



Western Orthopaedic Association News

Spring 2015

www.woa-assn.org

Volume 17 Number 2

President's Message

Paul C. Collins, MD



Dear Colleague;

The 79th Western Orthopaedic Association Annual Meeting in Coeur d'Alene is on the horizon and the word for the event is *Magic*! The mix of educational and recreational time is well balanced. It is *your* choice what the parts will be.

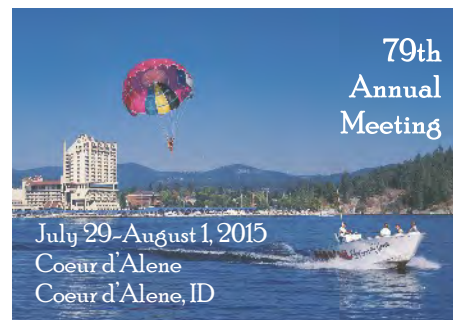
First *Magic*: Dr. Payam Tabrizi has organized a very strong educational program with top notch speakers. Dr. Doug Jackson, Dr. Mike Coughlin, Dr. Chip Routt and Dr. William Maloney are just a few of who will add to your medical armament. You *will* learn more than you thought you could.

Second *Magic*: We will have *Rapid Fire* discussion sessions that combine abstract review and expert opinions. They are designed to be the sharp part of "cutting edge" medicine and surgery.

Third *Magic*: There is a Practice Management Symposium where topics such as *On Call Duties, Social and Economic Value of Orthopaedic Surgery, How to build a Successful Practice, and Women in Orthopaedics – How Far We Have Come*. Dr. Doug Jackson will talk on evolving medical practice in *The View From 30,000 Feet*.

Fourth *Magic*: Dr. Kevin Leman will give the Steel Lecture about marriage, love, life and relationships. You and your significant other will both want to hear this one – together.

Fifth *Magic*: Dr. David Teuscher, the new President of the American Academy of Orthopaedic Surgery, give a presentation on where we are as organizations, what the trends are, and where we can get to. Dr. Robert Slater will be presenting the report from the Board of Councilors, and this is always cutting edge indeed!



Sixth *Magic*: We will have several airplanes to fly in, from a Husky back-country plane to a pre-WW2 Navy N3N, and possibly a P-51 fighter plane! There will be opportunities for adventuresome members to see Coeur d'Alene from the air and in the N3N wave off the side to others at the meeting.

Seventh *Magic*: the *family* will have a *wonderful* time in Coeur d'Alene, both while you are in the morning classes and *with you* free in the afternoon. There are so many fantastic opportunities with things like boating on the Coeur d'Alene lake, playing golf at the fantastic Coeur d'Alene golf course with the

continued on page 2

Register Today for the 79th Annual Meeting



The WOA Annual Meeting will be held July 29 – August 1, 2015 at The Coeur d'Alene Hotel in Coeur d'Alene, Idaho. For meeting information, view the Preliminary Program online at www.woa-assn.org.

There is something magical about a visit to The Coeur d'Alene Resort. With idyllic landscape, year-round activities, and its spectacular setting at the shore of one of America's most beautiful lakes, it is no wonder Lake Coeur d'Alene has been christened the "Playground of the Northwest." With luxurious accommodations, a rejuvenating spa, sumptuous cuisine, and world-class golf, which

includes the world's only floating green; this four-star resort continues to be the destination of choice for discerning travelers worldwide. The resort ranked in the Top Twenty of *Travel + Leisure* magazine's 2013 World's Best Awards. Barbara Walters called it "a little slice of heaven." Come check out Coeur d'Alene for yourself this summer!

For everyone's convenience WOA has reserved a block of sleeping rooms. To make a reservation at The Coeur d'Alene Hotel, call (800) 688-5253. Please mention that you are with *Western Orthopaedic Association* to get the discounted rate. Cutoff for WOA Room Rates is July 2, 2015. Register online at www.woa-assn.org.

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Payam Tabrizi, MD
San Jose, CA

President's Message continued

"floating green" (view details online at <http://www.cdaresort.com/discover/golf>), the Silverwood Theme Park (details online at <http://www.silverwoodthemepark.com/>) for you and the kids, and so, so much more to do. Multiple options indeed!

The stars are aligning to be a truly *Magic* event for everyone with and around you! Again, this is July 29th through August 1st in Coeur d'Alene, Idaho. I hope you have it on

the schedule already. You can view all of the meeting information at the WOA website; www.woa-assn.org.

I look forward in seeing you in Coeur d'Alene!

Sincerely,

Paul C. Collins, MD
WOA President

79th Annual Meeting and Allied Health Concurrent Meeting



July 29 - August 1 | Coeur d'Alene Resort | Coeur d'Alene, ID

Register online at www.woa-assn.org

Call 1-800-688-5253 to book your hotel room

The WOA Mission

The Mission of the Western Orthopaedic Association is to promote high quality ethical care for musculoskeletal patients in the western region of the United States by providing educational programs, fostering collegiality and supporting professional development among its members and physicians-in-training, and by influencing health care policy.

2015 Program Chair's Message



Bridging Cultures - A Look Back at a Tumultuous Decade (1980-1989)

I'm sure quite a few people have seen the movie *Persepolis*.

This film "is Marjane Satrapi's inventive, wry, and tragic memoir of growing up in Tehran in the 1980s - the tumultuous years when the Islamic Revolution took hold in Iran and the country fought off an invasion from neighboring Iraq. Using a striking black-and-white comic strip format, Satrapi chronicles daily life from the perspective of a middle-class schoolchild, as well as cataclysmic events such as the overthrow of the Shah and the long, bloody war with Iraq. *Persepolis* is at once a story of growing up and a reminder of the personal costs of war and repression, convincingly related by a perceptive girl caught up in the raging currents of history, who also has time to listen to Michael Jackson and dream of a better life."

I lived my own version of this film. My family immigrated to Canada in 1978, shortly before the political turmoil and the American hostage crisis. Being Middle Eastern during this time was rather difficult (and actually still is at times). Not only was there the negative and somewhat ignorant stereotype of being associated with this political regime, but not speaking English well, and certainly not knowing the culture of the Western world made it a little difficult for a little boy (and my sister as well) going to school.

Just like in the movie, however, I found that pop culture and sports bridged the gap. Learning to talk about Guy Lafleur, Larry Robinson and the Montreal Canadiens winning their 4th consecutive Stanley Cup allowed me to make new friends. But I found what crossed the boundary of being from a different part of the world was a love of music, which to this day is an important part of my life.

I have had an enjoyable time putting together the Scientific Program for this meeting (along with too many people to mention individually). I have tried to tie in the music of the 1980's with each of the individual sessions. From the cutting edge Basic Science Symposium on the Thursday morning, Susan Bukata from UCLA will give an update on Metabolic Bone Disease. A few of my colleagues have heard her lecture before, and were known to say afterwards "She Blinded Me

with Science." My current partner Dr. Krygier and one of my attendings from my own resident days, Dr. "Big Guy" Feibel will follow with lectures on Bisphosphonates and Orthopaedic Infections.

The next day, there are two outstanding symposia on problems affecting both the young and the old, with internationally recognized faculty. I felt that the appropriate song for the session on Hip Arthritis was the 1986 hit by Huey Lewis & the News, as a lot of these degenerative conditions indeed cause the "Hip to be Square." The trauma lectures for the afternoon session will be equally impressive, as we concentrate on not just simple lower extremity periarticular fractures, but ones that are "Shattered."

The Resident and Young Investigator awards commence on the final day of the meeting. From our brilliant young colleagues, who are learning how to be "Like a Surgeon" to the "Smooth Operators" of our next generation, we will be amazed at their scientific endeavors. In the Practice Management Symposium, Brian S. Kern, Esquire will advise us on how to avoid litigation, when we are indeed "Bad to the Bone." John Tongue (our incoming President for the 2016 Annual Meeting - shameless plug by me), Jeff Smith, and Lisa Cannada will talk about the "Social and Economic Value of Orthopaedics," "How to Build a Successful Practice" and "Women in the field of Orthopaedics," respectively.

Our final Symposium, "Let your Backbone Slide," will be moderated by Dr. Garth Johnson, the man responsible for my selection of Orthopaedics as a career choice. Chip Routt will discuss his extensive experience with the "Good, the Bad and the Ugly of Sacral Injuries" over a remarkable career. Michael Briseno will simplify the spine lingo in "Spine Surgery for Dummies - What do all those Acronyms Mean?" And forget about all the conspiracy theories of whom shot JFK: the real controversy is what happened with "Jack's Back - Failed Spine Surgery in the life of John F. Kennedy."

As is my habit, I haven't taken the beaten path. We will try two new methods of presentation at the WOA this year. The first will be debate type lectures on both upper (scaphoid / proximal humerus) and lower extremity (proximal tibia / calcaneus) controversial fracture cases in the early morning hours to get your blood circulat-

2015 Program Committee

The Western Orthopaedic Association gratefully acknowledges the following orthopaedic surgeons for their contribution to the development of the scientific program.

Payam Tabrizi, MD, Chair
Melvyn A. Harrington Jr., MD
Omer A. Ilahi, MD
Bryan S. Moon, MD
Steven J. Morgan, MD

ing. The Foot and Ankle debate on the treatment of ankle arthritis will hopefully stir up controversy, as I can assure you that their pro-con arguments will be anything but "Footloose."

Each day, we will offer the participants a wide choice of concurrent Rapid Fire Sessions, where an enthusiastic and knowledgeable moderator will engage the presenters through their subspecialty lectures. The success of both the debates and the Rapid Fire sessions will rely on active audience participation. We would hope that with the new Audience Response system that we incorporate, you can vote for the winners of each debate, as well as ask real-time questions through the use of your own Smart Phones.

Finally, to wind down each evening, there will be guided Poster Tours, where a moderator will choose a few of the more intellectually stimulating posters, and lead a discussion amongst those energetic enough to follow. And to incentivize, you can walk around while enjoying refreshments.

There is so much more that will keep everyone educated and entertained through a wonderful four days. We will have Saw Bones labs to hone your surgical skills, pediatric case presentations on how to survive the nights and weekends on call, as well as Orthopaedic Practice Patterns and National Trends. So much for everyone. Now only if the San Jose Sharks would shape up and win at least one Stanley Cup?

On behalf of Paul Collins and myself, I would like to thank you in advance for coming to our Annual Meeting in Coeur d'Alene.

Payam Tabrizi

Dedicated son to my Mom and Dad, who sacrificed their own happiness and security to give my sister and me a chance at a brighter future.

2015 Presidential Guest Speaker



WOA is pleased to welcome Douglas W. Jackson, MD as the 2015 Presidential Guest Speaker. Dr. Jackson, early in his career, established the Long Beach Knee and Orthopaedic Sports Medicine Fellowship Program.

He trained over 50 orthopedic surgeons during their time in that program. In addition, he ran a very busy private practice for over 40 years and was Medical Director of Southern California Center for Sports Medicine for most of those years. He established a free standing private research facility, the Orthopaedic Research Institute at the Memorial Medical Center in Long Beach, California.

Dr. Jackson and Timothy Simon, PhD published extensively on their vast research in the areas of the meniscus, ligaments, tendons and allografts. He went on to serve as president and in leadership roles of many medical organizations including being President of the American Academy of Orthopaedic Surgeons. The past ten years, he served as the Annual Course Director and Editor of *Orthopedics Today*. We look forward to his presentation at WOA's 2015 Annual Meeting.

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2015 Howard Steel Lecturer



WOA is pleased to have psychologist Dr. Kevin Leman, as its Howard Steel Lecturer for the 79th Annual Meeting. Internationally known psychologist, business consultant, award winning author of nearly 50 books and New York Times Bestselling author of *Have a New Kid by Friday*, radio and television personality, and speaker, Dr. Kevin Leman has taught and entertained audiences worldwide with his wit and common sense psychology.

A frequent contributor to *Fox & Friends*, Dr. Leman has made house calls for hundreds of radio and television programs including *Oprah*, *CBS' This Morning*, *Live With Regis And Kelly*, *CNN*, *Today*, *The View*, and *Focus on the Family*. Dr. Leman has served as a consulting family psychologist to *Good Morning America*. Dr. Leman has shared the platform with such diverse personalities as Steve Forbes, Bill Cosby, and Regis Philbin. He has been a featured speaker at Top of the Table, YPO University and several Young President's Organization chapters around the United States and Canada. Dr. Leman has presented to IBM School of Management, Cincinnati Financial Corporation, Pennsylvania Banker's Association, Pepsi-Cola, Pizza Hut, Million Dollar Round Table, Tambrands and McDonald's, to name a few. Dr. Leman is

the founder and president of "Couples of Promise," an organization designed and committed to helping couples remain happily married.

Some of his best-selling titles include: *Have a Happy Family by Friday*, *The Birth Order Book*, *Have a New Kid by Friday*, *Parenting Your Powerful Child*, *Making Children Mind without Losing Yours*, *Sheet Music – Uncovering the Secrets of Sexual Intimacy in Marriage*.

Dr. Leman received his Bachelor's degree in psychology from the University of Arizona, where he later earned his Master's and Doctorate degrees. Former Head Resident and Assistant Dean of Students at the University of Arizona, Dr. Leman is the recipient of the highest award given by the University of Arizona to their own, the Alumni Achievement Award. Dr. Leman also attended North Park University, where he was the recipient of North Park's 1993 Distinguished Alumnus Award and was also awarded a Doctor of Humane Letters degree in 2010. Dr. Leman's professional affiliations include the American Federation of Television and Radio Artists, and the North American Society of Adlerian Psychology. Originally from Williamsville, New York, he and his wife, Sande, live in Tucson, Arizona. They have five children and two grandchildren.

2015 WOA Resident/Fellow Award Recipients

Congratulations to the following 2015 WOA Resident/Fellow Award Recipients. The award papers will be presented during the Scientific Program on Saturday 7:35 am – 8:25 am.

The Lloyd Taylor, Vernon Thompson, Harold and Nancy Willingham, Sanford and Darlene Anzel, and Resident Award Winners will be announced Saturday evening.

Christopher Bui, MD VA Long Beach, Long Beach, CA
Biomechanical Stability Of Glenohumeral Bipolar Bone Lesions After Soft-Tissue Repair

Paul M. Lichstein, MD, Stanford School of Medicine, Redwood City, CA
Static Spacers For Periprosthetic Knee Infection: Inferior Flexion To Articulating Spacers?

Alexandra Stavarakis, MD, University of California at Los Angeles, Los Angeles, CA
A Novel Antibiotic Coating In Preventing Periprosthetic Infection

Calvin Schlepp, MD, Harborview Medical Center, Seattle, WA
Radiographic Predictors Of Posterior Wall Fracture Instability

Lucas A. Anderson, MD, University of Utah, Salt Lake City, UT
Prevalence Of Radiographic Abnormalities In Senior Athletes With Well-Functioning Hips

Ryan Fader, MD, University of Colorado School of Medicine, Denver, CO
Fresh Osteochondral Allograft versus Autograft: 12 Month Results In Isolated Canine Knee Defects

Pascual Dutton, MD, The Taylor Collaboration, San Francisco, CA
What Is The Most Effective Technique To Stabilize Patients On The Operating Table During Total Hip Arthroplasty?

Young Investigator Awards

The 2015 WOA Young Investigator Award will be selected at the Annual Meeting from the five top papers. The contenders for Young Investigator Award will present during the Scientific Program on Saturday 7:00 am – 7:35 am. The three Award Winners will be announced Saturday evening.

Scientific Program Highlights

WEDNESDAY, JULY 29

WOA WORKSHOP / SKILLS LAB – Distal Femur Fractures (Plate versus IMN)

THURSDAY – JULY 30

GENERAL SESSION 1 – Upper Extremity Trauma Debates (ARS)

GENERAL SESSION 2 – Orthopaedic Practice Patterns & National Trends – Part 1

CONCURRENT PA SESSION 1

RAPID FIRE SESSION 3A-D – Basic Science; Hip; Pediatrics; Sports (Knee)

GENERAL SESSION 4 – Howard Steel Lecturer, Kevin Leman, PhD

SYMPOSIUM 1 – Basic Science “She Blinded Me with Science” – Thomas Dobly (1982)

SYMPOSIUM 2 – Foot & Ankle “Footloose” – Kenny Loggins (1984)

POSTERS (Open daily to all participants before and after the Scientific Program.)

SCIENTIFIC POSTER TOURS – Upper Extremity
MULTIMEDIA EDUCATION SESSION (Following Scientific Program)

FRIDAY – JULY 31

GENERAL SESSION 5 – Lower Extremity Trauma Debates (ARS)

CONCURRENT PA SESSION 2

GENERAL SESSION 6 – Orthopaedic Practice Patterns & National Trends – Part 2

CONCURRENT PA SESSION 3

RAPID FIRE SESSION 7A-D – Academics; Foot & Ankle; Spine; Shoulder

GENERAL SESSION 8 – Presidential Address and OREF Update

SYMPOSIUM 3 – Hip Arthritis “Hip to be Square” – Huey Lewis & the News (1986)

SYMPOSIUM 4 – Complex Periarticular Frac-

tures of the Lower Extremity “Shattered” – Rolling Stones (1982)

POSTERS (Open daily to all participants before and after the Scientific Program.)

SCIENTIFIC POSTER TOURS – Lower Extremity
MULTIMEDIA EDUCATION SESSION (Following Scientific Program)

SATURDAY – AUGUST 1

GENERAL SESSION 9 – WOA/OREF Young Investigator Awards “Smooth Operator” – Sade (1984)

GENERAL SESSION 10 – WOA Resident Awards “Like a Surgeon” – Weird Al Yankovich (1985)

CONCURRENT PA SESSION 4

GENERAL SESSION 11 – Nights And Weekends: What To Expect On Pediatric Orthopaedic Call At Trauma Centers / How to Stay Out of Trouble

SYMPOSIUM 5 – Practice Management Symposium “Bad to the Bone” – George Thorogood (1982)

GENERAL SESSION 12 – BOC, AAOS and Presidential Guest Speaker, Douglas W. Jackson, MD

SYMPOSIUM 6 – Sports Medicine / Upper Extremity “Hurts So Good” – John Cougar Mellencamp (1982)

RAPID FIRE SESSION 13A-D – Orthopaedic Imaging; Hand, Wrist & Elbow; Knee; Trauma

SYMPOSIUM 7 – Spine Symposium “Let Your Backbone Slide” – Maestro Fresh Wes (1989)

MULTIMEDIA EDUCATION SESSION (Following Scientific Program)

POSTERS (Open daily to all participants before and after the Scientific Program.)

Upcoming WOA Meetings

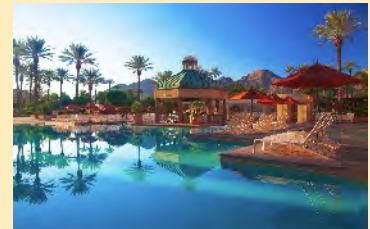


79th Annual Meeting

July 29 - August 1, 2015

Coeur d'Alene Resort

Coeur d'Alene, ID



80th Annual Meeting

September 28 - October 1, 2016

Renaissance Indian Wells Resort

Indian Wells, CA



81st Annual Meeting

August 2-5, 2017

Grand Hyatt Kauai Resort

Koloa Kauai, HI

Multimedia Education Sessions

The WOA will provide a multimedia education session following the Scientific Program on Thursday, Friday, and Saturday, July 29-August 1. A comprehensive selection of AAOS DVDs will be available for your review. These DVDs will highlight surgical procedures and current concepts in orthopaedics. Registered attendees should find these DVDs informative and helpful in their practice.



Avoid Financial Gridlock When Partners Disagree: 3 Ideas For Every Group Practice

David B. Mandell, JD, MBA
Jason M. O'Dell, MS, CWM

Over the past few years, we have addressed potential strategies that a doctor can use to reduce income taxes, increase benefits, or build retirement savings. In that time, we have also had the opportunity to consult with hundreds of medical groups on how to implement such strategies for their practice. Unfortunately, the outcome of such consultations can sometimes turn out to be less than fruitful because of office politics related to the age-related perspectives of practice partners.

Typically, while the younger members of medical groups are often very motivated to reduce their income taxes, the older doctors are typically uninterested. Either the older partners are already so close to retirement that they don't need extra retirement planning or they may be simply set in their ways and don't want to change anything, i.e., subscribing to the old "if it ain't broke, don't fix it" mindset. The result in such situations can be a planning gridlock.

Unfortunately, for the younger physicians, the long-term costs of such practice planning gridlocks are significant – as they will have to work more years to reach the same retirement goals as their older partners. The so-called golden days of medicine are over, and the new times demand more creative planning. Nonetheless, each year we meet with hundreds of motivated doctors who cannot implement the planning we recommend because the powers-that-be in their group stand ready to thwart attempts at change.

We decided to write this article to suggest some alternatives to this dilemma. If you see yourself in this situation, please do not hesitate to contact us. Three solutions to the problem described above follow.

1. Use a Hybrid Benefit Plan

You should consider using a hybrid benefit

plan, in addition to a traditional qualified plan (401(k), profit-sharing plan, and defined benefit plan). The main attraction of a hybrid benefit plan is that each physician can choose the amount he/she wants to contribute in the plan formula. This can vary from \$150 to \$100,000 per year.

Simply because physicians can participate at their desired level, this plan is the only advanced technique (and it's not really very advanced) that we have successfully implemented for a medical group larger than 5-6 doctors. The reality is that each physician in a group has different cash flow needs and savings ability. Logically, each doctor needs more/less spending money than others. Physicians who feel like they are hamstrung by their group in their ability to reduce taxes and save for retirement may have a hybrid benefit plan as a practical alternative. Other benefits to this type of plan include:

- Utilization of the plan in addition to a qualified plan, such as pension, profit-sharing plan/401(k) or SEP IRA
- Contributions can qualify for current tax deductions
- The plan acts as an ideal "tax hedge" technique against future income, and capital gains tax increases
- Balances can grow in a top asset protected environment
- Employee participation requires a minimal funding outlay
- There are no minimum age requirements for withdrawing income (no early withdrawal penalties)

2. Employ a more flexible corporate structure

Despite the availability of an elective benefit plan described above, we still see medical groups stuck in planning gridlock. Another way to address gridlock is to alter the practice's legal structure so that it accommodates

planning flexibility on the part of individual physicians.

In the typical medical group structure, there is one legal entity – whether it is a corporation, LLC, or professional association (PA). Physicians are either owners of the entity (informally referring to themselves as partners) or non-owner employees. In all such cases, the physicians have no ability to separate themselves from the central legal entity. If the central entity does not adopt a planning strategy, no individual doctor has any flexibility to adopt it on their own.

If this is the case in your practice (as it is the case in many practices), you might consider an alternative structure when the central entity is neither owned by, nor employs, the doctors directly, but rather is structured through their own professional corporations (PCs) or PAs. In this way, after the group is paid by the insurers, the group, in turn, pays the physicians' PCs – the payments are structured as 1099 independent contractor income.

From a tax standpoint, there is almost no downside to the central entity or to the doctors who are not motivated to engage in any additional planning. However, for the physicians who want to implement planning strategies, they may do so through their individual PCs. Their strategies will be implemented at the PC level, leaving the central entity unchanged, thereby avoiding conflict with partners. More to the point, such planning can give individual physicians the ability to put away \$10,000-\$50,000 more for retirement each year.

Bring in a consultant

In our business, we speak to over 1,000 physicians each year, many of whom experience the planning gridlock described in this article. Many practices that rely on internal resources to tackle financial gridlocks will end up identifying no solution to their dilemma. In such situations, outside help can be useful in helping physicians realize their financial planning goals. Outside help can consist of

continued on page 7

The latest, evidence-based look at the hip
from a truly global perspective

THE HIP

Preservation
Replacement
and Revision

Editors: James Cashman, MD; Nitin Goyal, MD; Javad Parvizi, MD, FRCS

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- 2-Volume Set
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advisors or consultants who convince the group to implement creative planning (including the solutions described here). These experts in the field of tax, benefits planning, or corporate law have the credibility and expertise to enlighten practice partners; much more so than fellow physicians. Additionally, outside financial consultants can explain the nuances of legal and accounting issues invoked by careful financial planning that can address the needs of individual partners. Thus, nearly all practices should strongly consider using a firm or advisor who can bring in financial and legal expertise so that productive discussions can begin among partners.

Conclusion

If your practice is grappling with financial gridlock in a group practice or would like to explore advanced planning options, it may be that differential needs of the various partners are at odds with each other. This article has presented some basic methods of dealing with such gridlock. Nothing can take the place of a professional trained and experienced in the fine points of financial planning for physicians. Authors welcome your questions, and can be contacted at (877) 656-4362 or at <http://www.ojmgroup.com>.

SPECIAL OFFERS: For a free hardcopy of *For Doctors Only: A Guide to Working Less & Building More*, please call (877) 656-4362. If you would like a free, shorter eBooks, Kindle or Nook version of *For Doctors Only*, please download our "highlights" edition at www.fordocctorsonlyhighlights.com.

David B. Mandell, JD, MBA, is an attorney and author of five national books for doctors, including, *FOR DOCTORS Only: A Guide to Working Less & Building More*, as well a number of state books. He is a principal of the financial consulting firm OJM Group (www.ojmgroup.com) along with Jason M. O'Dell, MS, CWM, who is also a principal and author. They can be reached at 877-656-4362 or mandell@ojmgroup.com.

Disclosure:

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Western Orthopaedic Association

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Towson, MD 21204

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Internet: www.woa-assn.org

Do You Know a Qualified MD or DO Orthopaedic Colleague Who Is Not a WOA Member?

Member Incentive

Refer and sponsor one new member and receive 1/2 off the registration fee for the next annual meeting.

Refer and sponsor two new members and the registration fee for the next meeting is waived.

(Note: To qualify for incentive, new membership must be approved by the Board of Directors.)

Completion of an accredited residency program and privileges to practice as an orthopaedist in a local hospital are the requirements for both MD and DO candidates.

A red starburst graphic with a serrated edge, containing the text 'Free Meeting Registration!' in a stylized font.

***Free
Meeting
Registration!***

Apply for
membership
online at

www.woa-assn.org

or call

866-962-1388

and ask for
an application.

The Benefits of Being a Member:

1. Self-Assessment Exam worth 10 CME credits toward your Maintenance of Certification (MOC) requirements
2. 24 FREE CME credits through the *Journal of Surgical Orthopaedic Advances*
3. Eligibility to participate in Ortho-Preferred®, a professional liability insurance program exclusively for orthopaedic surgeons
4. Meeting registration fee waived for new members' first year
5. Free subscription to the *Journal of Surgical Orthopaedic Advances*
6. Annual meeting discount for members
7. Substantial discounts to other regional society meetings
8. Diverse annual meeting content
9. Awards and scientific recognition
10. WOA newsletter