



January 5, 2018

Addy M. Kujawa, CAE
Chief Executive Officer
American Alliance of Orthopaedic Executives
6602 E. 75th Street, Suite 112
Indianapolis, IN 46250

Dear Addy,

I am writing this letter on behalf of Campbell Clinic as an endorsement of membership in the American Alliance of Orthopaedic Executives and participation in the AAOE Annual Conference.

As you are aware, Campbell Clinic has maintained a group membership in AAOE and has current employees serving in multiple leadership capacities including Board of Directors, Advocacy Council, and the Annual Conference Committee. In addition, Campbell Clinic employees have been speakers at each of the last several AAOE annual conferences.

I have found that our employee's involvement and active participation in AAOE has brought significant benefits to Campbell Clinic. These benefits include governance and leadership skills that have allowed the shareholders to more clearly focus on the organization as a business and have enhanced our ability to make logical business decisions. In addition, the wealth of AAOE educational resources such as the Casting & Splinting program, benchmarking surveys, and the development of the new Data Warehouse provider valuable educational opportunities for our staff and information in the Board's planning and decision making process.

I would highly encourage every orthopaedic practice to insure that their practice executives and managers join and take advantage of AAOE's vast knowledge, collegial relationships and wealth of information that is available, which can support the practice's ability to perform and run their business at the highest level and meet the challenges that all practices are facing and will encounter during these transitional periods in healthcare delivery.

Thank you.

Sincerely,

Frederick M. Azar, M.D.
Chief of Staff

ROCKFORD
324 Roxbury Road, 61107
5875 E. Riverside Blvd., 61114

CRYSTAL LAKE
750 E. Terra Cotta Ave., 60014

HUNTLEY
12519 Regency Pkwy., 60142

February 5, 2018

To Physician and Management Leadership:

On behalf of OrthoIllinois, I would like to endorse participation in the American Association of Orthopaedic Executives (AAOE). Our CEO, Don Schreiner, has been a member of your association for the past 18 years. The knowledge and leadership he has gained from his membership has been outstanding. Over the years, the information that he has obtained from his membership and participation has greatly benefitted our organization.

As the President of OrthoIllinois, I encourage my peers to allow their leadership to join your organization and attend your annual conferences. Their return on investment will be far greater than the cost to cover your membership and annual conference fees. Our organization has saved immensely on implementation of ancillary services through the information brought back from networking at AAOE.

The education that the conferences have provided over the years has been exceptional. I believe strongly that being a part of the AAOE has contributed to enhanced revenue, reduced costs, and leadership growth of our organization

Sincerely,



Brian Bear, M.D.
President

ROCKFORD
324 Roxbury Road, 61107
5875 E Riverside Blvd, 61114

CRYSTAL LAKE
750 E. Terra Cotta Ave., 60014

HUNTLEY
12519 Regency Pkwy., 60142

January 15, 2018

To Whom It May Concern,

As a member of AAOE for over 18 years and having attended the National Conference every single year, I can testify that this association has readily had the most educational and mentoring impact on my professional career. Growing from five physicians and 28 employees to 34 physicians and over 400 staff with PT, MRI, DME, Surgery Center, and multiple EMR expansions and upgrades, etc., I have benefitted from knowing, befriending, and learning from countless administrators, consultants, and trusted vendor partners that I have met and interacted with both during the Annual Conference and through continued networking afterwards.

It is an ongoing learning experience that I have continued to pursue and have instilled within my fellow management team at OrthoIllinois, who are encouraged and supported to participate in AAOE conferences, networking opportunities, and educational programming.

The AAOE family of orthopedic practices has been an amazingly welcoming group of healthcare professionals that have so much to share and pass on from their own successes and failures. You cannot help but be a better team member and leader for your organization if you join, participate, and share your knowledge and experience with fellow AAOE members.

Sincerely,

Donald A. Schreiner, CEO
(815) 484-6915



January 16, 2018

To Whom It May Concern,

As a member of AAOE for the past 2 years and having attended the national conference each year, I can attest that this association has had a tremendous impact on my professional growth. As a healthcare executive changing most recently from a large multi-clinic OBGYN group with 7 locations and Emergency Medicine in the past to OrthoIllinois, a large orthopedic subspecialty group, AAOE has provided the resources and networking opportunities that have made this an enjoyable and successful transition. Through AAOE, I have met countless administrator colleagues from practices across my region and the entire country that have provided insight into past, current, and upcoming trends in the orthopedic healthcare industry.

In the past, I attended medical school before changing to a career in healthcare administration. This has allowed me to relate to both the business aspect as well as the treatments provided by our physicians. I mention my past education as a testament to my desire to learn. In my career, I enjoy continually learning new ideas and developing strategies that will continue to propel OrthoIllinois as an industry leading practice. In healthcare, the landscape changes sometimes daily. AAOE with its educational activities including the national conference have provided learning opportunities that help me remain knowledgeable of these constant changes in the orthopedic healthcare industry.

The AAOE family of orthopedic practices and the professionals that are members have welcomed me from my first day as a member. I have seen the dedication that everyone provides to the new members such as myself through the available resources and through mentoring opportunities that are available. With this level of dedication to its members, I look forward to continuing to learn from the AAOE community and to giving back to other professionals just as others have done for me.

Sincerely,

Matthew H. Watson, Regional Director
(815)455-2591



December 31, 2017

Ms. Addy Kujawa
CEO, American Alliance of Orthopedic Executives
Board of Directors
American Alliance of Orthopedic Executives
6602 East 75th Street, Ste 112
Indianapolis, Indiana 46250

Ref: Support and Endorsement for American Alliance of Orthopedic Executives Association and Membership

Dear Ms. Kujawa and AAOE Board of Directors,

I have supported Mrs. Dean in all volunteer leadership positions within AAOE because I have found there is mutual benefit in doing so. Over the years, I have actively supported her leadership positions both philosophically and financially. AAOE volunteer work and leadership opportunities have contributed substantially to Mrs. Dean's professional development and the opportunity for professional networking has sustained our clinic throughout the years with access to relevant data to build and sustain our clinic practice. AAOE membership is an investment in navigating and planning for the future.

Sportsmedicine Fairbanks has benefited immensely through the educational resources, the collegial sharing (networking) and advocacy. The educational pathways and operational guidance which the AAOE has provided for more than twenty years have contributed in great measure directly to the success of Sportsmedicine Fairbanks and to our community and state health care associations. AAOE builds professionalism, leadership management, and the courage to identify and implement solutions.

AAOE continues to evolve with the changing health care industry and prepares our Health Care Executives for the transitional roles of higher degrees of involvement in the management of quality care and patient focused delivery systems. The voice of AAOE Legislative Advocacy supports our practices nationwide. Participation in the AAOE Benchmarking survey provides the access to understand how we match with Orthopaedic practices at the national level and enhances our ability to plan strategically. I am particularly excited about the new affordable AAOE Data Warehouse and the opportunities it will provide to our practice in the future.

A handwritten signature in black ink that reads "Cary S. Keller, MD, FACSM". The signature is fluid and cursive, with a large loop at the end.

Cary S. Keller, MD, FACSM

President/Sportsmedicine Fairbanks