

**American Academy of Neurological and Orthopaedic Surgeons
Annual Board of Directors Meeting**

**The Renaissance Downtown Hotel - Providence, Rhode Island
Friday, April 29, 2022**

Agenda

I. Call to Order – 2:00pm

II. Roll Call *

III. Board and Committee Appointments (Bylaws & Policy)

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A. Chair and Vice Chair of the Board

B. Board of Directors

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C. Executive Committee

Page A3

D. Other Committees

Pages A4 - 8

IV. Approval of Minutes

A. June 2021 (Annual BOD Meeting)

Pages A9 - 12

B. March 2022 (Special BOD Meeting)

Pages A13 - 22

V. Financial Report

A. 2020 and 2021 Year End Income Statements

Pages A23 - 24

B. 2022 Income Statements through March 31

Pages A25 - 26

C. Wells Fargo Investments update (New account at UBS now active)

D. Bank of America checking account update

VI. Membership

A. Statistics and Roster

Pages A27 - 30

B. Certification

- Updates on written exams – need for ongoing revisions

- Progress on certifications in other specialties (Neuro Critical Care)

C. Legal update (see March BOD minutes)

D. Journal

E. InciSioN

VII. CME

A. Approval of 2023 Annual Scientific Meeting Destination (San Antonio, TX – April 30 to May 2)

B. Involvement of CME and Scientific Organizing Committee (Pages A6-7)

VIII. Other Business

A. ICS Management Fee

IX. Adjourn

Bylaws and Policies for Election of AANOS Chair of the Board and Directors

The new Academy Bylaws pertaining to this matter are as follows:

Article VI**Officers**

Section 6.3. Election and Term of Office. The Corporation's officers are elected annually by the Board at the Board's annual meeting. If the election of officers does not occur at the Board's annual meeting, the election must be held as soon thereafter as possible. Each officer holds office until the officer's successor is duly elected and qualified, until the officer's death, or until the officer resigns or is removed in the manner hereinafter provided. Election of an officer does not create any contract rights.

Updated Policy (being proposed due to new Bylaws)

Past precedent has been for the Chair to serve two years in this capacity, rather than the single year identified in the new Bylaws. As such, while the Bylaws mandate the term of office for directors as one year; unless there is a need, directors will be re-elected by affirmation in the year in-between identification of the next Chair and Vice Chair. This would also apply to the positions of Secretary and Treasurer, as well as all other directors.

A Search Committee will be appointed at least 90 days prior to the annual meeting of the Board of Directors to conduct a preliminary review of candidates for Chair of the Board and make recommendations to the Board of Directors at the next annual meeting. The next occasion for which a new Chair will be identified is at the beginning of 2023.

The Search Committee is not empowered to select the next Chair, but only to make recommendations based on qualifications that have been provided by the Executive Committee. The Chair can only be elected by the Board of Directors. The purpose of the Committee is to vet candidates and ensure those being considered by the Board of Directors have appropriate qualifications to be Chair.

It should be noted that the Search Committee will technically identify the next Chair Elect. When the Search Committee convenes for this activity, it will also be responsible for re-confirming the eligibility of the current Chair Elect, who will officially be elected to the position of Chair by the entire Board at the ensuing annual meeting (next occurring in 2023).

American Academy of Neurological and Orthopaedic Surgeons Board of Directors

Chair of the Board

LUCIA ZAMORANO, MD, FAANOS, FICS *
Birmingham, MI

Directors

MANUEL ALZUGARAY, MD, FAANOS, FICS
Coral Gables, FL

ROBERT MATHEWS, MD, FICS
Millersville, PA

ANCA BEREANU, MD, FAANOS *
Yardley, PA

JOHN OGDEN, MD
Upper Sandusky, OH

GENE BOLLES, MD, FICS
Boulder, CO

MARK PERLMUTTER, MD, FAANOS, FICS *
Rocky Mount, NC

W. CRAIG CLARK, MD, FAANOS, FICS
Eads, TN

SUDHIR RAO, MD *
Big Rapids, MI

MAXIME J.M. COLES, MD, FAANOS, FICS *
Boca Raton, FL

RAYMOND BLAINE RAWSON, MD, FICS *
Petoskey, MI

CLARA RAQUEL EPSTEIN, MD, FICS
Cotopaxi, CO

ASEM SALMA, MD
Lima, OH

JEFFREY EPSTEIN, MD, FAANOS, FICS
Babylon, NY

DAVID WEISS, MD, FAANOS
Morrisville, PA

TARIQ LAMKI, MD
Columbus, OH

WILLIAM WELCH, MD, FICS *
Philadelphia, PA

* Executive Committee

American Academy of Neurological and Orthopaedic Surgeons Executive Committee

Chair of the Board & President

Lucia Zamorano, MD, FAANOS
Neurosurgery

Immediate Past Chair of the Board

Mark N. Perlmutter, MD, FAANOS
Orthopaedic Surgery

Vice Chair & Vice President

Sudhir Rao, MD
Orthopaedic Surgery

Secretary

Maxime J.M. Coles, MD, FAANOS
Orthopaedic Surgery

Treasurer

Raymond B. Rawson, MD
Neurosurgery

Additional Executive Committee Members

Anca Bereanu, MD, FAANOS
Neurology

William Welch, MD
Neurosurgery

American Academy of Neurological and Orthopaedic Surgeons Standing Committees

The Academy's Standing committees and sub-committees are organized to facilitate communication and efficiency. Following is the current structure and a brief description of duties for each.

I. MEMBERSHIP COMMITTEE

- AFMA Sub-Committee
- Credentials & Examination Sub-Committee
- Legal, Ethics & Grievances Sub-Committee
- Development Sub-Committee

II. CME COMMITTEE

- Education & Scientific Organizing Sub-Committee
- Scholarship & Awards Sub-Committee
- Journal Sub-Committee

III. BUDGET AND FINANCE COMMITTEE

As of September 3, 2021 committee composition was as follows:

MEMBERSHIP COMMITTEE

- **Chair:** Maxime Coles, MD
- **Vice-Chair:** R. Blaine Rawson, MD
- **Ex-Officio:** Lucia Zamorano, MD

Members:

- Naga Suresh Cheppalli, MD
- Tariq Lamki, MD
- Mark Perlmutter, MD
- David Weiss, DO
- William Welch, MD

Duties: Recruit new members. Review and approve new membership applications. Suggest membership drive initiatives.

AFMA SUB-COMMITTEE

- **Chair:** Mark Perlmutter, MD
- **Vice Chair:** Sudhir Rao, MD
- **Ex-Officio:** Lucia Zamorano, MD

Members:

- Anca Bereanu, MD
- Craig Clark, MD
- Maxime Coles, MD
- William Welch, MD

Duties: To oversee the activities of the American Federation of Medical Accreditation.

CREDENTIALS & EXAMINATION SUB-COMMITTEE

- **Chair:** Sudhir Rao, MD
- **Vice-Chair:** Maxime Coles, MD
- **Ex-Officio:** Lucia Zamorano, MD

Members:

- Anca Bereanu, MD
- Craig Clark, MD
- Mark Perlmutter, MD
- Corey Ruth, MD
- Emile Wakim, MD

Duties: Verify and approve all new member and board certification applications along with documentation and credentials provided therein. Develop, evaluate and suggest modifications as needed for requirements of membership and board certification. Produce and assist with board examination process. Review and update exam material.

LEGAL, ETHICS & GRIEVANCE SUB-COMMITTEE

- **Chair:** Jeffrey Epstein, MD
- **Vice-Chair:** Lucia Zamorano, MD
- **Ex-Officio:** William Welch, MD

Members:

- John Ogden, MD
- Mark Perlmutter, MD

Duties: Review ethics related complaints concerning members or grievances concerning an active member of AANOS. Make recommendations to Board of Directors regarding submitted complaint or grievance. Conduct review of legal matters that may arise and make appropriate recommendation to the Board of Directors for necessary action.

DEVELOPMENT SUB-COMMITTEE

- **Chair:** David Weiss, DO
- **Vice-Chair:** William Welch, MD
- **Ex-Officio:** Lucia Zamorano, MD

Members:

- Tariq Lamki, MD
- Mark Perlmutter, MD
- Emile Wakim, MD

Duties: Develop means to raise additional income for AANOS and its programs. Suggest annual charity fund raisers and charity benefactors. Suggest ways to market the AANOS through public relations strategies utilizing the media.

CME COMMITTEE

- **Chair:** Sudhir Rao, MD
- **Vice Chair:** Jeffrey Epstein, MD
- **Ex-Officio:** Mark Perlmutter, MD

Members:

- Anca Bereanu, MD
- Maxime Coles, MD
- William Welch, MD

Duties: Oversee all planning, production and evaluation of educational activities.

EDUCATION & SCIENTIFIC ORGANIZING SUB-COMMITTEE

- **Chair:** Maxime Coles, MD
- **Ex-Officio:** Lucia Zamorano, MD

Members:

- Naga Suresh Cheppalli, MD
- Craig Clark, MD
- Jeffrey Epstein, MD
- Mark Perlmutter, MD
- David Weiss, MD
- William Welch, MD

Duties: Recruit possible speakers, exhibitors and sponsors for scientific meetings. Assist in the development of needs assessment and educational objectives. Review and analysis of meeting improvement process. Continual communication with AANOS staff regarding progress on recruitment of speakers, suggest procedural improvements and other meeting related duties as determined by the Chair of the Board and the CME Committee. Develop and produce additional avenues to educate physicians in the fields of neurological and orthopaedic medicine and surgery and related fields.

SCHOLARSHIP & AWARDS SUB-COMMITTEE

- **Chair:** David Weiss, DO
- **Vice-Chair:** Robert Mathews, MD
- **Ex-Officio:** Lucia Zamorano, MD

Members:

- Craig Clark, MD
- John Ogden, MD
- Mark Perlmutter, MD
- Blaine Rawson, MD
- Asem Salma, MD
- William Welch, MD

Duties: Recruit possible scholarship recipients. Raise money for the Scholarship fund in cooperation with the Development Committee. Review and verify scholarship applicants. Announce scholarship recipient(s) during the scientific meeting. Develop new ways to market the scholarship program and attract more scholarship participants. Review and consideration of possible candidates for other awards such as the Lifetime Achievement Award for further consideration by Board of Directors.

JOURNAL SUB-COMMITTEE

- **Chair:** Asem Salma, MD (Editor-in-Chief)
- **Vice-Chair:** Craig Clark, MD
- **Ex-Officio:** Lucia Zamorano, MD

Members:

- John Frenz, MD
- Muhammad Janjua, MD
- Mark Perlmutter, MD
- Asem Salma, MD

Duties: Recruit articles and advertisers for the journal. Review and correct all submitted articles for publication. Yearly evaluation of the journal to update and improve the educational value and content.

BUDGET and FINANCE COMMITTEE

- **Chair:** Raymond B. Rawson, MD
- **Vice-Chair:** Asem Salma, MD
- **Ex-Officio:** Lucia Zamorano, MD

Members:

- Jeffrey Epstein, MD
- Mark Perlmutter, MD
- Sudhir Rao, MD
- William Welch, MD

Duties: Review all financial information provided by the AANOS outside accounting firm. Present yearly financial reports and budget to the Board Directors. Develop and suggest to the Board of Directors appropriate invest policies and practices to conserve assets as well as earn additional revenue.

**American Academy of Neurological and Orthopaedic Surgeons
Annual Board of Directors Meeting - Minutes
The InterContinental Airport Hotel - Minneapolis, Minnesota**

I. Call to Order – Friday, June 25, 2021 - 4:30pm

II. Roll Call

Board members present in-person were...

Drs. M. Perlmutter, L. Zamorano, S. Rao, J. Epstein and W. Welch

Board members participating via Zoom included...

Drs. A. Bereanu, C. Clark, C. Epstein, T. Lamki, R. Rawson, A. Salma and D. Weiss

Also present in-person was Nick Rebel, Executive Director

Due to ongoing issues with the COVID pandemic, Dr. Perlmutter had previously determined that a hybrid format meeting would be appropriate. In attendance were a total of 12 members of the Board of Directors. A quorum was thereby established.

III. Board Review and Committee Appointments

A. Dr. Perlmutter asked that Mr. Rebel review the Bylaws as they pertained to the Chair and Vice Chair of the Board. After doing so Dr. Perlmutter asked the Board to confirm Dr. Lucia Zamorano, the current Vice Chair as Chair of the Board effective June 27, 2021.

Upon a motion duly made and seconded, it was resolved to confirm the advancement of Dr. Lucia Zamorano from Vice Chair to Chair of the Board, effective June 27, 2021.

Next, Dr. Perlmutter noted that election / appointment of the new Vice Chair of the Board to replace Dr. Zamorano was necessary. Prior to the cancellation of the 2020 annual meeting and the extension of Dr. Perlmutter's term as Chair due to COVID, Dr. Sudhir Rao was vetted by the Nominating Committee, along with others and recommended as Vice Chair of the Board effective June 27, 2021.

Upon a motion duly made and seconded, it was resolved to elect Dr. Sudhir Rao the Vice Chair of the Board, effective June 27, 2021.

B. Dr. Perlmutter reviewed the current Board of Directors and noted that it seemed like an appropriate group. Should Dr. Zamorano have any suggestions or concerns after she took over they could be addressed at a later date.

Dr. Perlmutter then indicated that a letter of resignation was received from Dr. Charles Xeller just weeks before the meeting. Dr. Xeller expressed concern about how the leadership advanced individuals to top positions and felt he was more deserving of advancement. Since he was not satisfied with discussions he had previously with Dr. Perlmutter he decided to resign from the Board as well as the Academy. Discussion ensued and ultimately it was determined that Dr. Zamorano as the new Chair should reach out to Dr. Xeller and make a final attempt at convincing him to remain a member of the Academy.

C. It was noted that the Executive Committee would need to be updated. Dr. Zamorano being the President as of June 27th, Dr. Perlmutter being the Immediate Past President and Dr. Rao being the Vice President. Dr. Zamorano indicated she would review the possibilities and make her selections as soon as possible after the meeting.

D. Other Committee appointments were also discussed. A number of Standing Committees existed that would require updates based on expressed interest and whether or not Dr. Xeller's resignation would stand. He was on a number of Committees including the Journal Committee for which he was the Chair. He was also Editor of the Journal, which unfortunately had very little activity. Dr. Zamorano noted once again that she would make her selections as soon as possible.

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The InterContinental Airport Hotel - Minneapolis, Minnesota**

IV. Approval of Minutes

Minutes from the May 2020 Annual Board of Directors Meeting as well as a meeting of the Executive Committee from February of 2021 were circulated in advance of this meeting and also included in the agenda materials available electronically to all members of the Board. Dr. Perlmutter asked if there were any questions or concerns.

Upon a motion duly made and seconded, the minutes from the May 2020 Annual Board of Directors Meeting as well as a meeting of the Executive Committee from February of 2021 were approved as submitted.

V. Financial Report

A variety of financial reports and bank statements were provided for review and discussed. These included 2020 and 2019 Year End Income Statements, a 2021 Income Statement through April 30, statements from Wells Fargo Investments for the AANOS, AFMA & Scholarship accounts for both December 2020 and May 2021, Bank of America checking and Capital One savings accounts for December 2020 and Mar/May 2021.

Mr. Rebel noted that 2020 had a relatively poor result, primarily due to some investments that did not perform well. He also noted that the Executive Committee reviewed these investments of very specific equities held at Wells Fargo for many years and that they determined that these investments should be sold to avoid any further losses. After a slight rebound at the beginning of 2021 the Academy's shares in Exxon and a mutual fund called Center Coast that focused on energy related companies were sold on March 24th. The Executive Committee had also noted that these types of investments were highly risky and likely not appropriate for a non-profit. Discussion ensued surrounding next steps and whether the Academy's assets should be held at Wells Fargo. Concern was expressed that action had not been taken earlier and also more quickly. A recommendation was made that the Finance Committee should review this information more regularly and report back to the Board with concerns or suggestions. Further, it was requested that the Finance Committee make a recommendation as to where the Academy's assets should be deposited, preferably within 30 days of the Committee being appointed by Dr. Zamorano.

VI. Membership

A. Statistics and membership roster were included in the agenda. While dues paying member numbers appeared to be down from the previous year, it was noted that there were still 6 months left in the year and typically a fair number of additional payments could be accepted. In addition, there were a number of new members in attendance at the meeting. While some members resigned or left the Academy for other reasons, there was still interest in the organization and the certifications offered to make the Academy viable for years to come.

B. Updates on ongoing revisions of written certification exams were provided. While the results of recent exams seemed to be better than previously, it could not truly be determined if this was due to the exams being better or the candidates being more prepared. Dr. Clark indicated that while he had done significant work on the Neurosurgery and Spine exams this needed to be an ongoing process. Exams should be reviewed regularly. Dr. Rao noted that his review was done several years ago and perhaps it was time for another update. All those who were previously involved were asked to continue their work on the exams related to their specialties.

Dr. Perlmutter requested updates on progress related to new certifications in other specialties. In particular, regenerative medicine, neuro critical care and pain management. Dr. Clark indicated he had completed the development of questions for a certification for neuro critical care. No other real progress was reported in other areas.

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Discussion briefly turned to the enhancement of membership through the involvement of other groups such as the IME group that Dr. Weiss worked with or perhaps PAs and NPs. If a certificate of added qualification could be offered or something similar, the Academy's membership could be enhanced. Dr. Lamki suggested a sub-specialty board on traumatic brain injury and was encourage to pursue this further.

Concern was expressed that the development of new certifications and other activities might be premature as legal issues were being investigated. This prompted movement into the next agenda item, a legal update. Everyone was encouraged to review the minutes from the February Executive Committee meeting when attorney Scott Fintzen was present and provided a comprehensive update on issues that the Academy should address. First and foremost was the proper registration of the AANOS in Illinois. Several issues of concern were identified by Mr. Fintzen and before he could proceed, his investigations needed to be completed. A concern was raised that this discussion began quite some time ago and that it had been several months since the Executive Committee met with Mr. Fintzen. It was requested that Mr. Fintzen be contacted immediately and given a deadline to complete the project of registering the AANOS in Illinois and updating the Bylaws to make them more appropriate.

The other area of concern was related to the certification activities of the AFMA. While the AFMA was a separately incorporated entity in Nevada, it was not an independent legal entity from the perspective of the IRS. Technically, the Academy as a 501(C)3 should not be conducting certification activities. While the AFMA was technically the entity that authorized the various Boards, there was not enough appropriate separation to protect the Academy's tax status.

This particular issue was identified as a concern for moving forward with new certifications. Until the legal separation of the Academy and AFMA could be completed some felt these activities should be placed on hold. Dr. Perlmutter disagreed and indicated that he suggested that work continue on all these areas so that once the legal work was complete things could move forward.

The consensus was that this was the correct approach, but that Mr. Fintzen should be reminded that it is urgent that this project is completed.

A request was made that the Board of Directors reconvene in the coming months so that updates could be provided on the various items that had been identified during the course of this meeting as requiring immediate action.

VII. CME

Approval of the destination for the 2022 Annual Scientific Meeting was discussed. It was noted that when the 2020 meeting scheduled to be held in Providence, RI was cancelled due to COVID it was rescheduled for 2022. Dates for the meeting would be April 28-30 with the Academy sessions being on the 29th and 30th. The annual Board of Directors meeting would likely be in the late afternoon of April 29th. All agreed, but asked that the Academy be given some input with regard to destination selection. Dr. Perlmutter indicated that since he has been on the Executive Committee of the ICSUS for the past 4 years he has advocated for appropriate destinations that were interesting and could provide some activities after CME was completed. Ultimately, the ICSUS was signing contracts with the hotels and assuming all financial risk by guaranteeing requirements of the hotel that if not met would incur a penalty. As such, ICSUS and their incoming President for the upcoming meetings had a significant amount of influence in destination selection. Unfortunately, due to COVID this did not happen for Dr. Perlmutter's

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term. ICSUS is fully aware that the relationship with the Academy is mutually beneficial and that the success of the meeting is dependent on both groups participating. The group was reminded that there is basically no financial risk for the Academy to join the ICSUS. While the financial benefit is determined in part by the number of exhibitors that attend on behalf of the Academy, there is always a positive financial contribution provided to the Academy's bottom line.

VIII. Other Business

Dr. Perlmutter asked if there was any other business.

Dr. Clara Epstein indicated that she wished to discuss board equity. She had experienced significant push back from hospitals about the acceptance of her certification through the American Board of Clinical Neurological Surgery. The ABMS had significant influence and many hospitals were now specifically requiring that privileges only be granted to those who were ABMS board certified. This was deemed to be a problem in other parts of the country as well. Dr. Epstein had approached to Colorado Medical Board to request assistance with this issue was not able to persuade the leadership to assist.

All agreed that this was an important topic that likely effected or would soon effect every member of the Academy.

An ad hoc sub-committee was created to look into this matter further and make recommendations back to the Board of Directors as appropriate. The Committee consisted of Drs. Perlmutter, Zamorano and C. Epstein.

Dr. Epstein also noted that she believed that past Academy Chair, Dr. Kazem Fathie should be honored. Dr. Fathie had passed last year. It was noted that the Scholarship Fund had already been designated the Kazem Fathie Scholarship and a tribute was posted on the website. Dr. Epstein indicated that she felt it would be appropriate to also honor Dr. Fathie in some way at the 2022 annual meeting in Providence. All agreed that this would be appropriate.

With no further business, Dr. Perlmutter thanked everyone for their thoughtful participation and the **meeting adjourned at 6:30pm.**

**American Academy of Neurological and Orthopaedic Surgeons
Board of Directors Meeting via Zoom – Saturday, March 12, 2022
Minutes**

1. Call to order 9am Central time

2. Roll call

The following Directors were present when actions were taken.

Drs. L. Zamorano (Chair), M. Perlmutter (Immediate Past Chair), M. Coles (Secretary), A. Bereanu, C. Clark, C. Epstein, J. Epstein, T. Lamki, J. Ogden, A. Salma and W. Welch

Eleven of the 17 members of the Board of Directors were determined to constitute a quorum and actions taken would be considered valid without further ratification being required.

Also present was Nick Rebel, Executive Director.

3. Review and approval of minutes from October 16, 2021 meeting

Upon a motion duly made and seconded, it was resolved to approve the minutes of the October 16, 2021 Board of Directors meeting as presented.

4. Update on legal matters

Dr. Zamorano asked Mr. Rebel to provide an update of the activities which had occurred since the last meeting.

Mr. Rebel initially reviewed progress related to get AFMA activities. Recently the Board of Directors for AFMA approved their revised Bylaws, Policies and Articles of Incorporation. The appropriate filings were just made with the Nevada Secretary of State and a TIN had been obtained for AFMA. The next step would be to file the 1024 application for exemption. This was expected to be accomplished in the near future.

Mr. Rebel continued by indicating that the primary reason for the meeting today was to review and approve the AANOS amended Bylaws, new Policies and restated Articles of Incorporation and; also to approve payment of the invoices for legal and accounting work provided through this point in time. While the approvals could be accomplished via electronic means, the hope was that with a quorum present during a live meeting this could expedite the process and provide for a more open dialogue about any concerns.

A variety of questions were raised by several of the members of the Board of Directors. Discussion ensued and ultimately all agreed in principal that the documents could be approved as presented. Once it was confirmed that a quorum was indeed present, the following actions were taken...

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Whereas, best practices suggest that nonprofit organizations exempt from federal income tax should periodically review their governing documents. Consistent with best practices, beginning in 2020, the **American Academy of Neurological and Orthopaedic Surgeons (AANOS)** undertook a comprehensive review of its Bylaws. The project's goals were to ensure the AANOS' Bylaws:

- Reflect its purpose;
- Reflect its current membership categories and structure;
- Reflect its current governance structure;
- Include provisions consistent with its tax-exempt status and do not include any provisions, which may not be consistent with its tax-exempt status;
- Embody best practices for nonprofit organizations exempt from federal income tax pursuant to IRC 501(c)(3); and
- In all respects reflect and comply with applicable law.

The task of reviewing the Bylaws was initially undertaken by the AANOS' Executive Director, Chair, and legal counsel (collectively, "**Working Group**"). The Working Group reviewed the AANOS' Bylaws and, consistent with the goals outlined above, developed new bylaws which: (i) more accurately reference the AANOS' purpose as defined by its Articles of Incorporation; (ii) more accurately reflect its membership categories; (iii) more accurately reflect its governance structure; (iv) eliminate unnecessary, inaccurate, inconsistent, unclear, inappropriate, contradictory, and outdated provisions; (v) eliminate provisions potentially inconsistent with applicable law and its tax exempt status; and (vi) add numerous provisions reflecting applicable law and best practices for Nevada nonprofit AANOSs and organizations exempt from federal income tax pursuant to IRC 501(c)(3). The new bylaws recommended by the Working Group were reviewed by a constituted quorum of the Board of Directors.

Since the AANOS' Board is vested with authority to alter, amend, and replace in whole or in part the AANOS' Bylaws.

The Board of Directors having reviewed the New Bylaws and the rationale for the same, the Board determined that it was in the best interest of the AANOS to repeal the AANOS' Bylaws in their entirety and replace them with the New Bylaws as presented to the entire Board in advance of the meeting.

RESOLUTION

NOW THEREFORE BE IT RESOLVED: The Bylaws of The American Academy of Neurological and Orthopaedic Surgery are repealed in their entirety; and

BE IT FURTHER RESOLVED: The New Bylaws as presented to the AANOS Board of Directors on February 12, 2022 are hereby adopted and approved as the "Bylaws" of The American Academy

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of Neurological and Orthopaedic Surgery as of said date and the Secretary is directed to: (i) place a copy of this Resolution and the New Bylaws in the AANOS' corporate records; (ii) post a copy of the New Bylaws on the AANOS' website; and (iii) send a notice to each of the AANOS' members advising them that they may access the New Bylaws on the AANOS' website.

The foregoing was unanimously approved/adopted by all eleven members of the Board of Directors who were present during the meeting.

The AANOS' new Policy Manual was subsequently presented for review and approval. The following action was taken...

Whereas, best practices suggest that nonprofit organizations exempt from federal income tax should periodically review their governing documents, including policies. Consistent with best practices, beginning in 2020, the AANOS undertook a comprehensive review of its governing documents, including its policies. The project's goals were to ensure the AANOS' policies:

- Reflect its purpose;
- Reflect its exempt status;
- Reflect its governance structure;
- Reflects its actual practices;
- Include those policies referenced in IRS Form 990;
- Embody best practices for nonprofit organizations exempt from federal income tax pursuant to IRC 501(c)(3); and
- In all respects reflect and comply with applicable law.

The task of reviewing the AANOS' policies was initially undertaken by the AANOS' Executive Director, Chair, and legal counsel (collectively, "**Working Group**"). The Working Group reviewed the AANOS' policies and, consistent with the goals outlined above, developed the following draft policies and related documentation: (i) Policy Manual Introduction; (ii) Resource Use Policy; (iii) Conflict of Interest Policy; (iv) Annual Conflict of Interest Disclosure Form; (v) Whistleblower Policy; (vi) Disqualified Person Compensation Policy; (vii) Financial Policy; (viii) Fundraising Policy; (ix) Gift Acceptance Policy; (x) Investment Policy; (xi) Insurance Policy; (xii) Corporate, Charitable, and Tax Exemption Registration and Reporting Compliance Policy; (xiii) Public Disclosure Policy; (xiv) Record Retention and Destruction Policy; (xv) Changes to Manual; and (xvi) Policy Manual Acknowledgement (collectively, "**Policy Manual**"). The Policy Manual as recommended by the Working Group were reviewed by a constituted quorum of the Board of Directors.

Since the AANOS' Board is vested with authority to adopt policies required by the Bylaws and as it otherwise deems necessary to advance the AANOS' Exempt Purpose.

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Having reviewed the Policy Manual and the rationale for the same, the Board believes that it is in the best interest of the AANOS to adopt the Policy Manual.

RESOLUTION

NOW THEREFORE BE IT RESOLVED: The Policy Manual as presented to the entire Board of Directors in advance of the meeting of March 12, 2022 comprised of the following documents and policies contained therein is hereby unanimously adopted and approved as of the date of this meeting: (i) Policy Manual Introduction; (ii) Resource Use Policy; (iii) Conflict of Interest Policy; (iv) Annual Conflict of Interest Disclosure Form; (v) Whistleblower Policy; (vi) Disqualified Person Compensation Policy; (vii) Financial Policy; (viii) Fundraising Policy; (ix) Gift Acceptance Policy; (x) Investment Policy; (xi) insurance Policy; (xii) Corporate, Charitable, and Tax Exemption Registration and Reporting Compliance Policy; (xiii) Public Disclosure Policy; (xiv) Record Retention and Destruction Policy; (xv) Changes to Manual; and (xvi) Policy Manual Acknowledgement.

BE IT FURTHER RESOLVED: The Secretary is directed to: (i) place a copy of this approval and the Policy Manual in the AANOS' corporate records; (ii) provide a copy of the Policy Manual to the AANOS' directors, officers, and Executive Director; and (iii) obtain a signed Policy Manual Acknowledgement and Annual Conflict of Interest Disclosure Form from the AANOS' directors, officers, and Executive Director.

The foregoing was unanimously approved/adopted by all eleven members of the Board of Directors who were present during the meeting.

The AANOS' amended and restated Articles of Incorporation were subsequently presented for review and approval. The following action was taken...

The AANOS' Articles of Incorporation define the AANOS' purpose as follows:

The purpose of this nonprofit cooperative organisation of Doctors of Medicine and Surgery in the medical specialties known as Neurological and Orthopaedic Surgery is to set exemplary standards of care and to promote education in this specialty in order to benefit mankind and to heal human ailments.

Beginning in 2020, The AANOS undertook a comprehensive review of its Articles of Incorporation. The project's goals were to ensure the AANOS' Articles of Incorporation:

- Stated its correct name;
- Reflected its purpose;
- Provided its duration was perpetual;

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- Allowed for its current membership categories and structure;
- Included provisions consistent with its tax-exempt status;
- Embodied best practices for nonprofit organizations exempt from federal income tax pursuant to IRC 501(c)(3); and
- In all respects reflected and complied with applicable law.

The task of reviewing the Articles of Incorporation of AANOS was initially undertaken by the AANOS' Executive Director, Chair, and legal counsel (collectively, "**AOI Working Group**"). The AOI Working Group reviewed the AANOS' Articles of Incorporation and, consistent with the goals outlined above, developed amended and restated articles of incorporation which: (i) change the AANOS' name from, "The American Academy of Neurological Orthopaedic Surgery" to "The American Academy of Neurological and Orthopaedic Surgery;" (ii) more accurately reflect the AANOS' purpose; (iii) amend its duration from 50 years to perpetual; (iv) eliminate outdated provisions regarding place of business, property rights, and board of directors; (v) add a provision allowing for more than one class of members; and (vi) adds provisions based on the requirements for federal income tax exemption under IRC 501(c)(3). The Amended and Restated Articles of Incorporation recommended by the AOI Working Group were reviewed by a constituted quorum of the Board of Directors.

The Board believes that the adoption of the Amended and Restated Articles of Incorporation is in the best interest of the AANOS and should be submitted to the voting members of the AANOS by written ballot for their consideration and action.

RESOLUTION

NOW THEREFORE BE IT RESOLVED: The Board hereby unanimously approves the Amended and Restated Articles of Incorporation included in these minutes as Exhibit A.

BE IT FURTHER RESOLVED: The President and Secretary are authorized and directed to submit the Amended and Restated Articles of Incorporation to the AANOS' members entitled to vote for their consideration and action by written ballot in accordance with the requirements stated in the AANOS' Bylaws and Nev. Rev. Stat. 82.326. The ballot must: (i) state that it is proposed the AANOS' Articles of Incorporation be amended and restated as provided in the Amended and Restated Articles of Incorporation attached to the ballot; and (ii) provide an opportunity for each AANOS voting member to vote for or against this proposed action. In addition, the solicitation accompanying the ballot must: (i) indicate the number of responses needed for a quorum; (ii) state the percentage necessary to approve and adopt the Amended and Restated Articles of Incorporation; and (iii) specify the time and way a ballot must be received by the AANOS to be counted.

BE IT FURTHER RESOLVED: Each of the AANOS' voting members shall have 2 weeks after the ballot is sent with an exact date specified in the notice, to complete and return their ballot to the AANOS by mail to 1524 N. Lake Shore Drive, Chicago, Illinois 60610 or electronically by fax, email

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or other electronic method deemed appropriate. Ballots received after this date and time or delivered to the AANOS using a method of delivery not specifically approved in the notice will not be counted.

BE IT FURTHER RESOLVED: Pursuant to Nev. Rev. Stat 82.326 and Sections 4.8 and 4.12 of the AANOS' Bylaws, at least 10 percent of the AANOS' voting members must complete and return a ballot for a quorum. Pursuant to Nev Rev Stat 82.356(1)(b), if there is a quorum, a majority of the ballots returned are required to approve and adopt the Amended and Restated Articles of Incorporation.

BE IT FURTHER RESOLVED: If the AANOS' voting members approve and adopt the Amended and Restated Articles of Incorporation, the AANOS' President and Secretary are directed and authorized to: (i) prepare, execute, and file the Amended and Restated Articles of Incorporation with the Nevada Secretary of State; (ii) pay all fees and expenses associated with the same; (iii) place a copy of the Amended and Restated Articles of Incorporation filed with the Nevada Secretary of State in the AANOS' corporate records; and (iv) take all other steps necessary to effectuate the amendments to the AANOS' Articles of Incorporation adopted under this Resolution.

The foregoing was unanimously approved/adopted by all eleven members of the Board of Directors who were present during the meeting.

Dr. Zamorano thanked everyone for their thoughtful consideration and approval of these items. Dr. Perlmutter observed that there was likely a considerable amount of expense incurred related to the resolution of the legal and accounting issues. Dr. Zamorano noted that this was the next item on the agenda and asked Mr. Rebel to proceed.

Invoices were provided in advance of the meeting for review related to legal fees accrued through the end of February. Amounts due were \$12,552.34 for AANOS and \$16,411.43 for AFMA. Mr. Rebel reminded the Board that in October of 2021 the Board authorized payment of the bill presented at that point in the amount of approximately \$11,000. Earlier in the year approximately \$5,000 was expended for preliminary legal research. Total legal fees for both entities for the period of October 2021 to February 2022 were just under \$40,000. Total legal costs for both groups 2021 to date is approximately \$45,000.

In addition, accounting fees have accrued to approximately \$7,100 of which a payment was already made in the amount of \$3,800 leaving a balance as of March 1 of \$3,335.

From both the legal and accounting perspective the basic job is now very close to complete. The remaining work will likely incur a little more in expense, assuming everything submitted to the IRS is accepted.

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Resources available to pay these fees include net assets as of December 31, 2021 for the AANOS of approximately \$250,000 and net assets for the AFMA of more than \$150,000. Mr. Rebel reminded everyone that the Academy and AFMA overhead was basically non-existent and only administrative costs of approximately \$40,000 per year were incurred. Most of this was covered by dues. While the more than \$50,000 expenditure on legal and accounting services were quite significant, the need to undertake this project was apparent and necessary. Limited discussion ensued and subsequently the follow actions were taken...

Upon a motion duly made and seconded, it was resolved to pay the balance due of \$12,552.34 to Gaido and Fintzen, Attorneys at Law for their fees through the end of February for the AANOS.

It was also resolved to pay the balance due of \$16,411.43 to Gaido and Fintzen, Attorneys at Law for their fees through the end of February for the AFMA.

Further, it was resolved to pay the accounting fees accrued and due through March 1, 2022 payable to ORBA, Ltd. In the amount of \$3,335 for AFMA.

Expenses would be allocated to the appropriate entities through accounting transactions.

5. Investment Update

Mr. Rebel noted that the AANOS accounts have been transferred out of Wells Fargo. This had just been confirmed the prior day when the Wells Fargo representative contacted him to let him know the transfer had been made. There were still some administrative tasks required on the UBS side, but the assets were now out of Wells Fargo. Assets belonging to AFMA were still at Wells Fargo and would need to be transferred once all the legal issues were resolved. Obviously a separate account would also need to be opened as AFMA was a unique entity that now had its own Tax Identification Number from the IRS.

6. Update on Neuro Critical Care Certification

Dr. Zamorano noted that Dr. Clark had compiled a series of excellent questions for the new certification exam and a preliminary set of qualifications had been identified. Mr. Rebel noted that before the certification could go live, the questions would need to be entered into the testing system. Until that could happen, it did not make sense to “advertise” the certification to the membership. Due to the upcoming annual meeting in 6 weeks, Mr. Rebel felt it would be impossible to work on this until after May 1st.

Everyone understood the limitations on staff time and congratulated Dr. Clark for his hard work.

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7. Other Business

Dr. Salma inquired as to the possibility of attending the upcoming meeting virtually. Others acknowledged that they too were interested to learn of the answer to this question. Mr. Rebel noted that the scientific portion of the meeting would once again be made available in a hybrid virtual format. Registration fees would be the same as in-person attendance, but those participating virtually would obviously not incur any costs for travel or hotel. An announcement would be going out approximately one month before the meeting date. Mr. Rebel also noted that in order to hold the annual business meeting in a virtual/hybrid format the Board would need to adopt a resolution to do so.

Upon a motion duly made and seconded, it was resolved to hold the annual meeting of the AANOS Board of Directors in a hybrid format with live in-person participation along with a Zoom option. Both methods of participation counting as present in-person for the purposes of a quorum.

With no further business, Dr. Zamorano asked for a motion to adjourn.

Several members thanked Dr. Zamorano for her excellent work to address the legal concerns of the organization. Dr. Zamorano indicated it was her pleasure.

Upon a motion duly made and seconded, it was resolved to adjourn the meeting at 10:20am central time.

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Exhibit A

**Amended and Restated Articles of Incorporation
of
The American Academy of Neurological and Orthopaedic Surgery**

**Article I
Name**

The name of the nonprofit corporation is The American Academy of Neurological and Orthopaedic Surgery ("**Nonprofit Corporation**").

**Article II
Nonprofit Corporation**

The Nonprofit Corporation is a Nevada nonprofit corporation subject to the provisions of Chapter 82, Nonprofit Corporations, of the Nevada Revised Statutes.

**Article III
Purpose**

This Nonprofit Corporation is organized and operated exclusively for charitable, educational, and scientific purposes as defined by Section 501(c)(3) of the Internal Revenue Code or any corresponding section of any future federal tax code ("**Code**"), and in particular to advance neurological and orthopaedic surgery, medicine, science, patient care, and patient accessibility to care, through education, research, and humanitarian activities.

**Article IV
Duration**

The Nonprofit Corporation's duration is perpetual.

**Article V
Members**

The Nonprofit Corporation has members. The Nonprofit Corporation's board of directors is authorized to establish more than one class of members. The board of directors shall determine the qualifications and rights of the different classes of members including, but not limited to, which class or classes of members are entitled to vote and serve as directors and officers of the Nonprofit Corporation. The board of directors shall state the respective qualifications and rights of each class of members in the Corporation's Bylaws.

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**Article VI
Additional Provisions**

The Nonprofit Corporation being organized exclusively for charitable, educational, and scientific purposes, may make distributions to organizations that qualify as exempt organizations under Section 501(c)(3) of the Code. No part of the net earnings of the Nonprofit Corporation shall inure to the benefit of, or be distributed to, its members, directors, officers, or other private persons except that the Nonprofit Corporation is authorized and empowered to pay reasonable compensation for services rendered and to make payments and distributions in furtherance of the purposes stated above. No substantial part of the activities of the Nonprofit Corporation shall be the carrying on of propaganda, or otherwise attempting to influence legislation, and the Nonprofit Corporation shall not participate, or intervene in (including the publishing or distribution of statements concerning), any political campaign on behalf of any candidate for public office. Notwithstanding any of the provisions of these Articles, the Nonprofit Corporation shall not carry on any other activities not permitted to be carried on: (i) by a corporation exempt from federal income tax under Section 501(c)(3) of the Code; or (ii) by a corporation, contributions to which are deductible under Section 170 (c)(2) of the Code.

**Article VII
Dissolution**

Upon dissolution of the Nonprofit Corporation, the board of directors shall, after paying or making provision for the payment of all of the liabilities of the Nonprofit Corporation, dispose of all of the assets of the Nonprofit Corporation exclusively for purposes of the Nonprofit Corporation in such manner, or to such organization or organizations organized and operated exclusively for charitable, educational and/or scientific purposes as shall at that time qualify as an exempt organization or organizations under Section 501(c)(3) of the Code, as the board of directors shall determine. Any said assets not so disposed of shall be disposed of by the appropriate court of law of the county in which the principal office of the Nonprofit Corporation is then located, exclusively for such purposes or to such organization or organizations as said court shall determine which are organized and operated exclusively for exempt purposes.

American Academy of Neurological and Orthopedic Surgery
Income Statement
December 31, 2020

	AANOS	Scholarship	AFMA	Total
Revenue				
Membership Dues	40,350			40,350
Application Fees	1,800			1,800
Certification Fees (New & Recert.)			14,050	14,050
Annual Meeting Revenue	-			-
Member Donations	6,000			6,000
Net Investment Income - Inc. Unrealized Gains / Losses	(28,097)	3,007	6,653	(18,438)
Dividend/Interest Income	5,788	660	1,505	7,953
Other Income	708			708
Total Revenue	26,549	3,667	22,208	52,423
Expense				
Grant to ICSUS (CME)	43,659			43,659
Accounting / Legal Fees	1,000		8,766	9,766
Office Supplies Expense	-			-
Telephone & Internet Expense	79			79
Postage and Shipping Expense	140			140
Storage Expense	-			-
Insurance Expense	1,041			1,041
Credit Card Service Charges	389			389
Printing/Advertising	20			20
Annual Meeting Expenses	-			-
Business Meetings Expense	-			-
NV Secretary of State & Registered Office Fees	924			924
Other Misc. Expenses	2,342		89	2,431
Depreciation	-			-
Scholarships	-			-
Certification Expenses (Proctor / Exam maintenance)	-		252	252
Total Expense	49,595	-	9,106	58,701
Net Income	(23,046)	3,667	13,102	(6,277)

American Academy of Neurological and Orthopedic Surgery
Income Statement
December 31, 2021

	AANOS	Scholarship	AFMA	Total
Revenue				
Membership Dues	43,820			43,820
Application Fees	900			900
Certification Fees (New & Recert.)			19,300	19,300
Annual Meeting Revenue	6,150			6,150
Member Donations	1,000			1,000
Net Investment Income - Unrealized Gains / Losses	9,578	4,408	9,648	23,634
Dividend/Interest Income	1,326	578	1,280	3,184
Other Income	156			156
Total Revenue	62,931	4,985	30,228	98,144
Expense				
Grant to ICSUS (CME)	43,659			43,659
Accounting / Legal Fees	20,303		5,126	25,429
Office Supplies Expense	68			68
Telephone & Internet Expense	2,479		64	2,543
Postage and Shipping Expense	229			229
Storage Expense	-			-
Insurance Expense	1,092			1,092
Credit Card Service Charges	541		183	724
Printing/Advertising	-			-
Annual Meeting Expenses	-			-
Business Meetings Expense	-			-
NV Secretary of State & Registered Office Fees	894			894
Other Misc. Expenses	2,324			2,324
Depreciation	-			-
Scholarships	-	500		500
Certification Expenses (Proctor / Exam maintenance)	-		200	200
Total Expense	71,589	500	5,572	77,661
Net Income	(8,658)	4,485	24,656	20,483
Net Assets at 12/31/20	263,481	49,523	143,279	456,283
Net Assets at 12/31/21	254,823	54,008	167,935	476,766

American Academy of Neurological and Orthopedic Surgery
Income Statement
March 31, 2022

	AANOS	Scholarship	AFMA	Total
Revenue				
Membership Dues	11,900			11,900
Application Fees	150			150
Certification Fees (New & Recert.)			3,200	3,200
Annual Meeting Revenue				-
Member Donations	1,000			1,000
Net Investment Income - Unrealized Gains / Losses				-
Dividend/Interest Income	1			1
Other Income				-
Total Revenue	13,051	-	3,200	16,251
Expense				
Grant to ICSUS (CME)	10,915		15,336	26,251
Accounting / Legal Fees	7,521			7,521
Office Supplies Expense				-
Telephone & Internet Expense	60			60
Postage and Shipping Expense	32			32
Storage Expense	-			-
Insurance Expense	-			-
Credit Card Service Charges	203			203
Printing/Advertising	-			-
Annual Meeting Expenses	-			-
Business Meetings Expense	-			-
NV Secretary of State & Registered Office Fees	774			774
Other Misc. Expenses				-
Depreciation				-
Scholarships				-
Certification Expenses (Proctor / Exam maintenance)			300	300
Total Expense	19,505	-	15,636	35,141
Net Income	(6,454)	-	(12,436)	(18,890)

American Academy of Neurological and Orthopedic Surgery
Statement of Financial Position
March 31, 2022

	AANOS	Scholarship	AFMA	Total
Cash and Investments				
Bank of America Checking	44,297	-	-	44,297
Wells Fargo Investments	62,110	-	96,318	158,428
UBS Investments	119,355	39,423	-	158,778
Capital One Savings	28,863	11,626	66,743	107,232
				-
Total Cash and Investments	254,625	51,050	163,061	468,735

AANOS Membership Analysis (Dues Paying Members)
As of April 19, 2022

Dues Year	Date Range of Payments	Number Paid
2022	11/24/21 to date	50
2021	11/25/20 to date	70
2020	11/25/19 to date	75
2019	11/21/18 to date	76
2018	11/22/17 to date	74
2017	11/21/16 to date	74
2016	08/01/15 to date	79
2015	08/01/14 to date	79
2014	08/01/13 to date	86
2013	08/01/12 to date	82
2012	08/01/11 to date	82
2011	08/01/10 to date	93
2010	08/01/09 to date	106
2009	08/01/08 to date	103
2008	08/01/07 to date	111
2007	08/01/06 to date	126
2006	08/01/05 to date	133

Note: For 2021 dues year approximately 20 payments received after April 30th.

AANOS Active Dues Paying Members
As of April 19, 2022

Last Name	First Name	Suffix	Specialty	City	State	Status	(Re)Certification	Joined
Aboud	Emad	MD	Neurosurgery	Sherwood	AR	Active		10/4/2018
Ackil	Albert	MD	Neurology	Canton	MA	Active	11/2/2017	1/30/1980
Agnew	David	MD	Neurology	Santa Barbara	CA	Semi-Retired	9/26/2016	1/1/1996
Ahmed	Mohamed	MD	Orthopaedic Surgery	Astoria	NY	Active	2/12/2018	1/30/2015
Alexander	Lawrence	MD	Orthopaedic Surgery	Miami	FL	Active		12/19/2017
Alhammoud	Abduljabbar	MD	Orthopedic Surgery	Oakland	CA	Active - New		4/28/2021
Allen	Mark	MD	Orthopaedic Surgery	Lansdowne	PA	Active	11/20/2017	
Alzugaray	Manuel	MD	Orthopaedic Surgery	Coral Gables	FL	Active	10/6/2015	10/24/1986
Anand	Prashanth	MD	Orthopaedic Surgery	Fort Dodge	IA	Active	5/4/2020	4/6/2020
Barry	Christopher	MD	Neurosurgery	Edmond	OK	Active		1/10/2014
Bereanu	Anca	MD	Neurology	Yardley	PA	Active	9/1/2020	6/1/1998
Berlin	Burgess	MD	Orthopaedic Surgery	South Orange	NJ	Active	10/12/2015	
Bhandarkar	Amit	MD	Orthopaedic Surgery	Herrin	IL	Active - New	1/12/2021	8/17/2020
Bolles	Gene	MD	Neurosurgery	Boulder	CO	Semi-Retired		
Bonati	Alfred	MD	Orthopaedic Surgery	Hudson	FL	Active	11/24/1997	10/20/1987
Brooke	Daniel	MD	Orthopaedic Surgery	Miles City	MT	Active	9/1/2020	1/1/1991
Cheppalli	Naga Suresh	MD	Orthopaedic Surgery	Albuquerque	NM	Active	11/20/2017	1/3/2017
Clark	Craig	MD	Neurosurgery	Carrollton	MS	Active		
Coles	Maxime	MD	Orthopaedic Surgery	Boca Raton	FL	Active	3/29/2016	12/13/1988
D'Angelo	Joseph	MD	Orthopaedic Surgery	Brooklyn	NY	Active	4/10/2017	
Dipaolo	Peter	MD	Orthopaedic Surgery	Woodland Park	NJ	Active	5/29/2019	11/10/2013
Earle	Stephen	MD	Orthopaedic Surgery	San Antonio	TX	Active	5/8/2020	12/13/1988
Eltahawy	Hazem	MD	Neurosurgery	Birmingham	MI	Active - New	9/13/2021	1/12/2021
Eneman	Jay	MD	Orthopaedic Surgery	Woodmere	NY	Active	11/13/2018	
Epstein	Jeffrey	MD	Neurosurgery	Babylon	NY	Active	7/22/2019	1/1/1991
Epstein	Clara Raquel	MD	Neurosurgery	Cotopaxi	CO	Semi-Retired	3/18/2019	5/1/2008
Farhan	Saif	MD	Orthopaedic Surgery	Sacramento	CA	Active - New	6/10/2021	7/16/2020
Fishman	Bruce	MD	Orthopaedic Surgery	Encino	CA	Active	1/17/2022	1/1/1992
Frenz	John	MD	Neurosurgery	Brandon	MS	Active	1/5/2022	
Friedland	Jerome	MD	Orthopaedic Surgery	Reseda	CA	Active	6/27/2017	
Golnick	Jan	MD	Neurology	Omaha	NE	Active	12/23/2015	
Habibi	Mehdi	MD	Neurosurgery	Los Angeles	CA	Semi-Retired	11/1/2017	1/1/1989
Hajianpour	M. Ali	MD	Orthopaedic Surgery	Lauderdale Lakes	FL	Active	11/22/2016	5/31/1996
Horvath	Anthony	MD	Orthopaedic Surgery	Long Beach	NY	Active	7/16/2018	
Hussain	Shabbar	MD	Orthopaedic Surgery	Chambersburg	PA	Active	7/21/2020	3/30/2016

**AANOS Active Dues Paying Members
As of April 19, 2022**

Last Name	First Name	Suffix	Specialty	City	State	Status	(Re)Certification	Joined
Iakomi	Vladimir	MD	General Surgery	Christiana	PA	Active		8/6/2019
Irwin	Matthew	DO	Orthopaedic Surgery	Tarboro	NC	Active - New		10/21/2021
Jaffer	Hayder	MD	Neurosurgery	Merrillville	IN	Active	3/15/2021	2/12/2019
Jahan	Sheila	MD	Neurology	Arlington	VA	Active	9/1/2016	
Janjua	Muhammad Burha	MD	Neurosurgery	Rockford	IL	Active	5/6/2021	
Jody	Gilbert	MD	Orthopaedic Surgery	Marina Del Ray	CA	Semi-Retired	8/5/2014	
Johnson	Lindsey	MD	Neurology	Ormond Beach	FL	Active	2/11/2020	2/12/2019
Kamler	Kenneth	MD	Orthopaedic Surgery	Ridgewood	NY	Active	11/20/2019	10/16/2013
Katzman	Scott	MD	Orthopaedic Surgery	Palm Beach Gardens	FL	Active	11/20/2017	8/15/2017
Khalil	Mohamed	MD	Neurology	Houston	TX	Active	3/20/2018	10/1/1987
Khayyal	Usama	MD	Orthopaedic Surgery	Brooklyn	NY	Active	9/17/2019	11/29/2016
King	John	MD	Orthopaedic Surgery	Oneida	NY	Active	2/25/2015	1/1/1984
Kobayashi	T. Kenji	MD	Orthopaedic Surgery	Gainesville	GA	Active	8/20/2009	
Kulak	William	MD	Orthopaedic Surgery	New York	NY	Active	2/10/1999	7/4/1987
Kumar	Nanda	MD	Neurology	Manhattan	KS	Active	9/7/2016	
Lamki	Tariq	MD	Neurosurgery	Franklin Lakes	NJ	Active	6/19/2020	7/31/2014
Mathews	Robert	MD	Orthopaedic Surgery	Millersville	PA	Active		6/6/1983
Mattei	Tobias	MD	Neurosurgery	Saint Louis	MO	Active	12/4/2019	7/21/2014
Menedal	Anil	MD	Orthopaedic Surgery	Salem	VA	Active - New		11/5/2020
Mohamed	Ahmed	MD	Orthopaedic Surgery	Mount Vernon	IL	Active	5/18/2020	8/22/2019
Nasif	Ronald	MD	Orthopedic Surgery	Falmouth	MA	Semi-Retired	9/29/2014	
Neely	Stephen	MD	Orthopaedic Surgery	Lebanon	TN	Active	9/6/2016	12/13/1988
Ogden	John	MD	Neurosurgery	Upper Sandusky	OH	Active	3/30/2021	1/14/2016
Palmaccio, Jr.	Anthony	MD	Orthopaedic Surgery	Philadelphia	PA	Active	10/26/2015	
Pearl	Richard	MD	Orthopaedic Surgery	Longmont	CO	Active	12/6/2017	
Perez de la Torre	Ramiro	MD	Neurosurgery	Southfield	MI	Active - New		3/14/2022
Perlmutter	Mark	MD	Orthopedic Surgery	Rocky Mount	NC	Active	6/30/2020	5/1/2008
Plomaritis	Titus	MD	Orthopaedic Surgery	Lakin	KS	Active		9/8/2020
Rahmathulla	Gazanfar	MD	Neurosurgery	Jacksonville	FL	Active - New		5/17/2021
Rao	Sudhir	MD	Orthopaedic Surgery	Big Rapids	MI	Active	9/5/2019	
Rawson	Raymond	MD	Neurosurgery	Petoskey	MI	Active	7/18/2019	4/11/2014
Rodriguez	Rafael	MD	Neurology	Brandon	FL	Active	10/5/2016	8/8/1995
Ruth	Corey	MD	Orthopaedic Surgery	Gladwyne	PA	Active	9/1/2020	6/6/1995
Sahni	Deshdeepak	MD	Neurosurgery	Austin	TX	Active - New	9/13/2021	7/15/2021
Salma	Asem	MD	Neurosurgery	Lima	OH	Active	4/30/2018	12/19/2017

**AANOS Active Dues Paying Members
As of April 19, 2022**

Last Name	First Name	Suffix	Specialty	City	State	Status	(Re)Certification	Joined
Samonte	Francis	MD	Neurology	Roslindale	MA	Active	7/29/2019	11/19/2012
Segreto	Frank	MD	Orthopaedic Surgery	Ronkonkoma	NY	Active	11/19/2019	7/25/2012
Shafer	Diane	MD	Orthopaedic Surgery	Williamson	WV	Active	9/1/2011	5/7/1996
Siddiqui	Saqib	MD	Orthopaedic Surgery	San Antonio	TX	Active - New	5/8/2021	12/29/2020
Sperling	Hillel	MD	Orthopaedic Surgery	Calabasas	CA	Active	3/25/2021	
St. Louis	James	DO	Orthopedics	Tampa	FL	Active	11/17/2020	
Starace	Louis	MD	Orthopaedic Surgery	Palm Beach Gardens	FL	Active	7/23/2019	12/4/1990
Steiner	David G.	MD	Neurology	Woodmere	NY	Active	5/4/2020	
Stubel	Joseph	MD	Orthopaedic Surgery	Melville	NY	Active	9/8/2021	
Torcuator	Roy	MD	Neurosurgery	Sterling Heights	MI	Active - New	2/28/2022	2/10/2021
Valerio	Jose	MD	Neurosurgery	South Miami	FL	Active		5/1/2019
Vora	Vagmin	MD	Orthopedic Surgery	Brooklyn	NY	Active	5/26/2020	10/3/2019
Wakim	Emile	MD	Orthopaedic Surgery	Huntington Beach	CA	Active	6/1/2017	2/22/2012
Wakim	Paul	D.O.	Orthopaedic Surgery	Huntington Beach	CA	Semi-Retired	10/5/2016	
Weight	Mark	MD	Orthopedic Surgery	Idaho Falls	ID	Active	9/4/2012	8/8/2006
Weiss	David	DO	Orthopedics	Morrisville	PA	Active	10/13/2021	
Welch	William	MD	Neurosurgery	Philadelphia	PA	Active		6/4/2013
Xeller	Charles	MD	Orthopaedic Surgery	Seabrook	TX	Active	10/18/2021	
Young	Mark	MD	Orthopedic Surgery	Denison	TX	Active		2/15/2007
YS	Mohan	MD	Neurosurgery	Sterling Heights	MI	Active	4/11/2022	2/10/2021
Zamorano	Lucia	MD	Neurosurgery	Birmingham	MI	Active	9/1/2020	6/3/2009
Zaretsky	Jay	MD	Orthopaedic Surgery	Ramsey	NJ	Active	9/8/2021	1/1/2003

92 potential members who should be paying dues