MOA Hosts Successful Legislative Conference

The MOA 2009 Legislative Conference was a success in spite of no cooperation from Mother Nature!

This year’s MO PAC breakfast was open to all attendees and featured our very own Representatives Steven Tilley, OD, and Terry Swinger, OD. Both representatives spoke about the importance of a strong PAC and OD’s willingness to give both of their time and money.

Full story, page 4.

Sand, Surf, & CE

This January the MOA and IOA headed to Jamaica-mon to enjoy the surf, sand and CE!

This was the group’s first return visit to a resort, but we certainly learned a lot of new things.

For the full scoop, see page 6.
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It is a new year for the MOA and a new season for legislative activity in Jefferson City and Washington, D.C. I am pleased to state that MOA’s Central Office is stable both with staff and tenants in our building. After several years of changes within the MOA staff, I believe things are leveling out so we can assess what will be affecting our profession in the years ahead.

With changes taking place at all levels of government, we have to be involved with our legislators at both state and federal levels. I want to thank all those who participated in the 2009 Legislative Conference. I am sorry for the weather which prevented some doctors from staying around for the reception, but I am thankful for all those who were able to stay until the end. It takes everyone’s efforts protect our profession and be aware of how to be involved with the new “potential” changes predicted in the healthcare arena. It is not going to work when some doctors sit back and don’t want to be involved. We are a legislated profession, and everything we do on a daily basis can all change with a stroke of the pen. Remember: it takes all our efforts.

Just as important as giving of your time is giving financially. Dr. Larry Snider is our MO PAC chair and is doing a fine job starting into the 2009 year. Please be advised he may call and talk to you personally about giving. Please have a conversation with him as this is critical in furthering MOA efforts.

Although much of our attention is at the state level, we must never forget about our federal efforts. Dr. Scott Burks is the AOA-PAC chair and has been bringing forth the message from the AOA about staying active and watching on the national level for the good of optometry. It is sometimes mentally hard to give at a national level because you wonder how this really helps on a local level, but we must change that mindset. We have to be a player in the big picture, or again we may be shut out.

The central office, our lobbyist, and the Legislative Affairs Committee continue to monitor the political arena. We hope you will feel confident that you will be kept well informed. It also helps that we have two of our own in the Missouri House of Representatives—Dr. Steve Tilley and Dr. Terry Swinger—who also watch the activity and keep us informed.

I hope that as we enter into this New Year that you will continue to be proud of your profession and the care you provide. If you have problems or concerns please feel free to contact central office or myself. (Please update your files with my new email address: weskemp@windstream.net.)
MOA Hosts Successful Legislative Conference

The MOA 2009 Legislative Conference was a success in spite of no cooperation from Mother Nature!

This year’s MO PAC breakfast was open to all attendees and featured our very own Representatives Steven Tilley, OD, and Terry Swinger, OD. Both representatives spoke about the importance of a strong PAC and OD’s willingness to give both of their time and money.

Dr. Marcus Piccolo presented a very timely two hour lecture “Technology in Eyecare: Keeping Optometry in the Game.”

A panel discussion moderated by Tim Wingert, OD, and featuring Mike Frier, OD, Rich Wilson, OD, and Jill Phillips, school nurse from Odessa, MO, covered the formation of the Children’s Vision Commission and the challenges that implantation of the Children’s Vision Law has faced. Jill Phillips presented the outstanding participation of the Odessa school district and the results that the district posted.

The luncheon address was given by Dr. Jon Hagler, Director of the Department of Agriculture. Dr. Hagler was extremely entertaining in his presentation in demonstrating how optometry related to someone in agriculture!

Following a presentation from our governmental affairs consultants, Scott Marrs and Jerry Burch, we heard from Representative Mike Parsons (R- Bolivar) and Senator Kevin Engler (R- St Francois).

As a winter storm began in earnest in southern Missouri, the doctors headed to the Capitol for the now famous cinnamon roll delivery.

The evening culminated with a legislative reception that was well attended in spite of the weather! Doctors had the opportunity to discuss issues important to optometry with our legislators.
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This January the MOA and IOA headed to Jamaica-mon to enjoy the surf, sand and CE!

This was the group’s first return visit to a resort, but we certainly learned a lot of new things.

- It’s very gratifying to leave the states at -3 degrees and land in sunny Jamaica at 85 degrees.
- It is possible to last 5 days with only the clothes you are wearing when you land and one set of roadside stand bargain swim trunks!
- Clinical podcasting...say what!
- Sea beans are plentiful on the Jamaica beach.
- It is possible to enjoy a spring CE trip when nobody dives!
- Normal tension glaucoma goes smoothly with dirty bananas!

Dr. John Warren of Wisconsin provided ten hours of continuing education that was very well received by the group. And yes, everyone attends the entire 10 hours and everyone takes the tested CE so that the Illinois docs don’t get special treatment!

Stay tuned for the 2010 adventure, details will be available soon!!
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MOA SIGNS 3-YEAR DEAL WITH MIZZOU SPORTS

The Missouri Optometric Association has teamed up with Learfield Sports, the broadcaster of the Mizzou Sports Network; which airs the University of Missouri Football Tigers games to over 50 stations in Missouri and on satellite radio.

The radio ads will air during Mizzou Football games starting this fall. The MOA is sponsoring the “play under review” segment of the broadcast and has locked in the favorable deal for three years.

Radio listeners will hear one of three rotated messages each time there is a break in the action and a play is under review. Each segment will highlight the valuable services offered to the citizens of Missouri by MOA Doctors of Optometry.

The MOA is delighted to partner with Learfield Sports, which provides exclusive sports programming to more than 1,000 radio stations throughout the country and is a front runner and an award winner in the collegiate play-by-play industry.

Midwest Eyecare Congress

2009 CONTINUING EDUCATION CONFERENCE

May 1-3, 2009

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Vision Policy for Driver’s Licenses and Permits in Missouri

Optometrists are often asked by their patients to assist them in obtaining their driver license or permit if they have encountered a problem with the examination administered by the Missouri Department of Revenue. Here are suggestions for Missouri doctors of optometry about the vision guidelines. Use the pdf as a reference to keep on hand when your patients come need assistance with getting their drivers license or permit.

If an applicant for a driver’s license or permit cannot meet a 20/40 vision in at least one eye, corrected or uncorrected, that person must be sent to an eye doctor of his or her choice.

The applicant should be provided with a form by the Driver License Bureau to be completed by the eye doctor. However, at the MOA web site, www.moeyecare.org, you may download a form that can be filled out and given to the applicant. Using the MOA’s form is better because it also has information about donating to the Prevent Blindness Fund in Missouri.

When the applicant takes this form back to the license bureau; s/he will use the best reading from the eye doctor in determining what restrictions, if any, will apply to the license. If there are going to be any restrictions, inform your patient before s/he leaves your office. The criteria are:

- An applicant who can’t see better than 20/40 uncorrected will have a restriction which requires wearing eye correction when driving;
- An applicant with best acuity between 20/41 and 20/59 with either eye or both eyes is restricted to corrective lenses and daytime driving only;
- An applicant with acuity between 20/60 and 20/74 with either eye or both eyes with corrective lenses is subject to a corrective lens restriction, daylight driving only, and a maximum speed of 45 miles per hour;
- An applicant whose vision test from the eye doctor is worse than 20/75 but better than 20/161, best corrected, will receive a citation form completed by the Driver License Bureau and be referred to the Missouri State Highway Patrol for a road test; and
- An applicant with a 20/161 reading will be denied a driver’s license.

Continued Vision Policy, page 18
OPTOMETRY BOARD CERTIFICATION

The Joint Board Certification Project Team (JBCPT) released their proposal for the board certification process at the AOA President’s Council on January 27, 2009. This proposal outlines the framework that optometrist will follow if they want to become board certified.

At the core of the initial board certification program will be a Patient Assessment and Management-like examination that will test knowledge in core categories. The current proposal for this process is still under review by optometry and may undergo changes.

The mission of the JBCPT team is to develop and propose a model that establishes standards for voluntary board certification and a way for optometrists to maintain their certification.

The board certification process will be controlled by a new board called the American Board of Optometry, which will be an independent not-for-profit corporation. Initially one member will be appointed by each participating JBCPT organization, and one additional member will be appointed by the American Optometric Association (AOA).

Under the JBCPT proposal, board certification will require passing a Board Certification Examination. This examination will be an enhanced Patient Assessment and Management-like (PAM Examination). A PAM examination consists of simulated patient cases, each beginning with a scenario in which the patient history and clinical data are presented.

Possible examination topics could include: refractive status, sensory processes, and oculomotor processes, along with ametropia, ophthalmic lenses, contact lenses, low vision, binocular vision, perceptual anomalies, disease / trauma, lids/lashes/lacrimal system, ocular adnexa/orbit, conjunctiva/cornea, refractive surgery, lens/cataract/ IOL/ pre- and post-operative care, episclera/sclera/ uvea, vitreous/retina, optic nerve/ neuro-ophtalmic pathways, glaucoma, emergencies and systemic health. Candidates will choose three topics to weight the examination towards their areas of interest.

See Board Certification, next page.
BOARD CERTIFICATION, continued from page 11

The proposed post-graduate educational requirements call for optometrist to attain a minimum of 150 points after initial licensure to be eligible for the board exam. These points may be attained in a number of ways such as:

- doing a residency,
- Clinical Fellowship in the American Academy of Optometry, and/or
- other educational activities including continuing education.

Once practitioners become board-certified, maintenance of the certification as a means of demonstrating continued competence is an important part of the process. Self-Assessment Modules (SAMs) and Performance in Practice Modules (PPMs) designed to enhance knowledge and skills significant to the practice of optometry are in their early stages of development.

The proposed post-graduate educational requirements call for optometrist to attain a minimum of 150 points after initial licensure to be eligible for the board exam. These educational activates are divided into three categories and total points must be obtained from more than one of these categories.

Category I is made up from continuing education conferences, meetings or workshops that are board approved or COPE approved.

Category II is educational activities such as papers and poster presentations, scientific sessions and grand rounds provided by optometry or medical schools and colleges.

A minimum of 50% of the 150 points needed to sit for the exam must be from category I. A maximum of 50% of the points can be from category II or a maximum of 20 % of the total points from educational and scholarly activates.

Category III is an examination of self-assessment modules (SAMs) and performance in practice modules (PPMs) designed to enhance knowledge and skills significant to the practice of optometry. The self-assessment module consists of 2 parts; a 60 item knowledge part and a clinical simulation that focuses on patient management. This examination is taken over the internet and takes 1 to 4 hours to complete.

The performance in practice modules (PPMs) is comprised of a quality improvement activity which takes place over a 3-to- 6 month period. This program will compare your mode of practice with your peers and national benchmarks and apply recommendations to improve care using follow-up assessments.

See Board Certification, page 19.
The MOA central office has received numerous inquiries regarding the Vision Intervention Program currently being offered at area schools. We have invited Michael Flynn from Learning Insights to explain the program for us and to give us contact information if you have any questions. We have also asked the V.I.P. program to let area optometrists know when they are coming to the local school district.

**VISION INTERVENTION PROGRAM**

by Michael Flynn

The goal of the Vision Intervention Program is to identify children with vision challenges and provide tutoring at school to help them overcome these challenges. The program trains school personnel to screen children for vision problems then tutor those students with exercises and activities that improve their visual skills. The VIP Program does not test for visual acuity but rather screens for visual perceptual, visual motor, and visual efficiency delays. The Vision Intervention Program (V.I.P Program) is under the auspices of a non-profit, 501 (c)3 organization, Learning Insights and currently involves 29 school districts and 36 buildings across the state of Missouri.

Trained school personnel screen all the children in specific grades [K – 3 is recommended] for vision challenges. The screening involves five tests given to each child and takes approximately 10 minutes. The specific tests conducted in this screening were developed by a team of eye specialists, and while it has proven to be effective in identifying students with vision challenges, the parents of children with more serious challenges are encouraged see an eye specialist for a complete vision evaluation. The screening tests conducted by school nurses are also very important for a child’s success as that screening addresses other aspects of vision (visual acuity, color vision and depth perception).

V. I. P. tests results are scored based on three levels of criteria. Children with scores of 0-9 are considered at low risk for vision challenges and do not receive tutoring. Scores of 10-14 indicate moderate vision challenges while scores of 15 or above indicate significant vision challenges. Parents or guardians of any child scoring 15 or above receive a letter advising them to see an eye specialist to determine if other underlying vision/perceptual problems could be contributing to difficulties in school.

Once a child is determined to have a moderate to significant vision challenges, tutoring is provided by specially trained school personnel. Two twenty minute sessions of individual or small group (no more than three students) tutoring are provided. The tutoring conducted in V. I. P. is not the same as the therapy conducted in an eye clinic. While most of the activities used in V. I. P. are similar to those used in many clinics, there are tools, equipment and techniques available to these highly trained eye specialist that cannot be used in V. I. P.

Continued on page 20.
Optometric Society Reports

Central Missouri Optometric Society
Trustee: Jeffrey M. Gamble, O.D.

November CMOS was held at Madison’s in Jefferson City. The meeting was sponsored by Bausch and Lomb and 2 hours of COPE approved CE were provided by Dr. Ed Bennett. Dr. Bennett’s lecture was on improving outcomes in RGP fitting for the correction of presbyopia. The lecture was received well and there was plenty of time for discussion and case examples for those who attended. A reminder was given to attend this year’s Legislative Conference in January. There was consensus to skip meeting in December so that everyone could enjoy the holidays with their families.

January CMOS will be held at Les Bourgeois in Rocheport. Dinner will be provided by TOZAL vitamin supplements. We will also have an opportunity to review and discuss many of the issues covered at the Legislative Conference.

In addition to our regular society meetings, three members of CMOS were able to facilitate and host a journal club with the ophthalmology residents at Mason Eye Institute. The common theme of the selected journals was the future of the MD/OD relationship. There was lively debate, but it was a consistently light and relaxed atmosphere. Those in attendance reported that the discussion was helpful and informative.

Greater Ozark Optometric Society
Trustee: Scott M. Burks, O.D.

GOOS hosted the second annual legislative appreciation dinner in October.

GOOS had a regular meeting schedule for December but had to cancel it do to winter weather. Our next meeting is February 4th at Mr. Yen’s in Springfield, Missouri.

Kansas City Optometric Society
Trustee: John Gelvin, O.D., F.A.A.O.

The December meeting of the KCOS was held in the banquet room of the Hereford House. This was our grand “Christmas Meeting” and it was graciously attended and sponsored by Sutherlin Optical.

Society Reports, continued page 15.
Society Reports, continued from page 14

KCOS
We had many guest speakers come to the event. Dr. Gary Robins, Executive Director of the KOA, gave us a complete Kansas update. We were glad to hear that there are so many positive things happening in Kansas. Dr. Wes Kemp, our current MOA President and our New Executive Director of the MOA, Dr. LeeAnn Barrett was present to give us the Missouri update. We will be meeting in January primarily to discuss our society bylaws. Should be an eventful meeting on January 5th. We are encouraging all society members to attend the MOA Legislative event coming up in January.

Northeast Optometric Society
Trustee: Mindy Blackford, O.D.

No Report Available

Northwest Optometric Society
Trustee: Jeffrey H. Powell, O.D.

No Report Available

Southeast Optometric Society
Trustee: James Hunt, O.D.

We have completed an internet society survey. Members of the SEOS were invited to log on and offer opinions and answer questions. The goal of the survey is to find out what our S.E. Society leadership could do differently to better serve its membership. A big thanks to Dr. Scott McDougal for his work on this project. Results will be made available to the SEOS membership at our January meeting.

The business conducted at our last society meeting was the election of officers for the upcoming year. The SEOS President is Dr. Ken Detring of Jackson, MO. Our Vice-President is Dr. Kayce Strohmeyer of Cape Girardeau, MO. Our Secretary/Treasurer is Dr. Dan Obermark from Sikeston, MO. The MOA Trustee is Dr. James Hunt of Doniphan, MO.

Many of our SEOS members will be traveling to Jefferson City, in January, for the MOA Legislative Conference. The SEOS membership has show good attendance in the past, and it is hoped everyone will continue to support this important event.

Continued, page 16
SOCIETY REPORTS, continued from page 15

SOUTHWEST OPTOMETRIC SOCIETY
Trustee: Erica Burton, O.D.

Officers for Southwest Optometric Society were elected for 2008-2009 year. They are as follows: Dr. Jeremy Fast, President; Dr. Chad Moore, vice-president; Dr. Melissa Brown, secretary/treasurer; Dr. Erica Burton, trustee.

Southwest Optometric Society meets every other month with its latest meeting being a Christmas party that included spouses. This meeting focuses on fellowship. No business was discussed at this meeting.

Our Presidential visit is scheduled for April 23, 2009.

ST. LOUIS OPTOMETRIC SOCIETY
Trustee: Jeffrey L. Weaver, O.D. | Associate Trustee: Thomas J. Cullinane, O.D.

The Saint Louis Optometric Society continues to meet monthly, the second Tuesday of the month, at the St. Louis Marriott West. We completed our first year at this location, and the move west has been successful in improving attendance.

The November 11, 2008, meeting featured our own Dr. Sean Mulqueeny presenting on New Treatments in Dry Eye, sponsored by Alcon.

On December 9, 2008, Midland Optical once again generously sponsored our annual holiday party, this year at the Wildhorse Grill in Chesterfield. As usual, the event featured a trivia contest, won this year by Team Bachman-Cullinane-Rhomberg-Weaver-Wingert. There were many random prizes, but in lieu of a grand prize, Midland donated $250 to the St. Louis 100 Neediest Cases.


The St. Louis Optometric Society is looking forward to a highly anticipated visit by MOA President Dr. Wes Kemp and MOA Executive Director Dr. LeeAnn Barrett on February 10, 2009.

Noteworthy: SLOS members Drs. Mary Beth Rhomberg and Jeff Weaver traveled to Farmington, MO, on January 16, 2009, in support of House Majority Floor Leader Tilley and Senate Majority Floor Leader Engler.

Society Reports, continued page 18
REFRACTIVE SURGERY OPTOMETRIST

There is an incredible opportunity waiting for you at 20/20 Institute! Imagine providing a 5-Star experience in the setting of patient eye care. At 20/20 Institute, we pride ourselves on our relentless commitment to deliver an extraordinary LASIK journey to each and every one of our guests. To that end, we believe that our Optometrists are vital in assuring that the LASIK experience at 20/20 Institute is second to none. **We are looking to expand Nationally.** If you are excited about the opportunity to provide world-class refractive eye care using the most advanced technology in a 5-Star customer service environment, I invite you to email us or give us a call.

- Mark S. Danzo, O.D.
  President, 20/20 Institute, LLC

Please contact Randy Sego at 800-204-1989
or randys@2020institute.com

www.2020institute.com
SOCIETY REPORTS, continued from page 16

WEST CENTRAL OPTOMETRIC SOCIETY
Trustee: Jason Lake, O.D.

The West Central Optometric Society had a great year in 2008. We have not yet met for 2009, but society President Susan Lake, OD, has been trying to keep our attendance high at the Legislative meeting with a barrage of email.

We will plan on meeting as a society in early spring of 2009.

VISION POLICY, continued from page 13

Any person applying for a driver’s license must also submit to a testing of his/her horizontal peripheral field of vision by an objective quantitative vision field instrument. Any applicant who cannot meet the following requirements must be sent to an eye doctor of his or her choice. The criteria are:

- An applicant must have a peripheral reading of 55 degrees or better in both eyes and at least 85 degrees in one eye if the other eye is less than 55 degrees, otherwise restrictions will be added to the driver license.

- An applicant must have a combined horizontal peripheral of at least 70 degrees, and anything less than 70 degrees will result in the denial of the driver license by the Driver License Bureau.

For example, if the applicant is blind in one eye, the other eye must have a reading of at least 85 degrees. However, is if the visual field is 50 degrees for both eyes, the applicant will be restricted to daylight driving, 45 miles an hour driving and be required to have a left and right review mirrors.

Biopic telescopes are not permitted to meet visual acuity standards in Missouri but can be used to meet the skills test or help with driving.

Knowing the vision guidelines and informing your patients about any possible restrictions that could be placed on their license provides quality of care to patients that are stressed due to “failing” a vision exam when applying for their drivers license.
Welcome New Members

The Missouri Optometric Association is pleased to announce the following new members. Please introduce yourself the next time you see them at an MOA sponsored event!

* Amanda L. Bahr, O.D.
* Jessica M. Downs, O.D.
* Erin C. Gagnon, O.D.
* Amy L. Langford, O.D.
* Angela M. MacDonald, O.D.
* Kathryn R. McCampbell, O.D.

The Missouri Optometric Association Paraoptometric Section is pleased to announce the following new members. We would also like to thank all the paraoptometric who continue to renew their membership each year!

* Sarah E. Fiske
* Tina E. McGuire
* Amanda R. Rinehart
* Blair E. Sayre

Board Certification, continued from page 12

Board certification will need to be renewed every 10 years and will be done in three, 3-year stages: Stage I in the first three years; Stage II in three years or by the end of the sixth year; and, Stage III by the end of the ninth year. Certification applicants may do three SAMs (self-assessment modules) or two SAMs and one PPM (performance in practice modules). Stage I, II, or III each has 150 points needed to complete that stage.

After completing Stage III then the doctor may apply for the resertification examination in either the 9th or 10th year to be recertified.

All optometrists are encouraged to study the model and provide feedback to state leaders or by contacting the AOA or any member organization of the JBCPT. An outline of the proposed model and more information are at the AOA website, www.aoa.org.

Refining the model and ensuring that it meets the need of the profession should be important to every optometrist. Following study and debate by optometry there will be deliberation on the JBCPT’s model for board certification at the AOA meeting, June 24-28, 2009 in Washington, DC.
Students participating in the program have shown great improvement in reading. During the 2006–2007 school year 61 percent of the students that were tutored began the year reading below grade level. Only 17 percent were below grade level at the end of the year. While schools are doing many great things to help children the only consistent difference in the schools in the above data was the Vision Intervention Program.

Many people don’t realize that vision is a learned skill and children learn to use their eyes just as they learn to use fingers, feet and other parts of their body. While eyesight is the ability to see an object clearly, vision is the ability to understand and apply the information that comes through the eyes. A child can have 20/20 eyesight and still have vision problems such as trouble tracking an object or moving their eyes smoothly, difficulty changing focus, inability to maintain focus, and/or failure to capture and use visual information.

According to the American Optometric Association (AOA), about ten million children under the age of twelve in the United States have vision problems that make it hard for them to cope with the expectations at home and school. From 2005 through July 2008, 5,896 students have been screened through V. I. P. It was found that 41 percent of these students had vision issues; with a full 15 percent suffering severe challenges. Research conducted over the past 40 years and VIP data support that vision challenges directly impact reading skills.

To participate in the V. I. P. for the 2008–2009 school year, districts agree to pay $4,000 for the first building in the district and $2,000 for each additional building. These fees pay for one person to be trained as a screener, one person as a tutor at each building and all the equipment these individuals need. In addition, a minimum of four visits by Learning Insights personnel will be conducted to assist and monitor activities to assure that the program is administered consistently. Workshops are also conducted for the regular teachers, physical education teachers and Title I/Special Education aides to provide information about the program and let them know what they can do to help children’s vision challenges. Screeners and tutors must participate in re-certification workshops to assure they are using proper techniques and are current with the latest procedures.

The VIP program promotes the testing, tutoring, research and public awareness of children’s vision. The mission of VIP is to optimize the quality of life for children by eliminating preventable learning delays and providing a positive outcome for children.

For questions please contact Learning Insights Executive Director, Michael Flynn at mflynn@learninginsights.org or phone at 573-291-1187. You may also speak to the Optometric Director David M. Pierce, OD at mo4eyes@aol.com or phone 417-887-7151.
CALENDAR OF UPCOMING EVENTS

2009

May 1 - 3
Midwest Eyecare Congress
Union Station Marriott
St. Louis, Missouri

May 29-31
MOA Leadership Retreat
Lodge of the Four Seasons
Lake Ozark, Missouri

June 24-28
Optometry’s Meeting™
Washington, D.C.

October 1-4
MOA Annual Convention
Lodge of the Four Seasons
Lake Ozark, Missouri

2010

January 9-10
MOA Legislative Conference
Capitol Plaza Hotel
Jefferson City, Missouri

June 4-6
MOA Leadership Retreat
Country Club Hotel & Spa
Lake Ozark, Missouri

June 16-20
Optometry’s Meeting™
Orlando, Florida

2011

January 8-9
MOA Legislative Conference
Capitol Plaza Hotel
Jefferson City, Missouri

June 3-5
MOA Leadership Retreat
Country Club Hotel & Spa
Lake Ozark, Missouri

June 15-19
Optometry’s Meeting™
Salt Lake City, Utah

Optometry’s Meeting™
2012 – 2014

June 27-July 1, 2012
Chicago, Illinois

June 26-30, 2013
San Diego, California

June 25-29, 2014
Philadelphia, Pennsylvania
LEADERSHIP & STAFF

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