

American Orthotic & Prosthetic Association



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O&P NEWS O&P Patients Win a Medicaid Battle in Nevada, with the Help of New Governor and Solid Advocacy

In November, Nevada's Medicaid patients who depended on the program for their O&P services got some bad news. Facing a huge annual state budget deficit, state administrators, working under the direction of the-then Governor, James Gibbons, recommended broad cuts to Nevada's Medicaid program for low income individuals, including the elimination of payments for O&P services to any Medicaid beneficiary over the age of 21.

A wide variety of efforts were launched, both from the **AOPA** side, and by O&P practitioners in Nevada. **AOPA** began working with Melinda Lisle, from the Nevada-based firm, Orthopro, in convening conference calls of as many interested O&P firms as possible in Nevada-some who were **AOPA** members and others who were not. At the same time, **AOPA** rolled out some initial public relations efforts-a billboard prominently displayed in Carson City, the state capital, advertising messages in the state's major newspapers, and article placement efforts to get the O&P fairness message in front of health care writers for the state's media.

Click here to see the billboard ad developed for Nevada.

Click here to see the print ad used in Nevada newspapers.

Click here to see the editorial placement for Nevada.

The meetings among the O&P practitioners also generated some major steps. There was an outreach to work jointly with DME providers in Nevada, who were also in line for a hit. Nevada practitioners initiated a search for, and subsequently hired a lobbyist to represent their interests. The Nevada practitioners worked with **AOPA** to develop letters that they could write to their legislators, and began putting in place a grass roots method for patients to do outreach to their legislators as well, and started outreach to the Amputee Coalition to gain their involvement and support.

Often, results from such efforts don't come quickly; in fact sometimes they don't come at all. In this instance, however, on January 24, after the inauguration of Brian Sandoval, the new Governor of Nevada, he announced in his "State of the State address" that he was making several "add backs" from the policy embraced by his predecessor as to Medicaid cuts, and among these was his decision to re-instate, going forward, state Medicaid coverage for orthotics and prosthetics, regardless of age.

While things look much better, this battle isn't over, and won't be until the final state budget is approved, **AOPA**, Nevada practitioners, their lobbyist and patients will continue working until we know that O&P services to Medicaid beneficiaries have not been cut. That said, the message here is that working together, swiftly, wisely and in conjunction with **AOPA**'s expertise, practitioners in a state can make a huge difference and deliver continuation of quality, available care for their less advantaged patients.

Questions? Contact Steven Rybicki at srybicki@AOPAnet.org or (571) 431-0835.

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HHS Sec. Sebelius Issues Letter to States Regarding Medicaid Cuts

Secretary of Health and Human Services Kathleen Sebelius issued a letter to state Governors anticipating the efforts of the Governors of many states applying for waivers from the new health care

reform law. In particular, Sec. Sebelius focused upon the appeal made by the Governors regarding the costs of Medicaid programs to state budgets and the appeals made by Governors that these state budgets are in poor fiscal shape. The letter states: "We recognize that many States are re-examining their Medicaid programs and looking for opportunities to meet the pressing health care challenges and better cope with rising costs. In light of difficult budget circumstances, we are stepping up our efforts to help you identify cost drivers in the Medicaid program and provide you with new tools and resources to achieve both short-term savings and longer-term sustainability while providing high-quality care to the citizens of your States."

The letter goes on to note that, "While some benefits, such as hospital and physician services, are required to be provided by State Medicaid programs, many services, such as prescription drugs, dental services, and speech therapy, are optional. States can generally change optional benefits or limit their amount, duration or scope through an amendment to their State plan, provided that each service remains sufficient to reasonably achieve its purpose."

Click here to read the letter from Sec. Sebelius in its entirety.

These comments by the Secretary are deeply troubling to **AOPA** because O&P services are not included within the mandatory Medicaid benefits. It has been apparent that some states (including at this point Arizona, California, and Nevada) are not adverse to contemplating cuts to O&P services as one way of attempting to limit budget shortfalls and the Secretary's comments may be read as HHS deciding to take a hands-off approach to state efforts to significantly trim their Medicaid budgets and instead simply offering a few reminders as guiderails for the states to use as they create the next year's budget.

As with states like Arizona and Nevada **AOPA** is assisting in every way necessary, from public relations outreach to working with state O&P organizations to assisting with appeals to legislators themselves, to make the case to policymakers about not only the benefits to patients lives but to the long term fiscal health of the communities in which those O&P patients participate.

AOPA continues to request that members keep their eyes and ears attentive to any budget news in their state and alert **AOPA** if there are any Medicaid-related cuts being discussed. In addition to implementing state-by-state strategies, **AOPA** is also continuing its push to have O&P included in the essential benefits package being debated within HHS. This is a fight to define that all private plans will need to include O&P benefits. While it would not directly amend the Medicaid mandatory benefits, a win on inclusion of O&P among the essential health benefits might help to shift the defacto position of state Medicaid benefits in favor of O&P. To this end, **AOPA** has initiated a member survey in specially chosen metropolitan areas requesting assistance in identifying the extent to which O&P is covered by major employers in different areas of the United States. If you have received this survey, we urge you to take a few minutes and complete it as soon as possible.

AOPA will continue to keep you updated as to how the legislative and regulatory picture continues to develop on the state and federal level.

Questions? Contact Steven Rybicki at srybicki@AOPAnet.org or (571) 431-0835.

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Health Care Reform Law Update

As the legal challenges to the Patient Protection and Affordable Care Act (PPACA) continue, one of the suits made news this past week after U.S. District Court Judge Roger Vinson <u>issued an</u> <u>opinion</u> in *Florida v. Health and Human Services*. This particular PPACA case was argued between the Departments of Justice and Health and Human Services (HHS) and the state of Florida, with Judge Vinson allowing 26 other states attorneys general to join the suit, and Judge Vinson wrote the most sweeping decision to date regarding the law.

While Judge Vinson's ruling found that the PPACA is not coercive to the states because of the requirements it makes of state Medicaid programs, it also found that the Individual Mandate provision of PPACA is unconstitutional as, in Judge Vinson's reasoning, Congress does not have the constitutional ability to create and enforce the Individual Mandate as it is currently written in the PPACA. Furthermore, Judge Vinson went further than Judge Henry Hudson's December 13 PPACA ruling finding that the Individual Mandate provision cannot be severed from the PPACA as currently written.

Again as much media coverage has simplified the content and effect of the ruling it is <u>extremely</u> <u>important to note</u> that even while declaring the law "unconstitutional," Judge Vinson <u>declined to issue</u> <u>an injunction against the federal government barring agencies from continuing to implement the</u> <u>PPACA</u>. As regulatory implementation continues, the White House has said that it will appeal the decision by Judge Vinson.

Judge Vinson's decision is now the fourth major PPACA decision offered on the U.S. District Court level. Two prior U.S. District Court rulings have dismissed suits against the PPACA; two, including Judge Vinson's, have ruled in favor of the suits.

In the end, no U.S. District Court decision will establish binding precedents. That will be done by the U.S. Courts of Appeals that rule on appeals to one or more of these cases, and likely, in the end, by the U.S. Supreme Court. In the meantime, the process of HHS, IRS, Treasury and others implementing the health care reform law continues. These four District Court cases are the opening chapter, the first legal salvos in the judicial battle that will go on for a year and a half or longer, before a truly definitive ruling is likely to emerge.

AOPA will keep members updated as to the status of important news regarding PPACA as it winds its way through the judiciary.

Questions? Contact Steven Rybicki at srybicki@AOPAnet.org or (571) 431-0835.

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FINAL WEEK TO RESPOND: Member Survey Participation Helps AOPA Plan for Future

Our healthcare system is in the midst of profound changes, and these sweeping changes will continue well into the future. **AOPA** is committed to helping its members not only survive but prosper in times that promise to be much different than they were a couple of years ago, or even than they are today. But before we can offer help, and potential solutions, we need to take the pulse of our **AOPA** members, and get a handle on problems that you see-in your business today, as well as those looming in the future. To this end, **AOPA** has once again undertaken the effort to produce a comprehensive Membership Survey for 2011.

A previous survey taken in 2007 formed the basis of the 11 strategic initiatives that have made some huge differences in **AOPA**'s impact. Public relations efforts, developing objectives, education programs, and far-reaching research projects all promise progress.

The 2011 survey, as designed by **AOPA**'s consultant Industry Insights, captures impressions, estimates, and opinions. There's no need to call your accountant or consult the books - just share your ideas and best guesses. Survey packets have been sent to your offices and fifteen minutes is all it will take to complete the **AOPA** Member Survey. The online version is Save and Return so if you can't devote the whole fifteen minutes to one session - click save and return later.

Click here to access the online version of the Member Survey.

The Survey is completely confidential - no one from **AOPA** will see your response.

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And, as an added bonus, everyone completing the survey will be eligible for a drawing to win one of five complimentary 2011 National Assembly registrations. This is the final week that **AOPA** will be collecting responses as the deadline for survey participation is February 15.

Only through the loyalty of **AOPA** members has it been possible to gather so much timely information about the state of our industry and the experiences of individual O&P businesses. **AOPA** appreciates the time and effort made by every member who collaborates to assist our planning for the future.

If you have not received a copy of the Survey, contact Scott Hackworth of Industry Insights at shackworth@indins.com. Back to Top

Fee Schedule Update

The Center for Medicare and Medicaid Services (CMS) recently released an addendum to the 2011 DMEPOS Fee Schedule. The addendum contains the fees for the shoulder orthoses codes L3660, L3670 and L3675.

Click here to view the addendum.

Questions? Contact Devon Bernard at <u>dbernard@AOPAnet.org</u> or (571) 431-0854, or Joe McTernan at <u>imcternan@AOPAnet.org</u> or (571) 431-0811.

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O&P PAC Corner

The O&P PAC Corner provides updates on the activities of the O&P PAC, including the names of individuals who have made recent donations to the O&P PAC and the names of candidates the O&P PAC has supported.

The O&P PAC would like to acknowledge and thank the following **AOPA** member for their recent contribution to and support of the O&P PAC:

• Kevin Gilg, CP

The O&P PAC recently made a donation to the following member of Congress:

- Senator Orrin Hatch (R-UT), Senior Member of Senate Committee on Finance; Member of Health, Education, Labor and Pensions (HELP) Committee, Committee on the Judiciary, the Joint Committee on Taxation; Member of the Special Committee on Aging
- Representative Joseph Pitts (R-PA), Chairman: Health Subcommittee

The purpose of the O&P PAC is to advocate for legislative or political interests at the federal level, which have an impact on the orthotic and prosthetic community. The O&P PAC achieves this goal by working closely with members of the House and Senate to educate them about the issues, and help elect those individuals who support the orthotic and prosthetic community.

In order to participate in the O&P PAC, federal law mandates that you must first sign an authorization form.

Click here to view and sign an O&P PAC authorization form.

Questions? Contact Devon Bernard at <u>dbernard@AOPAnet.org</u> or (571) 431-0854 or Kathy Dodson at <u>kdodson@AOPAnet.org</u> or (571) 431-0810.

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Breach Reporting Deadline

As a reminder, one of the provisions of the Health Information Technology for Economic and Clinical Health (HITECH) Act mandated that all HIPAA covered entities keep a log of all breaches that occur during a calendar year. A copy of this log must also be submitted to the Department of Health and Human Services (HHS) on an annual basis, and it must be submitted no later than 60 days after the end of the year. If you had any breaches occur during 2010 you must report them to HHS before March 1, 2011.

HHS has created an online form that must be used for submitting information about your breaches, to access the form click here (<u>http://transparency.cit.nih.gov/breach/index.cfm</u>). An individual form must be completed and submitted for each event that resulted in a breach.

If your facility didn't experience any breaches during the year, you do not have to submit a report to HHS.

Questions? Contact Devon Bernard at <u>dbernard@AOPAnet.org</u> or (571) 431-0854, or Joe McTernan at <u>imcternan@AOPAnet.org</u> or (571) 431-0811.

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February 9 Audio Conference: "Using the Lower Limb Prosthesis Medical Policy to Your Advantage"

Do you find Medicare policies to be confusing and hard to understand? Do you want to reduce unnecessary claim denials? Join **AOPA** on February 9, 2011 for its next audio conference, "Using the Lower Limb Prosthesis Medical Policy to Your Advantage." The Audio Conference will cover the details of the Medicare Lower Limb Prosthesis LCD and Policy Article and help you gain a better understanding of what is covered and when. Topics for discussion include:

- Prosthetic Functional Levels
- Coverage of Initial, Preparatory, and Definitive Prostheses
- SNF PPS Exemptions
- Adjustments and Repairs
- Replacements
- Useful Lifetime Restrictions

These are just a few of the issues that will be presented during the Audio Conference scheduled for February 9, 2011 at 1 pm EST. Don't miss this opportunity to improve your understanding of this very important medical policy.

The conference will begin at 1:00 PM (EST). Bring your questions as there will be an interactive question and answer period following the speaker's remarks. The cost to participate is just \$99 per line for members (\$199 for nonmembers) and any number of listeners may participate on a given line. Those seeking continuing education credit must return the provided quiz within 30 days and score at least 80 percent.

Click here to register.

Questions? Contact Ann Davis at adavis@AOPAnet.org or (571) 431-0876.

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AOPA's First Advanced Coding and Billing Seminar of 2011

The first **AOPA** Advanced Coding and Billing Seminar of 2011 will be held at the Mirage Resort and Casino in Las Vegas, Nevada on May 19-20, 2011. Early bird registration is now available. Attendees

who register phot to Aphi 20, 2011 will receive a $\frac{3}{20}$ discount on the regular tuttion price. AOPA has secured a very attractive room rate of \$125 per night at the Mirage. Don't miss the opportunity to experience two days of valuable O&P coding and billing information from AOPA experts.

The Advanced Coding and Billing Seminar includes breakout sessions for practitioners and administrators that will focus on each group's specific interests and educational needs.

What You Will Learn

-Medical Policies -Hints on better documentation -How to create a compliance plan -How to audit your charts

In the breakout session Practitioners will cover:

-Coding Principles -How to code complex devices -Coding of repairs and adjustments -Usage of '99 codes -Mutually exclusive codes

In the breakout session Administrators will cover:

-The Quality and Supplier Standards -Strategies for handling appeals and denials -How to handle unique billing situations -Documentation Requirements -Medicare as Secondary Payer

Click here to register for the May 19-20 AOPA Advanced Coding and Billing Seminar.

Questions? Contact Ann Davis at (571) 431-0876 or adavis@AOPAnet.org.

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Register Now for the 2011 AOPA Policy Forum

The 112th Congress has begun and the incoming class contains 112 new faces which makes it important for patient care providers to make the case in person about quality O&P patient care services.

The 2011 **AOPA** Policy Forum will be held Monday, April 11 through Tuesday, April 12, 2011 in Washington D.C. Members will be briefed on state and national legislative activities as well as being prepared for face-to-face meetings with their congressional representatives. Last year **AOPA** secured more than 230 scheduled events, including constituent coffees, meetings with the health care staff of their House and Senate legislators, and meetings with Representatives and Senators.

The tentative schedule for the Policy Forum is as follows:

<i>Monday, April 11</i> 11:00 AM - 3:00 PM 1:00 - 5:00 PM 5:30 PM 6:30 PM	Registration Open Policy Forum General Sessions Fundraiser/Reception Reception and Dinner
<i>Tuesday, April 12</i> 7:30 AM 8:00 AM 8:30 AM - 5:00 PM	Breakfast and General Session Fundraiser Breakfast Hill Visits

Click here for more information about the Policy Forum.

The cost of registration is \$125 per person and **AOPA** has secured a room rate of \$249 per night at the <u>L'Enfant Plaza Hotel</u>, a five minute subway ride to Capitol Hill.

Click here to register for the Policy Forum.

Click here to reserve your room at the L'Enfant Plaza Hotel or call the hotel at (800) 635-5065.

Questions? Contact Steven Rybicki at srybicki@AOPAnet.org or (571) 431-0835.

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AOPA's 94th National Assembly at the Mirage in Las Vegas - Room Rates of \$135 a Night!

Mark your calendars now for the American Orthotic and Prosthetic Association's 94thNational Assembly! If you are involved in O&P research or the delivery of O&P care and services-don't miss this chance to join your colleagues in Las Vegas, NV, at the country's largest and most prestigious O&P meeting. The comprehensive programming and energized atmosphere of the Scientific Sessions provides cutting-edge education and information for all members of the O&P community-orthotists, prosthetists, pedorthists, physicians, scientists, researchers, technicians, managers, business owners, office staff, nurses, nurse practitioners, podiatrists, and other health care professionals. And you won't want to miss the business management sessions headlined by the Same E. Hamontree, CP, Award-winning lecture.

AOPA has secured a room rate of \$135 per night for the 2011 National Assembly. That's right, \$135: it's not an optical illusion - it's the Mirage room rate for this year's assembly. Don't miss this opportunity to enjoy AAA Four Diamond luxury for the fantastic room rate of only \$135 per night. If that's not enough for you to mark your calendar now-here are more reasons to put the 2011 **AOPA** National Assembly on your To-Do list:

- Unprecedented Business Education featuring experts in Health Care Reform, Documentation, O&P Business Management, Ethics, Different Business Models and more;
- New multi-discipline panels on subjects such as Cerebral Palsy, Stroke Management and Wound Care;
- Experience the country's largest trade show for orthotics, prosthetics and pedorthics;
- Earn over 34 Continuing Education (CE) Credits;
- A premier learning experience with the best speakers from around the world;
- Extensive Symposium on treating spinal trauma, featuring live demonstrations;
- Learn how to effectively use an assistant in your practice;
- New round table discussions;
- Programs to help you prepare for tomorrow featuring topics such as Osseo integration, Robotics and Material Science.
- Fabulous shopping, entertainment, championship golf and unparalleled people watching all of this right in the heart of the Las Vegas Strip!

Science, Business, Fantastic Networking Opportunities and an incredible \$135 per night room rate

AOPA in Advance: February 8, 2011, Vo... مد דום ואווומצם הכפטות, ספרופוווטפו הפיבצ, בטרה הט ופטפועם אטור וטטור נטעמע כמון (טטט) טב*ו*-טטט or (702) 791-7111 and mention the AOPA registration code "AOPMB."

Questions? Contact Ann Davis at adavis@AOPAnet.org or (571) 431-0876.

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O&P RESOURCES FROM AOPA 2011QuickCoders Now Available!

The latest edition of AOPA's QuickCoder has arrived. AOPA's redesigned-for-2011 QuickCoders provide a speedy reference to the HCPCS orthotic, shoe and prosthetic codes and modifiers. These laminated cards are durable, long-lasting, easy-to-read and convenient to store.

The QuickCoders are available for a price of \$30 each for AOPA members and \$80 each for nonmembers.

Questions? Contact Ann Davis at adavis@AOPAnet.org or (571) 431-0876.

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Check Out the AOPA Job Board for New Opportunities in O&P

If you need a position filled at your business or are interested in looking at other job possibilities within the O&P field, check out the AOPA Online Job Board. The online job board sports a freshly updated look and an easy-to-navigate profile creation system.

In the past month the Job Board has been viewed over 8,000 times by more than 1,500 unique users. If you want people to find out about a job opening at your facility or are interested in posting your resume for employers to view for potential openings, visit the AOPA Online Job Board today.

And remember: if you advertise on the Online Job Board and decide to also advertise in the O&P Almanac, then you'll receive a 5 percent discount on the cost of advertising in the Almanac and on the Job Board.

Questions? Contact Steven Rybicki at srybicki@AOPAnet.org or (571) 431-0835.

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The 2011 Audio Conference Series from AOPA

Numerous offices have benefited from their participation in **AOPA**'s Medicare Audio Conferences. These one hour sessions come to you in the comfort of your office on the second Wednesday of each month at 1:00 pm Eastern. This series provides an outstanding opportunity for you and your staff to stay abreast of the latest hot topics in O&P, as well as gain clarification and ask questions on topics that you may not understand as fully as you would like to.

Seminars are still priced at just \$99 per line for members (\$199 for non-members). Buy the series and get two free; members pay just \$990 and non-members pay \$1990. If you purchase all the conferences, all conferences from months prior to your purchase of the set will be sent to you as CDs.

These convenient one hour telephone seminars are designed to fit easily into your busy schedule. Any practitioners needing credit can get 1.5 per audio conference by returning the provided guiz within 30 days and scoring at least 80%. Billing staff and others who don't need credit nonetheless can gain information they will use right away. The topics for 2011 are:

January 12: How to Meet the New Medicare Supplier Standards (Available on CD)

- March 9: Enhance Your Claims Success, Two Letters at a Time
- April 13: Improving Clinical Documentation
- May 11: Which Box to Check? The Negative Effect of the 855S on Reimbursement
- June 8: Preventing Audit Disasters
- July 13: Don't Rile the OSHA Police
- August 10: How to Get Paid for Miscellaneous and Repair Codes
- September 14: Don't Run Afoul of the KO Rules
- October 12: Developing Your Medicare Billing Compliance Plan
- November 9: Happy Holidays: Kickbacks and Gifts in O&P
- December 14: Are You Ready for the New Year? 2012 New Codes and Policies

Click here to register for any 2011 Audio Conference.

If you miss an audio conference, it will be available on CD after the fact. Cost is the same as if you participate live (\$99/\$199). We hope you'll be able to join us for this year's series.

Questions? Contact Ann Davis at adavis@AOPAnet.org or (571) 431-0876.

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Is Your Practice Missing the BOAT?

AOPA's largest and most successful members use the Business Optimization and Analysis Tool (BOAT) and you should also. The BOAT will help you:

- Create budgets
- Track your finances
- Participate in the annual Operating Performance and Compensation survey-which provides you with a personal benchmark comparison study.
- Examine the financial fitness of your business
- Help you identify and understand your competition, market conditions and referral sources
- Much more

Create your own secure and confidential Web pages on the BOAT which is specifically tailored to help O&P business owners manage their business for greater profit and quality patient care.

Click here to explore the BOAT today.

Questions? Contact Steven Rybicki at srybicki@aopanet.org or (571) 431-0835.

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O&P INSIDER'S TRACK The Only Up-to-the Minute O&P Newsline People In The News

Marsha Therese Danzig a long time Yoga Instructor and a below-knee amputee is unveiling "A Primer for Yoga Teachers, Yoga Practitioners, and People Working With Amputees" in the central *Massachusetts* area. For more information about Yoga for Amputees, please call (508) 835-1179, email linfo@centralmassyoga.com or visit www.yogaforamputees.com.

<u>Freedom Innovations</u>, announced the hiring of five key personnel for its new Freedom Innovations Europe headquarters in Enschede, The Netherlands:

- Marcus Walda, Clinical Trainer;
- Knut Muhl, Area Sales Manager in Germany;
- Fduard Schönewolf Area Sales Manager in Germany.

- Christophe Simonnot, Area Sales Manager in France; and
- Maartje Gerwers, Office Manager for Freedom Innovations Europe

The Orthotic and Prosthetic Group of America (OPGA) announced the addition of Ryan Ball, a veteran political campaign consultant to its Government Relations staff.

The **Pedorthic Foundation** announced that **Robert Thompson**, has joined its Board of Directors.

Round Rock Orthotics & Prosthetics announced the addition of prosthetists Jim McKean and James (Jamie) Perrone as well as orthotist Mike Raney.

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Businesses in the News

American Board for Certification in Orthotics, Prosthetics and Pedorthics, Inc. (ABC) announced its sponsorship of the <u>National Commission on Orthotic and Prosthetic Education</u>'s (NCOPE) Futurity Project. The Futurity Project is an NCOPE initiative to proactively market and support five new master's level O&P programs at targeted colleges and universities in the next five years. Additionally, ABC announced that it is now accepting applications for the 2011 Larry Lange Travel Fellowship Award.Applications for the 2011 award are due to NCOPE by June 1. <u>Click here for</u> <u>More Information</u>.

D&J Medical Center for Orthotics and Prosthetics opened a new facility in Wilmington, Delaware dedicated exclusively to serving veterans in the area. In addition to clinical areas where vets can be seen for compression garments, orthotics, and prosthetics, there is a sports center featuring indoor basketball, a golf driving net, and exercise equipment.

The Orthotic & Prosthetic Assistance Fund (OPAF) & The First Clinics announced that it was awarded two grants from the United States Tennis Association (USTA). OPGA also announced the Spring 2011 Thranhardt Golf Classic at the Reunion Resort and Golf Club in Reunion, Florida. Individual play is \$190, foursome play \$725, and bus transportation for the event will be provided.

The <u>Orthotic and Prosthetic Group of America</u> (OPGA) announced a partnership with the <u>Kassel</u> <u>Group, Inc.</u> (KGI) to present the Applied Technology Institute (ATi) orthotic fitter school at a special tuition rate to its members.

<u>Otto Bock</u> announced that it will be in charge of prosthetic, orthotic and wheelchair services at the Paralympic Villages in Stratford, Weymouth and Eton Dorney after being named as sponsor of the London 2012 Paralympic Games.

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Send Us Your News!

The next **AOPA** in Advance will arrive in your inbox on February 22. So if you have a new employee or a new office, tell us! Share your news with the over 15,000 readers of the O&P Almanac and **AOPA** In Advance newsletter. Contact Steven Rybicki at srybicki@stybe **AOPA** In Advance newsletter. Contact Steven Rybicki at srybicki@stybe **AOPA** In Advance newsletter. Contact Steven Rybicki at srybicki@stybe **AOPA** In Advance newsletter. Contact Steven Rybicki at srybicki@stybe **AOPA** In Stybe Stybe Steven Rybicki at srybicki@stybe **AOPA** In Stybe Styb

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