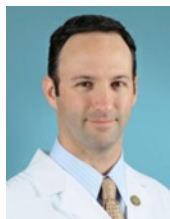


Tibia-Tribune

Spring 2019 / Volume 19 / Number 1 / www.soaassn.org

President's Message

Ryan M. Nunley, MD



Dear Colleagues,

SOA's 36th Annual Meeting will be held at the gorgeous Omni Amelia Island Plantation Resort, July 17-20, 2019, in Amelia Island, FL.

This year's Meeting promises to be as enjoyable for the entire family as it is educational for the attendees.



My colleague Stephen Duncan, MD will serve as Program Chair, and he has worked hard with the Program Committee to put together a dynamic and informative Program.

I am particularly excited this year to announce that my father, James Nunley II, MD will be our 2019 Distinguished Southern Orthopaedist.

The Omni Amelia Island Plantation Resort offers an extensive list of activities for all ages to enjoy. My wife, Anne has crafted a fun and tranquil week for spouses and children.

Mark your calendar for a great week in Amelia Island with the whole family. We look forward to seeing you there!



Farewell to Cynthia Lichtefeld

After 36 years with Southern Orthopaedic Association Cynthia Lichtefeld, Director of Operations, will

be saying farewell. She will be retiring at the end of the year and the SOA Annual Meeting in July will be her last. She has been with SOA from the beginning, and will be missed by all.

Register Today for Southern at the SEC Sports Injury Update & Case Based Discussion 2019 May 22-25, 2019, Renaissance Ross Bridge, Birmingham, AL



Join us in Birmingham, AL this spring for the Sports Medicine Symposium and the SEC Baseball Tournament! Through a combination of lectures, panel discussions, and audience involvement, you will be able to earn 12 Category 1 CME credits. The educational ses-

sions will take place each morning, leaving the afternoons and evenings free for you to attend the tournament.

Visit the SOA website at www.soaassn.org for more information or to register.

INSIDE

Southern At The SEC Keynote Speaker	p. 2
SEC Commissioner's Address	p. 2
SEC Orthopaedic Athletic Team of the Year Award	p. 3
Upcoming Meetings	p. 3
Come Join the Fun	p. 4
2019 Program Chair's Message	p. 6
2019 Program Committee	p. 6
Scientific Program Highlights	p. 6
2019 Distinguished Southern Orthopaedist	p. 8
2019 Award Winners	p. 8
Multimedia Sessions	p. 8
Dr. Andrews Wins Service Award	p. 9
Dr. Matava Inducted into Missouri Sports Hall of Fame	p. 9
Support the SOA Education Fund	p. 9
Money Matters	p. 10



Southern Orthopaedic Association

SOA Board of Trustees**PRESIDENT**

Ryan M. Nunley, MD

PRESIDENT-ELECT

Andrew A. Shinar, MD

SECRETARY/VICE PRESIDENT

Jeffrey A. Guy, MD

TREASURER

H. Clayton Thomason III, MD

IMMEDIATE PAST PRESIDENT

Matthew J. Matava, MD

BOARD OF TRUSTEES

James A. Browne, MD

James R. Ficke, MD

Christopher A. Heck, MD

Lee R. Leddy, MD

Scott D. Mair, MD

Michael J. O'Brien, MD

Historian (Ex-Officio)

C. Lowry Barnes, MD

Editor (Ex-Officio)

L. Andrew Koman, MD

SOA BOC Representative

Fred C. Flandry, MD, FACS

2019 Program Chair

Stephen T. Duncan, MD

SAE Chair

Scott D. Mair, MD

SOA Central Office

110 West Road, Suite 227
Towson, MD 21204-2136

Phone: 866-762-0730

Fax: 410-494-0515

Email: info@soaassn.org

Website: www.soaassn.org

Executive Director

Chuck Freitag

Director of Operations

Cynthia Lichtefeld

Southern at the SEC Keynote Speaker

Richard J. Hawkins, MD, FRCSC



The Southern Orthopaedic Association is pleased to welcome Richard J. Hawkins, MD, FRCSC as the Keynote Speaker for the SEC Sports Injury Update 2019 Program. Don't miss his presentation, "What We Know about the Throwing Shoulder," on Friday, May 24.

Dr. Hawkins relocated from Canada to Vail, CO in 1990, where he and Dr. J. Richard Steadman formed the Steadman Hawkins Clinic. In 2004, he opened the Steadman Hawkins Clinic of the Carolinas (which now has five locations with 27 physicians) where he is a Program Director for the Fellowship Program and Chairman of the Hawkins Foundation.

Dr. Hawkins graduated from the University of Western Ontario, where he later became a professor of orthopaedics and Director of the Residency Program. He is fellowship-trained in the knee, shoulder and spine and was an ABC Traveling Fellow in Great Britain in 1979. He is a founding member and Past-President of the

American Shoulder and Elbow Surgeons, Past-President of the Orthopaedic Learning Center and Canadian Academy of Sports Medicine, former Director of the Sports Medicine Council of Canada, and Team Physician in the 1988 Olympics. He was National Medical Director for the US Disabled Ski Team and Team Physician for the 1998/1999 Super Bowl Champion Denver Broncos, as well as the Colorado Rockies. He currently serves as Team Physician for the SC School for the Deaf and the Blind.

Dr. Hawkins has published over 200 articles and nine textbooks, and has presented over 800 features at both national and international meetings. He is a professor of clinical orthopaedic surgery at the University of South Carolina, adjunct professor in the Department of Bioengineering at Clemson University and was a clinical professor at the Universities of Colorado and Texas Southwestern. He is also on the Editorial Boards of several orthopaedic journals.

Dr. Hawkins has trained more than 200 fellows worldwide in shoulder and sports medicine, with many now serving in leadership positions across the country and in multiple societies.

SEC Commissioner's Address

Greg Sankey



The SOA is pleased to have the SEC Commissioner on the Program again for 2019. In June 2015, Greg Sankey became the eighth Commissioner of the Southeastern Conference and quickly engaged in building upon the SEC's strong foundations and rich traditions. His focus on innovation, communication, integrity and responsibility establishes a model

for leadership in college sports, today. Always with an eye on the future, Mr. Sankey is keenly aware of the competitive and institutional traditions that make the SEC uniquely successful. He offers a big-picture approach by introducing a vision that positions the SEC to leverage its success and popularity in athletics for a greater overall cultural and economic impact on the region, the nation and the world. We are pleased to welcome him to the SOA SEC Sports Injury Update and Case-Based Discussion for 2019.

The SOA

The Southern Orthopaedic Association (SOA) was founded in 1983 for physicians who are engaged in the specialty of orthopaedic and trauma surgery. Its mission is to develop and foster the art and science of medicine in the specialty of orthopaedic and trauma surgery. SOA operates exclusively for charitable, scientific and educational purposes.

SEC Athletic Orthopaedic Team of the Year Award

Joe P. Bramhall, MD



One of the highlights of the SOA SEC Program is a special presentation honoring the outstanding SEC Athletic Orthopaedic Team of the Year, chosen by the SEC Head Athletic Trainers. We are pleased to

announce Dr. Joe P. Bramhall as the recipient of this distinguished award.

Dr. Bramhall graduated medical school in 1985 and completed his Orthopaedic Surgery Residency in Fort Worth, Texas. He served under James Andrews, MD in Birmingham, AL during his fellowship training in orthopaedic sports medicine before returning to Bryan/College Station, Texas in 1991 to begin his practice specializing in orthopaedic surgery. In addition to private practice, Dr. Bramhall has been the team physician and orthopaedic surgeon for the Texas A&M De-

partment of Athletics since 1991, and he has served as the Director of Sports Medicine at Texas A&M University since 2001.

Dr. Bramhall was recognized as an Honorary Member of the Southwest Athletic Trainers Association at their 50th Annual Meeting in 2004. In May 2013, he was inducted into the Texas High School Football Hall of Fame in Waco, Texas, where he was recognized for his contributions over more than 20 years working with over 15 surrounding high schools. He is the 2014-2015 President of the Texas Society of Sports Medicine.

In addition to Dr. Bramhall receiving his award at the Meeting, the Texas A&M University Athletic Training Staff will receive a check for \$1,000 to be used for student athletic trainer education, courtesy of DJO Global Orthopedics, who has sponsored this stipend since the award's inception in 2003.

The SEC Athletic Orthopaedic Team of the Year Award is sponsored by DJO Global and the Southern Orthopaedic Association.

Upcoming SOA Meetings



Southern at the SEC Sports Injury Update & Case Based Discussion 2019

May 22-25, 2019

Renaissance Ross Bridge Golf Resort
Birmingham, AL



36th Annual Meeting

July 17-20, 2019

Omni Amelia Island Plantation
Amelia Island, FL

**Sports Injury Updates
coming your way!**

May 22-25, 2019 ♦ Birmingham, AL ♦ #SOAattheSEC2019

Come Join the Fun at the 36th Annual Meeting

The SOA's Annual Meeting will be held from July 17–20, 2019 at the Omni Amelia Island Plantation in beautiful Amelia Island, FL.

The Omni Amelia Island Plantation Resort is nestled on 1,350 acres at the tip of a barrier island just off the northeast Florida coast. Enjoy luxurious oceanfront accommodations, world-class resort pools, championship golf, a full-service spa, endless dining options and family-friendly activities. Stroll over three miles of pristine beach or spend an afternoon kayaking and paddle-boarding through preserved marshlands. Children will enjoy the award-winning Kids' Camp and Nature Center, both of which offer supervised activities.

Spacious accommodations with unparalleled views of the Atlantic are available. Relax on the largest multi-tiered pool deck in northeast Florida, featuring an adults-only infinity edge pool, a 10,000-square-foot family-friendly pool, the Splash Park water playground for the kids, two hot tubs and oversized fire pits.

For everyone's convenience, the SOA has reserved a block of rooms. To make a reservation, call the Omni Amelia Island Plantation Resort at 888-261-6161. Space is limited, so make your reservation early and mention that you are with the Southern Orthopaedic Association to get the discounted rate.



To register for the Annual Meeting, visit www.soaassn.org. The cut-off for the special SOA room rate is June 25, 2019.

Visit www.soaassn.org to view the Preliminary Program, which includes the complete Meeting information along with tour/activities materials and prices.



Annual Meeting Tour/Activities Information

Thursday, July 18

Spouse/Guest and Child Hospitality

Join old friends and new for a continental breakfast with a wild twist! Nature specialists will bring along their reptile friends for this animal encounter, where you can get up-close and personal to learn the differences and similarities between them.



The Sprouting Project

"The Sprouting Project" consists of a state-of-the-art aquaponic greenhouse, an expansive organic garden, the barrel room and a large collection of beehives. You will appreciate a true farm-to-table experience and gain intimate access to what is often referred to as our "Chef's Playground."



Deep Sea Fishing

Enjoy superb bottom-fishing action among numerous sunken ships, lime rock ledges and oceanic hard bottoms to catch snapper, mackerel, sea-bass, barracuda, grouper and bottom-feeding sharks. A captain provides each boat with all the fishing tackle, rigged bait and instruction required. Snacks, beverages and gratuity included.



Welcome Dinner

Drink in the ocean breeze at this year's Welcome Dinner, while you catch up with colleagues and their families. Savor delicious appetizers, delectable entrees, your favorite drinks from the open bar and S'mores on the beach!

Friday, July 19

Spouse/Guest and Child Hospitality

Enjoy a continental breakfast with old friends and new. Learn the history of nearby Fort Clinch from a Civil War re-enactor/historian!



Culinary Demo - Experience Epicuriosity!

Let professional chefs delight you with a unique, farm-to-table inspired menu. Enjoy personal interaction with the chefs as they demonstrate and discuss proper cooking techniques you can take home to impress your family and friends.

Golf Tournament

The Oak Marsh Golf Course is noted for its tight fairways and small greens, meandering along serpentine salt marsh creeks and through the moss-draped heritage oaks for which Amelia Island is famous. The tournament will be a 1:20 pm shotgun start with scramble format.

Tennis Round Robin

3.5 USTA Rating or better.

Exhibitor Reception

Before you go to dinner, start your evening off with drinks and light hors d'oeuvres with the SOA.

Saturday, July 20

Spouse/Guest and Child Hospitality

Enjoy a continental breakfast! We will build hygiene kits to donate to a shelter. These are a great way to contribute to our local communities in an affordable, fun way.



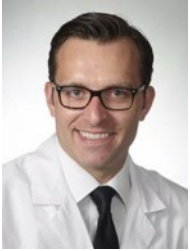
Grilling and Games

Bring the whole family to join in a lively afternoon of fun, food and games! Let loose and create some special memories with your kids, spouses and all of your friends and colleagues in what is sure to be a highlight of your 2019 SOA Meeting experience.

For a full list of local activities and pricing, call the hotel concierge at 904-261-6161 or visit omnihotels.com/ameliaisland and click on "Things to Do."

2019 Program Chair's Message

Stephen T. Duncan, MD



On behalf of the SOA Board of Trustees, President Ryan Nunley, MD and myself, we look forward to welcoming you to the Southern Orthopaedic Association's Annual Meeting from July 17–20 at the Omni Amelia Island Plantation Resort in Florida. We have put together an exciting Academic and Social Program for 2019.

The quality of the scientific submissions this year was truly impressive, with over 250 abstracts considered. The program will consist of Podium, Rapid Fire and E-Poster presentations, along with a variety of symposia featuring leaders in orthopaedics.

The Program Committee has arranged an intriguing and provocative Academic Program

including something for general orthopaedists and subspecialists alike, which will give every attendee numerous opportunities to engage. Attendees can earn up to 24 CME credits – an educational opportunity that would be difficult to find at any other meeting.

This year's Distinguished Southern Orthopaedist is James Nunley, MD, a world-renowned authority on foot and ankle surgery. He and the Presidential Guest Speaker will be highlights of the Meeting, and spouses are encouraged to attend.

Symposia will be offered throughout the Program covering hot topics in clinical orthopaedic surgery, including current concept debates on hip and knee arthroplasty as well as up-to-date conversation on sports medicine regarding the shoulder and the knee. Additional symposia will cover relevant controversies in trauma,

2019 Program Committee

The Southern Orthopaedic Association gratefully acknowledges the following orthopaedic surgeons for their contribution to the development of the Scientific Program.

Stephen T. Duncan, MD, Chair
Scott D. Mair, MD
Ryan M. Nunley, MD
Gregory Polkowski, MD

spine and hip preservation. With the success of last year's Round Table discussions, these will be continued in 2019 with a focus on ACL reconstruction and rotator cuff repair.

We look forward to seeing you all at the SOA Annual Meeting in Amelia Island, at the beautiful Omni Amelia Island Plantation Resort along the white, sandy beach. Please make every effort to attend what should be a great educational and family-friendly event.

Stephen T. Duncan, MD
2019 Program Chair

Scientific Program Highlights

Thursday – July 18, 2019

SYMPOSIUM 1

"My Worst Case" Competition – Total Joint Arthroplasty

RAPID FIRE SESSIONS 1A-F

Opioids and Pain Management, Sports Medicine, Shoulder & Elbow, Total Joints, Trauma and Practice Management

GENERAL SESSION 1

OREF Report and Presidential Guest Speaker

SYMPOSIUM 2

Knee Sports Debates

GENERAL SESSION 2

Research Presentations

ROUND TABLE DISCUSSION

Same-Day Discharge Total Joint Protocols and Investing in Ancillary Income Streams

SCIENTIFIC E-POSTERS

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

MULTIMEDIA EDUCATION SESSION

(Available each day following the Poster Session.)

Friday – July 19, 2019

SYMPOSIUM 3

Total Joints Debates

RAPID FIRE SESSIONS 2A-F

Trauma, Shoulder, Sports Medicine, Total Joints, Foot & Ankle and Hip Preservation and Pediatric Sports

GENERAL SESSION 3

Distinguished Southern Orthopaedist - James A. Nunley II, MD

SYMPOSIUM 4

Shoulder

SYMPOSIUM 5

Hip Preservation

ROUND TABLE DISCUSSION

Knee Sports Case Discussion

RESIDENT COURSE

How to Get a Job in Your Ideal Employment Model

SCIENTIFIC E-POSTERS

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

MULTIMEDIA EDUCATION SESSION

(Available each day following the Poster Session.)

Saturday - July 20, 2019

SYMPOSIUM 6

Trauma

GENERAL SESSION 4

Resident/Fellow Award Session

GENERAL SESSION 5

BOC Report and Presidential Address

SYMPOSIUM 7

Spine

RAPID FIRE SESSIONS 3A-F

Hand and Upper Extremity, Foot & Ankle and Tumor, Pediatrics, Spine, Academic Orthopaedics and Practice Management and Total Joints

ROUND TABLE DISCUSSION

Shoulder Case Discussions

SCIENTIFIC E-POSTERS

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

MULTIMEDIA EDUCATION SESSION

(Available each day following the Poster Session.)

I AM MODERNIZING ORTHOPEDICS

WITH AN ALL-IN-ONE EHR SOLUTION

You may have heard that our EHR actually learns from you. But did you know that it's also part of an all-in-one, orthopedic-specific platform designed to give you greater clinical, financial and operational visibility into your practice? And with the improved communication and fewer redundancies that come with a seamlessly integrated solution, you can spend more time focusing on your patients.



See why orthopedic professionals have made it a KLAS top-rated orthopedic EHR system for overall satisfaction.

VISIT US ONLINE AT
MODMED.COM/ORTHO



For desktop and mobile devices



©2019 Modernizing Medicine, Inc.

2019 Distinguished Southern Orthopaedist

James A. Nunley II, MD



Dr. James A. Nunley is the recipient of this year's Distinguished Southern Orthopaedist Award. He is the J. Leonard Goldner Endowed Professor and Chairman Emeritus of the Department of Orthopaedic Surgery at Duke University Medical Center.

Dr. Nunley was born in Charleston, West Virginia. He attended Duke University for his un-

dergraduate degree and Tulane University for his MS and MD, after which he completed two years of general surgical residency at UCLA before returning to Duke to complete his orthopaedic residency. In 1980, Dr. Nunley joined the full-time teaching faculty at Duke as an Assistant Professor of Orthopaedic Surgery. He progressed to full professor in 1992 and became Chair of the Orthopaedic Division in 2002.

Dr. Nunley's research is related to sports injuries and arthritis of the foot and ankle, and vascular-

ized bone grafting. He has had a prolific career as a researcher, author and educator, and has served as President of the American Society of Reconstructive Microsurgery, the American Orthopaedic Foot and Ankle Society, the Eastern Orthopaedic Association, the Southern Orthopaedic Association, the Orthopaedic Learning Center in Rosemont, Illinois, the North Carolina Orthopaedic Association, the North Carolina Society for Surgery of the Hand, the Hand Forum, and the Southeastern Hand Club.

2019 Award Recipients

Congratulations to the following 2019 SOA Award Recipients. The award papers will be presented during the Scientific Program on Saturday morning at the Omni Amelia Island Plantation in Amelia Island, FL.

SOA Presidents' Resident Award Winner

Colleen Moreland, DO, Dwight D. Eisenhower Army Medical Center
Return to Duty after Medial Patellofemoral Ligament Reconstruction in Military Servicemembers

Harley & Betty Baxter Resident Award Winners

Matthew J. Pacana, MD, Palmetto Health-USC Orthopaedic Center
Evaluation of the Standardized Recommendation Letter for Orthopedic Resident Applicants

Kevin X. Farley, BS, Emory University School of Medicine
Effects of Tablet Count and Pre-Operative Education on Opioid Utilization after ACL Reconstruction

SOA/OREF Resident Award Winners

Keith Aziz, MD, Johns Hopkins Orthopedics
Missing Data: How it Affects the Identification of Risk Factors for Shoulder Surgery Complications

Jonathan B. Goodloe, MD, Medical University of South Carolina
Variability in Opioid Administration after Fixation of Supracondylar Humerus Fractures

Sophia A. Traven, MD, Medical University of South Carolina
Elevated BMI Predicts Concurrent Surgical Pathology at the Time of Pediatric ACL Reconstruction

Harley & Betty Baxter Resident Travel Grant Award Winner

Nischal S. Nadig, DO, Dwight D. Eisenhower Army Medical Center
Chondrotoxicity of Penicillin G as Intra-wound Antibiotic Powder for P. Acnes Prevention

SOA Resident Travel Grant Award Winners

José H. Jiménez-Almonte, MD, MS, University of Kentucky
Spine Patients Demystified: What are the Predictive Factors of Poor Surgical Outcome in Patients after Elective Lumbar Spine Surgery?

Mark Lane, MD, University of Missouri
Protocol Based Dual-Antibiotic Prophylaxis Decreases TKA and THA PJI Rates

Vani J. Sabesan, MD, Cleveland Clinic Florida
Does Early Mobilization Affect Range of Motion and Clinical Outcomes after a Reverse Shoulder Arthroplasty?

John Steele, MD, Duke University Medical Center
Defining Responders vs Non-Responders After Total Ankle Arthroplasty

Multimedia Education Sessions

The SOA will provide multimedia education sessions Thursday, Friday and Saturday afternoons, July 18-20. A comprehensive selection of AAOS videos will be available for your individual education. These videos will highlight surgical procedures and current concepts in Orthopaedics. Registered attendees should find these videos informative and helpful in their practice.

Dr. Andrews Wins Award for Service



On October 20, 2018, the Medical Society of Virginia (MSV) Foundation awarded former SOA President William C. Andrews Jr., MD, FAOA, FAAOS the

Foundation's 2018 Salute to Service Award for Service to the International Community.

Dr. Andrews has led medical missions in Columbia, Brazil, the Dominican Republic and Mexico for more than two decades. On these charitable missions each summer, he leads a

team of surgeons, physicians and other medical professionals to treat children with congenital anomalies, severe infectious diseases and injuries of the musculoskeletal system.

The MSV Foundation created the annual Salute to Service Awards in 2004 to recognize outstanding the efforts of physicians, residents and medical students who are dedicated to creating and nurturing a caring health-promotion and disease-prevention environment for patients everywhere. The MSV Foundation presented the 2018 Salute to Service Awards at the Physicians Gala.

Dr. Matava Inducted into the Missouri Sports Hall of Fame



Matthew Matava, MD, former President of the SOA, was inducted into the Missouri Sports Hall of Fame. He was honored as the St. Louis Rams and Blues Sports Medicine Physician on November 4, 2018.

SOA Newsletter

The *Tibia Tribune* encourages and welcomes all member input. If you have any information you would like included in the next issue, please email material to Heather Skinner at hskinner@datatrace.com

Support the SOA's Educational Funds

Make your mark on the future by helping to support the SOA Education Fund (a 501c3 tax-exempt fund) with your charitable contribution. The SOA established this fund to provide educational opportunities for young orthopaedists throughout the territory.

We encourage you to make a donation to help the SOA achieve its goals for funding educational programs for residents. It is a worthy endeavor, and one that will endure for generations.

NEW - Make a Resident Travel Grant Award Donation in Your Name

Your \$2,000 donation will provide a \$1,000 Resident Travel Grant Award in your name at the next Annual Meeting.

The process to donate is simple. Just go to www.soaassn.org/donations and make a donation instantly.





Using Both Qualified and Non-Qualified Plans to Reach Retirement Goals: Why Many Physicians Should Use Both

By David B. Mandell, JD, MBA & Carole C. Foos, CPA

In our work with more than 1,000 physicians across the country, we have observed that the #1 financial goal for nearly all physicians is to get to a financially secure retirement on their terms, including each doctor's unique timeline and lifestyle goals. It is not surprising that data from national physician surveys confirm this as the top financial objective.

What is surprising (to us anyway) is how many physicians, including orthopaedic surgeons, attempt to reach this goal using just one of the tools at their disposal – qualified retirement plans (QRPs) – while so many are completely unaware of another tool they could be using– non-qualified plans (Non-Q Plans). In this article, we will briefly describe these two types of plans that can have a significant impact on retirement.

Qualified Plan Basics

The term “qualified retirement plan” (QRP) means that the plan meets the definition of a retirement plan under Department of Labor and Internal Revenue Service rules created under the Employee Retirement and Income Security Act (ERISA). A QRP may be in the form of a defined benefit plan, profit sharing plan, money purchase plan, 401(k), or 403(b). Properly structured plans offer a variety of benefits: you can fully deduct contributions to a traditional QRP, funds within the QRP grow tax-deferred, and (if non-owner employees participate) the funds within a QRP enjoy superior asset protection. Despite the benefits traditional QRPs can offer, there are a host of disadvantages that physicians should understand:

- Mandated maximum annual contributions for defined contribution plans
- Mandatory participation by employees
- Potential liability for management of employee funds in the plan
- Controlled group and affiliated service group restrictions

- Penalties for withdrawal prior to age 59½
- Required distributions beginning at age 70½
- Full ordinary income taxation of distributions from the plan
- Full ordinary income taxation AND estate taxation of plan balances upon death (combined tax rates on these balances can be over 70%)

Despite these numerous disadvantages, nearly all U.S. orthopaedic surgeons participate in traditional QRPs. The tax deduction is a strong lure that often cannot be resisted. For many physicians, however, the cost of contributions for employees, potential liability for mismanagement of employee funds, and the ultimate tax costs on distributions may outweigh the current tax savings offered by QRPs. If not giving pause, these drawbacks at least suggest that it would make sense to investigate another type of plan (that hedges the QRP) as an additional savings vehicle.

This is especially true if you believe that income tax rates, especially the higher marginal rates, will go up over the coming decades. When you use a traditional QRP, you trade today's tax rates on your contribution for the tax rates in the future when you withdraw the money from the plan. If rates rise in the future, the QRP might prove not to be a good deal at all. While none of us know what the future will bring, we do know that, historically, tax rates were much higher than they are today for most of the second half of the 20th century. Thus, the QRP tax rate bet is one that should be hedged against, using retirement savings alternatives.

One alternative to consider is a Roth QRP. Many orthopaedic practices sponsor 401(k) plans which give participants the option of making salary deferrals into either a traditional 401(k) or a Roth 401(k). While traditional contributions, as mentioned above, are a tax deduction today and are taxed upon distribution at the tax rates in effect

at that time, their Roth counterparts are after-tax contributions today. Thus, the participant pays tax at today's rates, but the funds grow on a tax deferred basis and are tax free upon withdrawal assuming they stay in the Roth account for at least five years after the account is opened. Only the salary deferral portion of a contribution can go into a Roth plan. Any profit sharing or match must go into a traditional account.

SEP-IRAs

SEP-IRAs are not officially QRPs; they are custodial accounts that are similar in many ways. Both SEP-IRAs and QRPs have the same tax restrictions on annual contribution amounts, penalties for early withdrawals, mandatory withdrawal rules, and taxation on distributions and plan balances at death. One big difference is that a SEP-IRA may not have the same level of asset protection under state law that a QRP enjoys.

Many physicians who use traditional QRPs, Roth QRPs or SEP-IRAs as a substantial part of their retirement planning should understand that such plans alone may not be enough to achieve their retirement goals. Either because of annual contribution limits or the taxation of distributions as ordinary income, the simple fact is that most doctors need another savings vehicle to reach their retirement goals. This is where Non-Qualified Plans could play a significant role.

Non-Qualified Plan Basics

Non-qualified plans (Non-Q Plans) are not used by physicians nearly as much as by corporate executives. This is unfortunate, as they could be valuable retirement tools for many orthopaedic surgeons. Because these plans are not subject to QRP rules, Non-Q Plans do not have to be offered to any employees. Further, even among the physician-owners, there is total flexibility. For example, one doctor can contribute a maximum amount, the next partner could contribute

continued on p. 11

Statements and opinions expressed in the advertisements and information regarding products or services herein are those of the author(s) and do not necessarily reflect those of the Publisher or the Association. The Publisher and Association do not assume any responsibility or liability for such material and do not endorse, guarantee or warrant any product or service advertised in this newsletter.

See you in Amelia Island!



36th Annual Meeting
July 17-20, 2019
Omni Amelia Island Plantation
Amelia Island, FL

Using Both Qualified and Non-Qualified Plans continued

much less, and a third physician could opt out completely.

The main drawback to Non-Q Plans is that contributions are never tax deductible. However, they can be structured for tax-free growth and tax-free access in retirement, like a Roth IRA. Ask yourself: how much would you put in a Roth IRA if there were not funding limitations? If you think you would fund such a vehicle, then a Non-Q Plan could be very attractive to you.

In fact, a Non-Q Plan can be an ideal long-term tax hedge against a QRP. Beyond these general ground rules, there is tremendous flexibility and variation with Non-Q Plan designs. Consider that they have the following attributes:

- No limitations on contributions as with QRPs
- Can be implemented in addition to any QRP, such as a 401k or profit-sharing plan
- Owners/partners can vary how much/if they participate

- Employee participation is not required
- No tax deduction on contributions, but funds can grow tax-free and be accessed tax-free upon withdrawal
- Top asset protection in many states

Conclusion

The #1 financial goal of nearly every physician is a retirement on their terms, and both Qualified Plans and Non-Qualified Plans can play important roles in achieving this goal. If building your retirement wealth is an important goal for you, we highly recommend you work with an experienced advisor to investigate both types of retirement plans for your practice.

SPECIAL OFFERS:

To receive free print copies or ebook downloads of *Wealth Protection Planning for Orthopaedic Surgeons* and *Wealth Management Made Simple*, visit www.ojmbookstore.com and enter promotional code DATATR05 at checkout.

David B. Mandell, JD, MBA, is an attorney and author of more than a dozen books for physicians, including *Wealth Protection Planning for Orthopaedic Surgeons*. He is a partner in the wealth management firm OJM Group (www.ojmgroup.com), where Carole C. Foos, CPA is also a partner and lead tax consultant.

They can be reached at 877-656-4362 or mandell@ojmgroup.com

Disclosure:

OJM Group, LLC. ("OJM") is an SEC registered investment adviser with its principal place of business in the State of Ohio. OJM and its representatives are in compliance with the current notice filing and registration requirements imposed upon registered investment advisers by those states in which OJM maintains clients. OJM may only transact business in those states in which it is registered or qualifies for an exemption or exclusion from registration requirements. For information pertaining to the registration status of OJM, please contact OJM or refer to the Investment Adviser Public Disclosure web site www.adviserinfo.sec.gov.

For additional information about OJM, including fees and services, send for our disclosure brochure as set forth on Form ADV using the contact information herein. Please read the disclosure statement carefully before you invest or send money.

This article contains general information that is not suitable for everyone. The information contained herein should not be construed as personalized legal or tax advice. There is no guarantee that the views and opinions expressed in this article will be appropriate for your particular circumstances. Tax law changes frequently, accordingly information presented herein is subject to change without notice. You should seek professional tax and legal advice before implementing any strategy discussed herein.



Southern Orthopaedic Association

110 West Road, Suite 227

Towson, MD 21204-2136

E-mail: info@soaassn.org

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

New Member Incentive

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

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

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



***Free
Registration!***

Apply for
membership
online at
www.soaassn.org
or call
866-762-0730
and ask for
an application.

Member Benefits:

- » Free 10 CME credit Self-Assessment Exam
- » 24 FREE CME credits per year through the *Journal of Surgical Orthopaedic Advances (JSOA)*
- » Free subscription to the *Journal of Surgical Orthopaedic Advances (JSOA)*
- » Eligibility to participate in Ortho-Preferred®, a professional liability insurance program exclusively for orthopaedic surgeons
- » Substantial member discount to SOA annual meetings
- » Registration fee discounts to other regional society meetings
- » Free subscription to official SOA newsletter—*The Tibia Tribune*
- » Awards and professional recognition