may be able to submit via the Internet.

If you correctly answer seventy (70%) of the questions correctly, you will receive a certificate attesting to your earned credits. You will also receive a record of any incorrectly answered questions. If you score less than 70%, you can retake the test at no additional cost. A list of states currently honoring CPME approved credits is listed on pg. 152. Other than those entities currently accepting CPME-approved credit, Podiatry Management cannot guarantee that these CME credits will be acceptable by any state licensing agency, hospital, managed care organization or other entity. PM will, however, use its best efforts to ensure the widest acceptance of this program possible.

This instructional CME program is designed to supplement, NOT replace, existing CME seminars. The goal of this program is to advance the knowledge of practicing podiatrists. We will endeavor to publish high quality manuscripts by noted authors and researchers. If you have any questions or comments about this program, you can write or call us at: **Podiatry Management, P.O. Box 490, East Islip, NY 11730, (631) 563-1604 or e-mail us at bblock@prodigy.net.**

Following this article, an answer sheet and full set of instructions are provided (p. 152).—Editor

Douglas H. Richie Jr. D.P.M.

Introduction

Few conditions affecting the human foot have stimulated more interest and controversy among health care professionals than plantar heel pain syndrome. Over the past decade, new surgical approaches have been popularized, approaches which have fueled considerable debate and critical analysis about the validity and success of all interventions for treatment of plantar heel pain—both operative and nonoperative.^(15,18)

Among all disciplines is nearuniversal agreement that the vast majority of patients with plantar heel pain will be successfully treated with non-operative strategies. However, there is no uniform agreement, either within or between these disciplines, as to which conservative interventions are most appropriate in achieving a successful outcome in treating plantar heel pain.

As managed care economics affected the medical profession during *Continued on page 136*

the 1990's, health care providers were pressured to develop evidence-based outcomes research to justify the costs and benefits of prevailing clinical treatment strategies. Standards for quality outcomes research have evolved for most health care disciplines, including podiatric medicine.⁽¹⁷⁾ However, scrutiny of published research reporting outcomes of treatment of plantar heel pain in the podiatric and orthopedic literature reveals numerous shortcomings in terms of valid design, methodology, and interpretation of results.

The purpose of this article is to 1) Evaluate prevailing theories about the pathomechanics of plantar heel pain, 2) Present controversies that currently exist regarding etiology and treatment and, 3) Review outcomes reports of non-operative interventions used to treat large groups of patients with plantar heel pain syndrome.

Pathomechanics

In 1972 Snook and Chrisman, in reviewing the prevailing literature relevant to plantar heel pain, stated "It is reasonably certain that a condition which has so many theories about etiology and treatment does not have valid proof of any one cause."(23) Sadly, thirty years later, this statement is still true.

Patients presenting with pain in and around the plantar tubercules of the calcaneus have been theorized to have a wide array of possible injuries to various structures in and around the plantar heel area (Table 1). These conditions include plantar fasciitis, calcaneal periostitis, enthesopathy, calcaneal stress fracture, calcaneal spur, nerve entrapment, fat pad atrophy and subcalcaneal bursitis. Systemic inflammatory conditions are known to cause plantar heel pain, most notably the seronegative spondyloarthropaties. This article will focus on all nonsystemic etiologies. A summary of prevailing causes of plantar heel pain is presented in Table 2.

The four most popular theories of the pathomechanics of plantar heel pain include plantar fascial strain, heel impact shock, and nerve entrapment. The most compelling evidence supporting any of these theories is found in the category of plantar fascial overload and strain. Before discussing this area, the other two proposed mechanisms will be reviewed.

Nerve Entrapment Theories

The nerve entrapment theory of plantar heel pain has been popularized by Don Baxter M.D., who has co-authored several papers dealing with the anatomy, diagnosis and treatment of heel pain attributed to an entrapment of the first branch of the lateral plantar nerve.^(1,27) This nerve has been thus named "Baxter's Nerve" even though it was first described as a cause of plantar heel pain by Tanz in 1963,⁽⁶⁾ and later by Przylucki and Jones in 1981-ten years before Baxter's first paper on the subject.⁽²⁾

The first branch of the lateral plantar nerve (nerve to the abductor digiti quinti brevis) is thought to lie in the direct vicinity of the area where most patients complain of plantar heel pain. Contrary to original anatomic descriptions, Baxter showed in a cadaver series that the first Continued on page 138

Heel Pain Etiology

Calcaneal periostitis Chang, 1934 Subcalcaneal Bursitis Freeman, 1988 Strain and Degeneration of Plantar Fascia Lapidus, 1965 Lateral plantar nerve entrapment - Tanz, 1963; Przylucki & Jones, 1981 Medial calcaneal neuritis - Lutter, 1986 Calcaneal stress fracture – Graham, 1983 Fat pad atrophy - Snook & Chrisman, 1972 Tarsal tunnel syndrome – Mann, 1986 Subcalcaneal spur - DuVries, 1957 Calcanealdynia – Leach, 1986

Table 1

Causative Factors Of Heel Pain:

Obesity – O'Brien, Shikoff, Tanz

Pes Planus – Bordelon, 1993

Pes Cavus - Culter, 1986

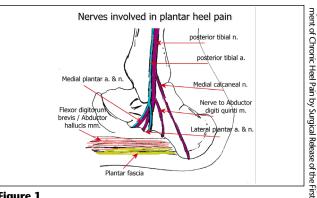
Tight Heel Cord – Kibler, 1991

Pronation of STS - Baxter, 1984 Gould, 1959 Hicks, 1954 Davis, 1990

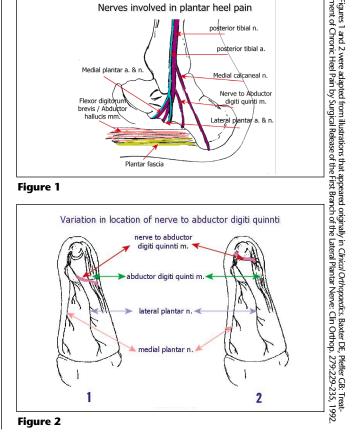
Shock - McKenzie, 1985

Windlass Dysfunction – Ellis, 1988

Table 2







branch of the lateral plantar nerve is more proximal, and penetrates a tight myofascial septum separating the abductor hallucis muscle from the quadratus plantae muscle, then courses plantarly, just anterior to the medial calcaneal turbercle (Figures 1 & 2). An entrapment is thought to occur at this fascial septum, or just under the calcaneal margin. How such an entrapment occurs, however, has not been proposed by any author. Surgical release of the entrapment along with neurolysis of the first branch of the lateral plantar nerve has shown success in 89% of patients with recalcitrant plantar heel pain.⁽²⁷⁾

Other nerve entrapment theories of plantar heel pain include involvement of the medial calcaneal nerve⁽³⁾ as well a tarsal tunnel nerve entrapment.⁽¹⁴⁾ Hendrix et al demonstrated a 95% success rate with surgical decompression of the tarsal tunnel in his series of 51 patients with chronic heel pain.⁽¹⁴⁾ The pathomechanics of this entrapment was speculated to be an inverted gait pattern, which was a compensation for a pre-existing painful heel.

Heel impact shock is commonly quoted as a causative factor in the development of plantar heel pain syndrome.⁽²³⁾ Further scrutiny of these reports shows no valid objective data to justify such a conclusion. Certainly, a group of patients have been identified with plantar fat pad atrophy that is subject to periositis and bursitis due to lack of intrinsic cushioning.⁽¹²⁾ However, this anatomic characteristic is not found amongst the majority of patients treated for plantar heel pain in this country.

The calcaneal stress fracture theory is primarily based upon a traction force applied to the calcaneus by the plantar fascia, rather than an impact shock mecha-

requery revolution of the property and the property of th

nism.⁽²³⁾ Calcaneal stress fractures have been reported in high-mileage runners who are subject to repetitive impact, heel cord and plantar fascial loads. These patients make up a small percentage of patients treated for plantar heel pain syndrome in this country.

Later, the use of cushioning modalities will be discussed in the treatment of heel pain syndrome. The results of cushioning strategies are, for the most part, only marginally effective, which indirectly invalidates impact shock as a primary etiology of plantar heel pain syndrome.

Plantar Fascial Strain

The most widely-accepted theory of the etiology of plantar heel pain syndrome is plantar fascial strain. Biopsies of plantar fascia samples taken from patients with chronic heel pain have consistently demonstrated histologic findings compatible with mechanical tear and inflammatory response.^(8,12) The location of this mechanical injury is most often at the plantar-medial margin of the calcaneus.⁽⁷⁾

A widely-accepted consequence of chronic plantar fascial strain is the development of a plantar-calcaneal spur.^(13,23) In fact, many clinicians commonly label all patients with plantar heel pain as having "heel spur syndrome."⁽²⁶⁾

Myths About Heel Spurs

In a series of elegant anatomic studies using cryomicrotomy, McCarthy and Gorecki clearly showed that the common plantar calcaneal spur is not invested by the plantar fascia.⁽¹⁹⁾ Rather, the spur is invested by the abductor hallucis, quadratus plantae and flexor digitorum brevis muscle origins and is clearly found superior to the origin of the plantar aponeurosis. In light of these findings, the direct link between plantar fascial overload and the formation of calcaneal spurs must be questioned.

In 1963, Rubin showed that only 10% of patients with radiographic evidence of heel spurs were actually symptomatic.⁽⁵⁾ Since then, many authors have demonstrated that the majority of plantar heel spurs found on foot x-rays are asymptomatic.^(4,10)

Thus the role of a heel spur in the pathomechanics of plantar heel pain syndrome is still poorly understood. Yet, clinicians commonly use the term heel–spur syndrome and many treatment strategies employ methods to theoretically off-load a plantar calcaneal spur.

Theories of Plantar Fascia Overload

Plantar fascia strain has been speculated to result from every imaginable foot type and biomechanical etiology. Both the podiatric and orthopaedic literature are replete with unsubstantiated explanations of plantar fascial strain resulting from cavus foot types, flat foot types, pronated feet and supinated feet.^(13,21,23) In almost every case, these pathologies have been speculated to cause a lowering of the medial arch of the foot, resulting in fascial strain.

A valid and well-substantiated arch-lowering force on the human foot is a tight heel cord.⁽¹²⁾ Tightening of the heel cord in cadaver models not only lowers the *Continued on page 139*

arch, it causes significant rotational movements of the forefoot upon the rearfoot, including midtarsal joint pronation and dorsiflexion and inversion of the first ray segment.⁽²⁹⁾

Interestingly, the presence of a tight heel cord has not been consistently found in groups of patients with plantar heel pain syndrome. In her study of 91 patients with heel pain, Barbara Warren found that the heel cord was actually tighter in a control group than in a group of patients with plantar heel pain.⁽²⁰⁾ Conversely, Kibler found that the heel cord was tighter on the symptomatic side of patients with heel pain, but could not rule out a cause vs. effect relationship.⁽¹¹⁾ Amis found that 75% of his patients with heel pain had a tight heel cord.⁽¹⁰⁾ However, there is no universal agreement as to the "normal" range of ankle joint dorsiflexion necessary for humans, so studies of tight heel cords are open to considerable subjective interpretation. The essential factor in evaluating this possible link between a tight heel cord and plantar heel pain is the role of calf and Achilles stretching in non-operative treatment programs. Indeed, although stretching is integral in most recommended treatments, the success of such inter-

Artificially supporting the arch does not necessarily reduce strain in the fascia.

vention is questionable. This will be discussed later in this article.

The plantar fascia is the most important arch-supporting mechanism of the human foot. In his study of cadaver models subjected to axial load, Thornardsen found that the plantar fascia had a two fold greater contribution to arch stability than the posterior tibial tendon.⁽²⁴⁾ In his series on the role of the plantar fascia and arch support, Sharkey found a significant elongation and deformation of the arch with complete fasciotomy.^(29,30)

The arch of the human foot has been described as both a beam and a truss.⁽³⁴⁾ Recent experimental evidence has validated the truss mechanism as the primary explanation of stability. A beam relies on the interlocking relationship of the building blocks (bones) and the soft tissue connections on the concave surface (ligaments)(Figure 3). The truss is described as two struts connected by a tie rod (plantar fascia)(Figure 4).

Cadaveric studies have shown that, without intact ligaments, the bone architecture of the human foot is incapable of maintaining an arch configuration when axial load is applied.^(22,24) When the entire central band of the plantar fascia is severed, the human arch integrity is severely compromised, with documented *Continued on page 140*

shift of alignment of the tarsal bones in all three cardinal body planes. In addition, Sharkey showed, in cadaver models void of an intact central plantar fascia, that greater loads were transmitted to the central metatarsals, due to loss of plantar stabilization of the proximal phalanx on the metatarsal head.⁽³⁰⁾ Bending and strain of the metatarsals can possibly lead to stress fractures in patients who have undergone complete plantar fasciotomy.

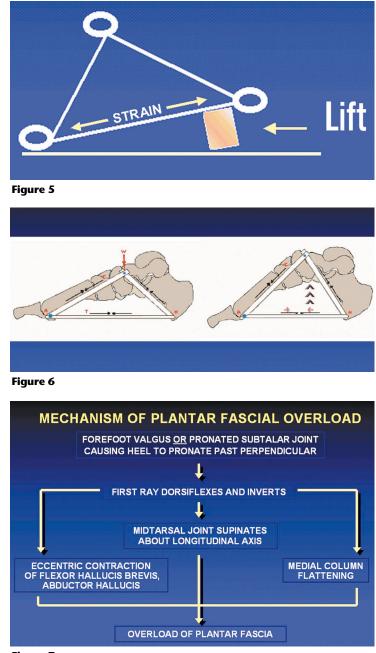
In static, resting stance, the muscles of the leg and foot are inactive. Maintenance of arch integrity is entirely dependent on the osseous locking of the tarsus and the truss mechanism of the plantar fascia. Without the aid of the extrinsics to maintain the arch, static stance may be the most stressful situation for the plantar fascia.

Anecdotally, clinicians have reported the most difficult challenges in managing plantar fasciitis in patients engaged in prolonged standing activities.^(15,36) Comparisons between the dynamic foot condition and the resting, static foot position offer interesting challenges for treatment options for off-loading the plantar fascia.

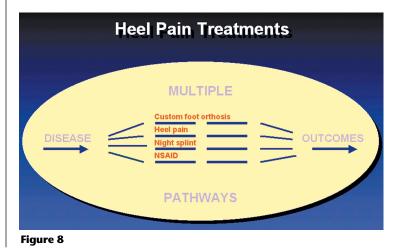
Recent insights into the effects of off-loading the plantar fascia in a static foot model were offered in a series of studies conducted by Kogler et. al. In nine cadaver specimens, axially loaded, six degree medial wedges placed under the forefoot caused an increased strain in the plantar fascia while six degree lateral wedges caused a significant decreased strain. Rearfoot wedges, both medial and lateral, had no significant effect on plantar fascial strain.⁽³²⁾

In another study published by Kogler, the effect of heel elevation on plantar fascia strain was determined.⁽³³⁾ Simple blocks of 2,4 and 6 cm thickness were placed under the heel of 12 cadaver specimens and plantar fascia strain was measured and compared to the heel flat condition. Surprisingly, there was no evidence of any reduced fascial strain with heel elevation. However, when the heel was elevated with shank contour platforms (simulating the effect of footwear with elevated heels) there was a significant decrease in strain of the plantar fascia with increased elevation of the platform.

The results of Kogler's research validates the experience of many patients who obtain relief of plantar heel pain syndrome by wearing shoes with elevated heels. The mechanical off-loading of the plantar fascia cannot, however, be explained by heel elevation alone. In fact, with a true truss mechanism, elevating the proximal strut (calcaneus) can be expected to actually increase strain in the tie rod (plantar fascia)(figure 5). The reduction in plantar fascia strain occurring with contoured shank platforms, according to Kogler, may be the re-*Continued on page 141*







140 PODIATRY MANAGEMENT • AUGUST 2002

sult of lateral arch elevation which secondarily raises the medial arch and thus decreases strain on the medial fascial structures (Figure 6).

The problem with most of the cadaver studies on plantar fascia biomechanics is the fact that the investigators did not evaluate or report on the foot-type of the specimens. The presence of a forefoot varus or valgus could have significant effect on the response to medial and lateral wedging of the forefoot, as well as the lateral arch-raising effect of a shank contoured elevation platform.

Another issue to consider is the phase in the gait cycle that is simulated in cadaver studies of lower extremity function. Kogler, Thornardsen and Kitaoka all evaluated their cadaver specimens in a foot-flat, static stance position. Sharkey evaluated plantar fascia mechanics in terminal stance (propulsive phase) when maximal strain on the plantar fascia is thought to occur. This assumption is somewhat debatable. Although ground-reaction forces peak at heel rise and extrinsic muscle activity also reaches maximal tension, the windlass mechanism allows transmission of tension into kinetic movement of pedal and leg skeletal segments. Therefore, energy or strain in the plantar fascia is transferred to other parts of the foot during terminal stance. Without a functioning windlass, occurring with hallux limitus or during static stance, strain develops in the plantar fascia and cannot be dissipated or transferred into joint movement.

Utilizing Off-loading Principles

Podiatric physicians have long employed biomechanical principles in the treatment of patients with plantar heel pain. However, there is no consensus in the podiatric literature in terms of a uniform treatment approach utilizing functional foot orthoses and proper footwear prescription.

Many practitioners seek to control pronation of the subtalar joint through the use of medially-posted foot orthoses, both in the rearfoot and forefoot. As Kogler's work has shown, and from a simple understanding of the truss mechanism of the plantar fascia, the application of a medial post under the forefoot will actually increase strain in the plantar fascia for most foot types. One possible exception is the true forefoot varus, which is uncommon, and in the author's experience, is

Many patients have formed opinions that their pain will never be totally cured.

rarely associated with plantar heel pain syndrome.

Insight into the prevalence of plantar heel pain in certain foot types was provided by Scherer and the Biomechanics Graduate Research Group at the California College of Podiatric Medicine.⁽²⁶⁾ In a prospective study of 88 patients with 133 painful heels, 115 had a structural deformity that would result in a compensation with supination of the forefoot on the rearfoot, presumably through a longitudinal axis of rotation. Of these, 63 had a forefoot valgus, 20 had a plantarflexed first ray, and 32 had an everted heel in stance. All three groups, therefore, would have a compensation mechanism which would invert (supinate) the forefoot on the rearfoot. Scherer and co-workers theorized that this movement would increase strain on the medial portion of the central band of the plantar fascia. Indeed, the later work of Kogler, using lateral wedges to reduce forefoot inversion, validated Scherer's theory of foot mechanics and plantar fascia strain.⁽³²⁾ A proposed mechanism of plantar fascia overload appears in Figure 7.

Many practitioners simply rely on over-the-counter arch supports or on custom foot orthoses designed primarily for arch support as a remedy for plantar heel pain syndrome.⁽²¹⁾ *Continued on page 142*

The notion that support of the medial longitudinal arch will decrease strain on the medial portion of the central band of the plantar fascia has not yet been substantiated. Although it has been well-proven that the plantar fascia is the most important soft tissue support mechanism of the human arch, artificially supporting the arch does not necessarily reduce strain in the fascia.

In his series of cadaver studies of plantar fascial strain, Kogler used five different types of custom and non-custom *Continued on page 144*

Patient tota	al: 100		
Sx present	: 7.7 m	nonths	
Tx:	Patie	nts choice:	
	Achille	es Stretch	Custom inserts
	Rest		NSAID
	Ice/he	at	Injections
Assessme			ne survey 47 months, best, Sx level"
Assessme	"Whic		best, Sx level"
Results:	'Whic'	h Tx worked	best, Sx level"

Figure 9

3 Poor

CONSERVATIVE TREATMENT

10

Which treatment worked best ?

TREATMENT	RATING
Stretching	29
Rest	25
NSAIDS	25
Cushion Inserts	22

Wolgin et al., "Conservative Treatment of Plantar Heel Pain": -"Long Term F(U)" Foot & Ankle 15,1,5,97, 1994

Figure 10

Patient total:	32	
Sx present:	12 mor	nths
Tx:	treated	eg walking cast, 6 weeks. All I with ACFAS protocol for 12 s prior to casting
Results: Good	25%	42% Completely satisfied
	61%	12% Satisfied with reservations
Poor	14%	40% Dissatisfied
option for pat	ients v	g appears to be a reasonable vith recalcitrant heel pain and efore surgical intervention."



Mizel MS, Marymont JV, Trepman E: Treatment of plantar fasciitis with a night splint and shoe modification consisting of a steel shank and anterior rocker bottom. Foot and Ankle 17:732, 1996.

Patient total: 57 patients (71 feet) Sx present: 10 months Multiple previous tx. Tx: Steel shank, anterior rocker – 16 months Assessment: Physician evaluation. Chart review

Results: Resolved 59% No change 15% Improved 18% Worse 7%

Conclusion: "The method is effective for treatment of plantar faciitis."

Figure 12

Davis PF, Severud E, Baxter D: Painful Heel Syndrome: Results of nonoperative treatment. Foot and Ankle 15:531, 1994

Pt Total:	105	Results:
Sx Present:	6.4 mos.	Level of Pain
Tx:	Rest, NSAID, viscoelastic heel	58% Good 31% Fair
	cushion, achilles stretch,	10% Poor
	occasional steroid inj., custom	Time to resolve pain
	foot orthosis ("when warranted")	5.1 mos.
Assessment	: 29 mos. Self administered pt	
	questionnaire	

<u>CONCLUSION:</u> "The treatment protocol used in this study was successful for 89.5% of the patients."

Figure 13



Figure 14

Powell M, Post WR, Keener J, Wearden S: Effective treatment of chronic plantar fasciitis with dorsiflexion night splints: A crossover prospective randomized outcome study. Foot and Ankle 19:10, 1998 Pt Total: 37 Satisfied 59% Sx Present: 6 mo. or more PF Night Splint 30 days Satisfied with reservations 13% Tx: Assessment: Physician exam/interview **Dissatisfied 10%** - Mayo Clinic Scoring System Could not wear splint 18% - AOFAS Ankle Hindfoot Rating CONCLUSION: "We believe dorsiflexion splints provide relief from the symptoms of recalcitrant plantar fasciitis in

the majority of patients."

Figure 15

foot orthoses to determine effects on plantar fascial strain in seven cadaveric lower limbs.⁽³¹⁾ These test orthoses included: a prefabricated stock arch insole, a custom "soft" accommodative design orthosis composed of viscoelastic material, a "semi-rigid" accommodative design orthosis composed of co-polymer, a "rigid" custom orthosis with a Root Functional design, and a UCBL design rigid orthosis. The prefabricated device and the Root rigid device actually increased strain in the plantar fascia while the other three custom devices decreased strain compared to the barefoot condition.

The devices that most effectively reduced strain were those with higher apical arch height and increased slope of arch shape in the central region of the medial arch. Although all five devices could be considered arch supports, the shape of the device and the conformity to certain key areas of the medial arch appeared critical in determining effectiveness to offload the plantar fascia. Thus, non-conforming arch supports have the potential to actually increase strain in the plantar fascia.

Evaluating Treatment Outcome Reports

A total of 10 published papers reporting outcomes of various treat-

pared to the b			porting outcom
clinical trial of the	tension night spli	r fasciitis: A pro nt. Clin Journal	ospective randomized Sport Med 6:158, 1996.
Patient total	: 32		
Sx present:	12.7 month	າຮ	
Tx:	2 Groups		
	2. Tens		c heel stretch (control) scia night splint)
Assessment	t: Physician	exam	
Results:	Group	Healed	Time to Healing
	Control	6/17	8.8 weeks
	TNS	16/16	12.5 weeks
	Cross over	8/17	13 weeks
Conclusior plantar fas		is an effect	ive treatment for
Figure 16			
Martin RL, Irrgar insertional plant	ng JJ, Conti SF: (ar fasciitis. Foot	Outcome stud and Ankle 19:	y of subjects with 803, 1998.
Pt Total:	157	7	
Sx Presen	t• 12	5 months	2
Tx: (all rec	eived): NS	AID, Stre	tch, Night Splint
	He	el Cup <u>or</u>	Orthosis
Assessme	ent: Sel	lf comple	ted pt. survey
Figure 17			
Martin RL, Irrg insertional pla	ang JJ, Conti SF: ntar fasciitis. Fool	Outcome study and Ankle 19:1	of subjects with 803, 1998.
Results:			
51% God	d	Cor	npliance:
or less)	hich had Sx 12 mo		for stretch
38% Fair		and the second	
		58%	for NSAID
14% Poo			6 for NSAID 6 Night Splint

Conclusions:

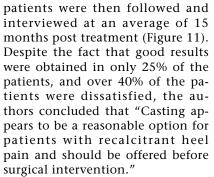
1. "Because of the chronic nature of the patients symptoms, their expectations for complete relief may have been low." Figure 18

ments of plantar heel pain will be reviewed. These papers have all been published within the past decade and combine similar modalities commonly employed in this country for treatment of plantar heel pain. Although the treatment strategies are similar, the results and conclusions vary significantly amongst the investigators (Figure 8).

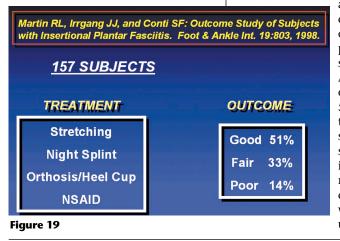
Wolgin surveyed 100 patients who were treated with a variety of common non-operative interventions for plantar heel pain syndrome.(16) Average time for follow up survey was 47 months. Good results were obtained in 82 out of 100 patients, 14 achieved fair results and 3 had poor results (Figures 9 & 10). The patients rated Achilles stretching as the most effective treatment followed by rest and NSAID's, both of which were Continued on page 145

higher rated than "custom inserts." Patients who did poorly were overweight, had bilateral symptoms and had symptoms for a prolonged period of time (more than 10 months) before seeking medical attention.

Tisdel and Harper utilized a short-leg walking cast on 32 patients who had failed 12 months of non-operative treatment for plantar heel pain.⁽³⁹⁾ After six weeks of cast immobilization, the



Mizel utilized a shoe modification with steel shank and anterior rocker for patients who had failed



a 10-month course of previous treatment for plantar heel pain s y n d r o m e . (41) After 16 months of this treatment, 59% of the patients reported symptoms resolved, 18% were improved, 15% reported no change, and 7% were worse (Figure 12). After two years of treatment, with 59% of the patients resolved, the authors concluded that "The method is effective for treatment of plantar fasciitis."

Davis, Severud and Baxter reported on the results of non operative treatment of 105 patients with heel pain syndrome (38). A self-administered patient questionnaire was completed an average of 29 months after initiating treatment. Treatment included Rest, NSAID, viscoelastic heel pad, Achilles stretch, occasional steroid injection, and custom foot orthosis "when warranted." In rating their level of pain resolution, 58% of the patients reported good results, 31% fair, and 10% poor with an average time to resolution of 5.1 months (Figure 13). Somehow, the authors concluded that "The treatment protocol used in this study was successful for 89.5% of the patients."

Powell and co-workers used a plantar fascia night splint (Figure 14) on 37 patients who had 6 months of heel pain symptoms.⁽³⁷⁾ *Continued on page 146*

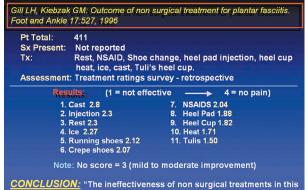
The splint was used for 30 days, and the patients followed up at six months with physician interview. A survey revealed that 59% of the patients were satisfied, 13% satisfied with reservation, and 10% dissatisfied (Figure 15). Despite the fact that 18% of the patients could not tolerate the splint, and that only 59% of the patients were satisfied, the authors conclusion was "We believe dorsiflexion splints provide relief from the symptoms of recalcitrant plantar fasciitis in the majority of patients."

A more impressive result with night splinting was reported by Batt et. al., who used a custom-fabricated tension plantar fascia night splint on 32 patients and used a controlled, cross-over study design to compare splinting to NSAID, heel stretch and viscoelastic heel cushions.⁽⁴⁰⁾ All 16 out of 16 patients using the night splint were healed after 12 weeks, while only 6 of 17 patients were healed in the control group. In the cross-over group, 8 of 17 were healed once night splinting was utilized(Figure 16).

Martin studied results of treatment of 157 patients with an average of 12 months of heel pain prior to seeking care.⁽³⁶⁾ Treatment consisted of stretching, NSAID, night splint, and either a heel cup or a foot orthosis. Results were good in only 51% of the patients, 88% of whom had had symptoms for 12 months or less. Fair results were obtained in 38% of the patients, while 14% reported poor results. In evaluating patient compliance with treatment, only 22% were compliant with stretching, 57% with heel cup/orthosis, 58% with NSAID, and 70% with night splint (Figures 17,18 & 19). The authors concluded that early, aggressive non-surgical treatment within 12 months of onset of symptoms offers the best chance of a favorable outcome.

Gill and Kiebzak reported less effective outcomes of non-operative interventions described in the previous reports.⁽³⁵⁾ In a large patient population (246 female and 165 male) a treatment ratings survey showed that most interventions showed disappointing results. In terms of effectiveness, cast immobilization led to improvement in 65% of patients, steroid injection improved 45%, NSAID 25%, and heel pad 27%(Figures 20 & 21). However, the overall improvement with any treatment was rated poor or mild. The authors concluded that "The ineffectiveness of non surgical treatments noted in this study is at variance with most published clinical studies." Furthermore, these authors stated that "Physicians may be inappropriately attributing many of their success to their treatments, when, in fact, these treatments make very little difference in the actual outcome."

An interesting classification of non-operative treatments for plantar heel pain is provided by Lynch and coworkers.⁽²⁵⁾ In their randomized, prospective study of 103 subjects, three types of conservative therapy were utilized: Anti-inflammatory (dexamethasone injection), Accommodative (viscoelastic heel cup), and Mechanical (lowdye strapping and custom foot orthosis). After 12 weeks of treatment, good to excellent results were obtained in 70% of the patients in the mechanical group, 33% in the *Continued on page 147*



outcomes is at variance with most published clinical studies..."

Figure 20

Rating	Treatme	nts
Female: 246	Male: 165	Avg Age: 47 yrs
<u>Treatment</u>	<u>Improvement</u>	
1. Cast	65%	
2. Steroid	45%	
3. NSAID	25%	
4. Heel cup Heel pad	27%	
Gill and Kiebzak: F	oot and Ankle 17:8	527, 1998

Figure 21

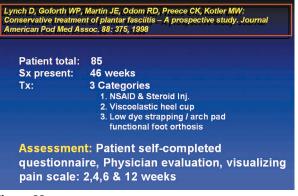


Figure 22

Failure at 6 week	<u>s</u>	Good-Excellent Results
Anti-inflammatory	23%	<u>at 12 weeks</u> 33%
Accommodative	42%	30%
Mechanical	4%	70%



anti-inflammatory group and 30% in the accommodative group (Figures 22 & 23).

This same significant favorable outcome with a mechanical approach to off-loading the plantar fascia was obtained by Scherer and co-workers.⁽²⁶⁾ In their prospective study of 73 patients, a subgroup receiving low-dye strapping and custom functional foot orthoses only obtained good results in 81% of the patients, fair results in 15%, and poor results in 4%(Figure 24).

There are numerous difficulties in evaluating all of these outcome studies and drawing meaningful conclusions. Clearly, there were differences in assessment of success depending on whether the results were determined by confidential patient interview or obtained by interview from the treating practitioner. It is well known that patients will report a more favorable outcome to the treating doctor versus a more realistic assessment in a confidential survey, conducted by a neutral party.

Of interest is the disparity between a patient assessment of successful treatment outcome (Good, Fair, Poor) versus overall pain relief. In many studies, a majority of patients reported a good outcome, yet still had significant pain. As Martin states, in evaluating patients who have been treated for long term heel pain, "Because of the chronic nature of the patient's symptoms, their expectations for complete relief may have been low." Thus, many patients who present for treatment of plantar heel pain have already had their pain for an extended period and have formed opinions that their pain will never be totally cured.

Among almost all of these studies, there was near universal agreement that the longer the patient had experienced pain prior to treatment, the less likely would a successful treatment outcome occur. In general, those patients having pain for more than 12 months prior to treatment were most resistant to non-operative interventions.

In this regard, there appears a disparity among clinicians as to the amount of time necessary to expect

significant pain relief with non-operative care. Several authors concluded that certain treatments were effective, even though the time of treatment needed to achieve measurable success exceeded two years. One has to question the overall efficacy of such interventions if, during the two years of treatment, the patient lost significant time from work or discontinued a potentially beneficial cardiovascular exercise program.

In the final analysis, the treatment strategy that yielded the best results in the shortest period of time was the combination of low-dye strapping⁽⁹⁾ and prompt institution of custom functional foot orthotic therapy. Both Scherer and Lynch, utilizing these strategies, achieved *Continued on page 149*

better results that the other groups in less than one-fourth the period of time (See Table 3).

Conclusions

Plantar heel pain syndrome continues to stimulate controversy regarding pathomechanics and treatment. Patients developing heel pain can expect to be offered a divergent approach, depending on the specialty they seek treatment from. Even within certain specialties, there is considerable variation of opinion regarding the pathomechanics and treatment of plantar heel pain syndrome.

Recent cadaveric studies have shed light on the role of the plantar fascia in supporting the arch as well as the effects of certain strategies to decrease strain in this structure. Some widely accepted notions about forefoot wedging and heel elevation have now been disputed. Relating the results of laboratory research to a practical clinical setting and to a variety of foot types remains a challenge to today's podiatric physician.

Non-operative treatment strategies for plantar heel pain have been evaluated in outcomes studies by a number of investigators. The results of these studies are contradictory, and conclusions must be made cautiously. The reasons for such skepticism are the following:

1. True outcomes research has yet to be conducted in this area, following accepted methodology and utilizing ap-Continued on page 150

	anics and non si	te Research Group for 1988: Heel Spur urgical treatment. Journal American
Patient total:	73, 118 pair	
Sx present:	not reporte	d
Tx:	Tape Strap	oing, NSAID, Steroid Inj.
	Rigid foot o	orthosis
Assessment:	Patient eva	luation of % of pain relief
Goo	ogroup of str d 81 % 15% in 6 week	apping & orthosis only.
Pool		
• 63 of 133 painful I	heels had	• 33 had everted heel
forefoot valgus 20 had plantarflex 	ed first	(Thus, 80% had supp. long axis of MPJ)

Figure 24

<u>Author</u> Wolgin	<u>Duration of</u> <u>Treatment (mos)</u> 5.7	Outo G 82	<u>come</u> <u>F</u> 15	(%) P 3
Tisdel	12	28	61	14
Martin	12	51	33	14
Davis	5.1	58	31	11
Mizel	16	59	18	22
Scherer	1.2	82	28	
Lynch	3	12	7	8

Table 3

propriate measurement techniques.

2. Assessment of a successful outcome of treatment will vary significantly depending on whether the patient versus the clinician provides the final analysis.

3. Patients with plantar heel pain have poor expectations for total, permanent pain relief when they present for treatment.

4. Clinicians can use treatments that require up to 24 months to achieve success, yet conclude such treatments are effective.

5. The longer a patient has symptoms prior to treatment, the less likely any non-operative treatment is going to be successful.

Although comparisons between studies are difficult to make, some findings appear worth noting. Specifically, those groups of patients with plantar heel pain, treated promptly with low-dye taping and custom functional foot orthosis therapy, had the most favorable outcome of treatment.

Until further insight into the pathomechanics of plantar heel pain is attained, there will continue to be controversy—and, unfortunately, continued significant numbers of patients suffering from this disorder. ■

References

¹ Baxter DE and Thigpen CM: Heel pain: Operative results. Foot Ankle 5:16, 1984.

² Przylucki J, Jones CL: Entrapment neuropathy of muscle branch of lateral plantar nerve. J Am Pod Assoc 7:119, 1981.

³ Savastano AA: Surgical neurectomy for the treatment of resistant painful heel. Rhode Island Med J 68:371, 1985.

⁴ Shama SS, Kominsky SJ, Lemour H: Prevalence of non-painful heel spur and its relation to postural foot position. J Am Podiatr Assn 11:215, 1983.

⁵ Rubin G, Witten M: Plantar calcaneal spurs. Am J Orthop 5:38, 1963.

⁶ Tanz SS: Heel pain. Clin Orthop 28:169, 1963.

⁷ D'Abrosia RD: Conservative management of metatarsal and heel pain in the adult foot. Orthopedics 10:137, 1987.

⁸ Leach RE, Seavey MS, Salter DK: Results of surgery in athletes with plantar fascitis. Foot Ankle 7:156, 1986.

⁹ Dye L: Dye technique of foot correction. J Natl Assoc Chirop 29:1, 1939.

¹⁰ Amis J, Jennings L, Graham D, et al: Painful heel syndrome: Radiographic and treatment assessment. Foot Ankle 9:91-95, 1988.

¹¹ Kibler WB, Goldberg C, Chandler TJ: functional biomechanical deficits in running athletes with plantar fascitis. Am J Sports Med 19:66-71, 1991.

¹² Kwong PK, Kay D, Voner RT, et al: Plantar fascitis: Mechanics and pathomechanics of treatment. Clin Sports Med 7:119-126, 1988.

¹³ Schepsis AA, Leach RE, Gorzyca J: Plantar Fascitis. Etiology, treatment, surgical results, and review of the literature. Clin orthop 266:185-196, 1991.

¹⁴ Hendrix, CL, Jolly GP, Garbalosa JC: Entrapment Neuropathy: The etiology of intractable chronic heel pain syndrome. Jour Foot & Ankle Surg 37: 273-279,1998.

¹⁵ Pfeffer G, et al: Comparison of Custom and Prefabricated Orthoses in the Initial Treatment of Proximal Plantar Fasciitis. Foot Ankle Int. 20:214-221, 1999.

¹⁶ Wolgin M, Cook C, Graham C, Mauldin D: Conservative treatment of plantar heel pain: long-term follow-up. Foot Ankle. 15:97-102, 1994.

¹⁷ Wrobel, James S: Outcomes Research in Podiatric Medicine. J Am Podiatr Assn 90:403-409, 2000.

¹⁸ O'Malley MJ, Page A, Cook R: Endoscopic Plantar Fasciotomy for Chronic Heel Pain. Foot Ankle Int 21:505-509, 2000.

¹⁹ McCarthy DJ, Gorecki GE: The anatomical basis of inferior calcaneal lesions. J Am Podiatry Assoc 69:527, 1979

²⁰ Warren BL, Jones CJ: Predicting plantar fasciitis in runners. Med Sci Sports Exerc 19:71-73, 1986.

²¹ Warren BL: Plantar Fasciitis in Runners: Treatment and Prevention. Sports Med. 10:338-345, 1990.

²² Murphy GA, Pneumaticos SG, Kamaric E, Noble PC, Trevino SG, Baxter DE: Biomechanical Consequences of Sequential Plantar Fascia Release. Foot Ankle Int 19:149-152, 1998.

²³ Karr SD, Subcalcaneal Heel Pain: Orthop Clin North Am 25:161-173, 1994.

²⁴ Thordarson DB, Kumar PJ, Hedman TP, Ebramzadeh E: Effect of Partial Versus Complete Plantar Fasciotomy on the Windlass Mechanism. Foot Ankle Int. 18:16-19, 1997.

²⁵ Lynch DM, Goforth WP, Martin JE, Odom RD, Preece CK, Kotter MW: Conservative Treatment of Plantar Fasciitis A Prospective Study. J Am Pod Med Assoc. 88:375-379, 1998.

²⁶ Scherer PR: Heel Spur Syndrome. Pathomechanics and Nonsurgical Treatment. J Am Pod Med Assn. 81:68-72, 1991.

²⁷ Baxter DE, Pfeffer GB: Treatment of Chronic Heel Pain by Surgical Release of the First Branch of the Lateral Plantar Nerve: Clin Orthop. 279:229-235, 1992.

²⁸ Schon LC, Glennon TP, Baxter DE: Heel Pain Syndrome: Electrodiagnostic Support for Nerve Entrapment. Foot Ankle 14:129-133, 1993. ²⁹ Sharkey NA, Ferris L, Donahue SW: Biomechanical Consequences of Plantar Fascial Release or Rupture During Gait: Part I— Disruptions in Longitudinal Arch Conformation. Foot Ankle Int. 19:812-819, 1998.

³⁰ Sharkey NA, Ferris L, Donahue SW: Biomechanical Consequences of Plantar Fascial Release or Rupture During Gait: Part II: Alterations in Forefoot Loading. Foot Ankle Int. 20:86-95, 1999.

³¹ Kogler GF, Solomonidis SE, Paul JP: Biomechanics of longitudinal arch support mechanisms in foot orthoses and their effect on plantar aponeurosis strain. Clin Biomech. 11:243-251, 1996.

³² Kogler GF, Veer FB, Solomonidis SE, Paul JP: The Influence of Medial and Lateral Placement of Orthotic Wedges on Loading of the Plantar Aponeurosis. J Bone and Joint Surg. 81A:1403-1413, 1999.

³³ Kogler GF, Veer FB, Verhulst SJ, Solomonidis SE, Paul JP: The Effect of Heel Elevation on Strain Within the Plantar Aponeurosis: In Vitro Study. Foot Ankle Int. 22:433-439, 2001.

³⁴ Sarrafian SK: Functional Characteristics of the Foot and Plantar Aponeurosis under Tibiotalar Loading. Foot Ankle. 8:4-17, 1987.

³⁵ Gill LH, Kiebzak GM: Outcome of Nonsurgical Treatment for Plantar Fasciitis. Foot Ankle Int. 17:527-531, 1996.

³⁶ Martin RL, Irrgang JJ, Conti SF: Outcome Study of Subjects with Insertional Plantar Fasciitis. Foot Ankle Int. 19:803-810, 1998.

³⁷ Powell M, Post WR, Keener J, Wearden S: Effective Treatment of Chronic Plantar Fasciitis with Dorsiflexion Night Splints: A Crossover Prospective Randomized Outcome Study. Foot Ankle Int. 19:10-17, 1998.

³⁸ Davis PF, Severud E, Baxter DE: Painful Heel Syndrome: Results of Nonoperative Treatment. Foot Ankle Int. 15:531-534, 1994.

³⁹ Tisdel CL, Harper MC: Chronic Plantar Heel Pain: Treatment with a Short Leg Walking Cast. Foot Ankle Int. 17:41-42, 1996.

⁴⁰ Batt ME, Tanji JL, Skattum N: Plantar Fasciitis: A Prospective Randomized Clinical Trial of the Tension Night Splint. Clin J Sport Med. 6:158-162, 1996.

⁴¹ Mizel MS, Marymont JV, Trepman E: Treatment of Plantar Fasciitis with a Night Splint and Shoe Modification Consisting of a Steel Shank and Anterior Rocker Bottom. Foot Ankle Int. 17:732-735, 1996.



Dr. Richie is in private practice in Seal Beach, CA. He is Section Editor of the Journal of Foot and Ankle Surgery and is on the Board of Directors of the American Academy of Podiatric

Sports Medicine. Dr. Richie is a consulting editor for this magazine.

EXAMINATION



1) Which of the following anatomic structures is NOT commonly implicated as a cause of plantar heel pain?

A) Plantar fascia

B) First branch of lateral plantar nerve

C) Calcaneal periosteum

D) Extensor digitorum brevis

2) The nerve most commonly implicated in plantar heel pain syndrome is:

- A) Medial plantar
- B) Medial calcaneal
- C) Sural

D) First branch of lateral plantar

3) The primary structure(s) investing a heel spur are:

- A) plantar aponeurosis
- B) abductor hallucis and flexor
- digitorum brevis
- C) peroneal tendon
- D) posterior tibial tendon

4) The most important soft tissue support of the human arch is:

- A) Plantar fascia
- B) Posterior tibial tendon
- C) Short plantar ligament
- D) Spring ligament

5) Wearing elevated heel shoes decreases strain in the plantar fascia by:

- A) Relieving the truss tie rod
- B) Shifting weight to the toes
- C) Providing a shank contour

D) Activating the intrinsic muscles

See answer sheet on page 153.

6) The plantar fascia appears strained when the midtarsal joint is:

- A) Pronated
- B) Supinated
- C) Wedged
- D) Rotated

7) Treating painful heels is most successful when patients seek treatment within:A) Two years

- B) Three years
- C) 12 months
- D) 14 months

8) Patients initially presenting for treatment with plantar heel pain usually have the following expectation level of achieving success with treatment:

- A) High
- B) Low
- C) None
- D) Surgical

9) Outcomes research on patients with plantar heel pain will have different results, depending on whether the results are determined by:

- A) The treating physicianB) The patient
- C) A neutral party
- D) All of the above

10) The two most effective treatments reported in outcomes research in the treatment of plantar heel pain are:

A) NSAIDS and rest

B) Heel pad and stretching

C) Night splint and steroidsD) Low-dye taping and functional foot orthoses

11) At least one study of plantar fascia night splints, with cross-over design, has shown the following level of success:

- A) Low B) High C) None
- D) Variable

12) In static stance, the following muscles are active:

- A) Posterior tibial
- B) Anterior tibial
- C) Abductor hallucis
- D) None

13) A forefoot valgus causes the following compensation of the midtarsal joint:

- A) Pronation
- **B)** Supination
- C) Dorsiflexion
- D) Plantarflexion

14) In evaluating cadaver studies of plantar fascia strain, which variable NOT discussed would be most important:

A) Foot type of the specimen

- B) Weight of the limb
- C) Dorsiflexion
- D) Pronation

15) Strain across the metatarsals has been observed after plantar fasciotomy because the following

Continued on page 152



structure is de-stabilized:

- A) Heel cord
- B) Tibial nerve
- C) Extensor tendon
- D) Metatarsophalangeal joint

16) The following treatments for plantar heel pain have been reviewed, EXCEPT:

- A) NSAID's
- B) Heel cushion
- C) Acupuncture
- D) Orthotic

17) The windlass mechanism is compromised when the following clinical situation is present:

- A) Functional hallux limitus
- B) Nerve entrapment
- C) Heel pad atrophy
- **D)** Periostitis

18) Plantar fasciotomy can be expected to lead to the following change in the medial arch:

- A) Shortening
- **B)** Lengthening
- C) Elevation
- **D) Adduction**

19) Which of the following is NOT considered a mechanical approach to relieving plantar heel pain:

- A) Custom foot orthotic
- B) Low dye taping
- C) Viscoelastic heel cup
- D) Stretching heel cord

20) Impingement of the First Branch of the Lateral Plantar Nerve can involve the following structures EXCEPT:

- A) Abductor Hallucis muscle
- B) Quadratus Plantae muscle
- C) Posterior calcaneal tubercle
- D) Plantar medial edge of calcaneus

See answer sheet on page 153.

PM's CPME Program

Welcome to the innovative Continuing Education Program brought to you by *Podiatry Management Magazine*. Our journal has been approved as a sponsor of Continuing Medical Education by the Council on Podiatric Medical Education.

Now it's even easier and more convenient to enroll in PM's CE program!

You can now enroll at any time during the year and submit eligible exams at any time during your enrollment period.

PM enrollees are entitled to submit ten exams published during their consecutive, twelve-month enrollment period. Your enrollment period begins with the month payment is received. For example, if your payment is received on September 1, 2001, your enrollment is valid through August 31, 2002.

If you're not enrolled, you may also submit any exam(s) published in PM magazine within the past twelve months. **CME articles and examination questions from past issues of** *Podiatry Management* **can be found on the Internet at http://www.podiatrym.com/cme.** All lessons are approved for 1.5 hours of CE credit. Please read the testing, grading and payment instructions to decide which method of participation is best for you.

Please call (631) 563-1604 if you have any questions. A personal operator will be happy to assist you.

Each of the 10 lessons will count as 1.5 credits; thus a maximum of 15 CME credits may be earned during any 12-month period. You may select any 10 in a 24-month period.

The Podiatry Management Magazine CPME program is approved by the Council on Podiatric Education in all states where credits in instructional media are accepted. This article is approved for 1.5 Continuing Education Hours (or 0.15 CEU's) for each examination successfully completed.

PM's CME program is valid in all states except Kentucky, Pennsylvania, and Texas.

Enrollment/Testing Information and Answer Sheet



Note: If you are mailing your answer sheet, you must complete all info. on the front and back of this page and mail with your check to: *Podiatry Management*, P.O. Box 490, East Islip, NY 11730. Credit cards may be used only if you are faxing or phoning in your test answers.

TESTING, GRADING AND PAYMENT INSTRUCTIONS

(1) Each participant achieving a passing grade of 70% or higher on any examination will receive an official computer form stating the number of CE credits earned. This form should be safeguarded and may be used as documentation of credits earned.

(2) Participants receiving a failing grade on any exam will be notified and permitted to take one re-examination at no extra cost.

(3) All answers should be recorded on the answer form below. For each question, decide which choice is the best answer, and circle the letter representing your choice.

(4) Complete all other information on the front and back of this page.

(5) Choose one out of the 3 options for testgrading: mail-in, fax, or phone. To select the type of service that best suits your needs, please read the following section, "Test Grading Options".

TEST GRADING OPTIONS

X

Mail-In Grading

To receive your CME certificate, complete all information and mail with your check to:

Podiatry Management P.O. Box 490, East Islip, NY 11730

There is **no charge** for the mail-in service if you have already enrolled in the annual exam CPME program, and we receive this exam during your current enrollment period. If you are not enrolled, please send \$17.50 per exam, or \$99 to cover all 10 exams (thus saving \$76 over the cost of 10 individual exam fees).

Facsimile Grading

To receive your CPME certificate, complete all information and fax 24 hours a day to 1-631-563-1907. Your CPME certificate will be dated and mailed within 48 hours. This service is available for \$2.50 per exam if you are currently enrolled in the annual 10-exam CPME program (and this exam falls within your enrollment period), and can be charged to your Visa, MasterCard, or American Express.

If you are *not* enrolled in the annual 10-exam CPME program, the fee is \$20 per exam.

Phone-In Grading

You may also complete your exam by using the toll-free service. Call 1-800-232-4422 from 10 a.m. to 5 p.m. EST, Monday through Friday. Your CPME certificate will be dated the same day you call and mailed within 48 hours. There is a \$2.50 charge for this service if you are currently enrolled in the annual 10-exam CPME program (and this exam falls within your enrollment period), and this fee can be charged to your Visa, Mastercard, or American Express. If you are not currently enrolled, the fee is \$20 per exam. When you call, please have ready:

- 1. Program number (Month and Year)
- 2. The answers to the test
- 3. Your social security number
- 4. Credit card information

In the event you require additional CPME information, please contact PMS, Inc., at **1-631-563-1604**.

ENROLLMENT FORM & ANSWER SHEET

Please print clearly...Certificate will be issued from information below.

Name Please Print:	FIRST	MI	LAST	Soc. Sec. #
Address				
City		State	2	Zip
Charge to:	Visa MasterCard	American Expres	SS	
Card #		Ехр	Date	
Note: Credit	card payment may be u	sed for fax or phone	in grading only.	
Signature		Soc. Sec.#	Day	time Phone
State License(s	5)	Is this a new addres	ss? Yes No	
Check one:	I am currently enrol to your credit card.)	led. (If faxing or phonir	ng in your answer form	n please note that \$2.50 will be charged
	I am not enrolled. E submitted. (plus \$2.50 for a			/ Management Magazine for each exam
				s saving me \$76 over the cost of 10 individual am I wish to submit via fax or phone.
		2	,	4.53

ENROLLMENT FORM & ANSWER SHEET (cont'd)

Circl	e:								
1.	A	В	C	D	11.	A	B	C	D
2.	A	В	C	D	12.	A	B	C	D
3.	A	В	C	D	13.	A	B	C	D
	A	_	C	D	14.		-	-	D
	A		C	D	15.			-	D
	A		C	-	16.		_	-	_
	A	_	C	D	17.		_	-	_
•••	A A	_	с с	D	18. 19.		_	-	D D
	A	_	c	D	20.		_	-	D
Please How r	indi mucl	icate	e the	d it take	complete you to cor				sson
Please How r	nucl _ ho well	n tim urs _ did t	e the	date you d it take	complete you to cor	nple	te tł	ne les	sson
Please How r How v	nucl ho vell	icate n tim urs _ did t ?	e the ne di this l	date you d it take	complete you to cor s nieve its ec	nple	te tł	ne les	sson
Please How r How v object	nucl ho vell vell vell	n tim urs _ did t ery w	e the ne di this I vell	date you d it take minute esson ach	complete you to cor s nieve its ec	nple luca	te th	ne les	sson
Please How r How v object	indi much ho vell ives	icate n tim urs _ did t ? ery w	e the ne di this l vell ewha	date you d it take minute esson ach 	complete you to cor s nieve its ec Well	nple luca ot at	te th tiona all	ne le: al	sson
Please How r How v object	indi much ho vell ives	icate n tim urs _ did t ? ery w	e the ne di this l vell ewha	date you d it take minute esson ach 	complete you to cor s nieve its ec Well No	nple luca ot at	te th tiona all	ne le: al	sson
Please How r How v object	indi much _ ho well Ve S over B	icate n tim urs _ did t ery w ome all g	e the me di this I vell ewha grade C	date you d it take minute esson ach 	complete you to cor s nieve its ec Well No ou assign	nple luca ot at	te th tiona all	ne le: al	sson
How r How r How to bbject What A Degree	e indi much _ ho well Ve S over B ee	icate n tim urs _ did t ? ome call g	e the ne di this l vell ewha grade C	date you d it take y minute esson ach nt e would y D	complete you to cor s nieve its ec Well No ou assign	nple luca t at this	te th tiona all lessc	ne le: al on?	

continuing ation

Ż