



# APPO Pulse

ASSOCIATION OF PHILIPPINE-AMERICAN PHYSICIANS in OHIO Official Newsletter

January 16, 2012

## BATANGAS , HERE WE COME 2012

Armando B. Damian, M.D. FACS  
Chairman , APPO Medical Mission



After much soul searching and deliberation, Menchie and I have decided to re-dedicate ourselves to the APPO Foundation Medical Mission. As Menchie's health issues stabilized, we feel confident about this decision after a go signal from her physicians. .



As the APPO Foundation's primary objective, medical missions are integral part of our ability to give back and help the less fortunate. With the help and support of different area hospitals especially Lakewood Hospital Pharmacy Department , Medwish International , Energizer Company ,many friends and colleagues, our preparation are complete for Tanauan 2012. The mission team is comprised of 95 members who are are physicians ,nurses , allied health professionals and volunteers. For the first time, one of our APPO scholar who graduated from FEU- NRMF, Philippines is joining our mission.(Rheu Christine Candava, M.D.)

We thank Mayor Sonia Torres-. Aquino, City Health Officer Dr Adel Bautista, the staff of J.P Laurel Hospital,Tanauan Medical Society and the Barangay leaders . We are happy to note that our friend Drs. Jose and Erlinda Rabe owner of South Superhighway Medical Center (SSHMC) , inspite of their hospital fire last year, will continue to help us store, sterilize and sort our supplies with the help of their staff led by head nurse Theena Hernandez. Local coordination is done by Cristina Cipriano, Dr. Romy Diaz and Rose Diaz..

APPO's humanitarian work is only made possible by the dedication and hard work of it's leaders, members,

friends and supporters.

*"Success in life has nothing to do with gain or accomplishment , it is what you do for others."*



# A Vision of Tomorrow for the APPO

By: German Neri



I am grateful to have been given the opportunity to serve as your president for the last two years. I deeply appreciate the time spent by the officers and board of trustees, and to Dr. Domingo Ramos, my Executive Director who had been very supportive of my ambitious agenda, “a vision of tomorrow for APPO”.

The most significant accomplishment we have is that APPO now is a Foundation. I am excited for the name change because it now creates new opportunities. To the public’s eye, it will be perceived as a bonafide charitable organization, more marketable and induce more donations. For this to succeed, I need your help in publicizing and disseminating this information, especially emphasizing the mission and purpose of the foundation.

In my tenure as president, I encouraged young members to be actively involved in the leadership of the organization. I am happy to announce that we have now several young members who can become potential leaders of the organization. Special thanks to Dr. Jan Bautista, Dr. David Tolentino, and some officers who helped in recruiting new members. As I end my term I am jubilant and confident that I am transferring the “baton” to one of our young but very capable leader, Dr. Jessica Jandi-Strasburg.

The traditional charitable projects of the APPO are still ongoing. Our medical/surgical mission to the Philippines will be in Tanauan, Batangas this month, chaired by Drs Armando and Carmencita Damian. Locally we are also giving financial support to the North Coast Health Ministry, a charitable organization which provides free medical care to the uninsured. I am proud to say that I have been one of the volunteers assigned to perform non-invasive cardiac testing to their patients over the years.

Finally, I would like to thank you all for the privilege of serving as your President for the past two years as well as for your support of my agenda for APPO, a vision for tomorrow. God bless you, and have a healthy and Happy New Year.

## Medical/Surgical Mission Returned to Tanauan, Batangas 2011

by Bessie E. Schiroky

Once again, the annual APPO medical/surgical missionaries went to Tanauan, Batangas upon the invitation of their



City Mayor, **Sonia Torres Aquino**. The group was there in 2009 and Mayor Aquino expressed her desire then for us to go back if ever she gets re-elected. When she got re-elected, she called our mission coordinator, **Dr. Menchie Damian**, right away to reiterate her invitation which was later accepted by the APPO Executive Board. For 30 years now – the mission’s goal was to deliver healthcare services to indigent Filipino patients who, otherwise, wouldn’t have medical access.

The mission began in the morning of January 30 with about 90 volunteers picked up from Magallanes by two big tourist buses for the less than an hour trip to Batangas. It was nice seeing the friendly, familiar faces of the regular volunteers. We also try to make the atmosphere genial for the newcomers/first timers. The bus ride is always pleasurable as camaraderie has developed among the volunteers. We stayed in the same Microtel Hotel we stayed in two years ago.

Our welcome reception consisted of a school brass band and an array of native food for *merienda*. After unloading our suitcases – we proceeded to the city clubhouse. There we were welcomed by the Mayor and her staff and a delicious lunch was served. Lunch was followed by sorting/re-packing of all the medicines by the medical group. The surgical group proceeded to the hospital to see the patients scheduled for surgeries and check the facility. Four PNAO members joined the mission – **Pina DeLeon, Irene Castaneda, Thelma Ortega** and I. Thelma was with the medical group – Pina, Irene and I were with the surgical group. Pina checked the OR set-up and Irene and I checked the Recovery Room and requested for all the supplies we needed. We made sure that we had adequate Oxygen tanks, a working suction machine and



enough IV poles. Having an IV pump machine is a dream you could forget when you're in a Philippine government hospital facility!

The surgical group always had an earlier start than the medical group and left the hotel every morning from Monday to Thursday at about 0700. RNs **Theena Hernandez** and **Rose Diaz** were there as usual as our supply "custodians". The nurses went through the pre-op checks of patients - NPO, weights, no dentures/jewelries, consents, etc. Patients were lined up according to the surgical schedule and IV lines started. The toughest ones to start IVs on were the babies... those were patients of Dr. Jones needing plastic surgeries for their congenital defects - mainly cleft palates and hare lips.

There were 11 hard working surgeons – **Drs. Caluya, Diaz, Enrique, Gonzales, Tabora, Villanueva, Jones, Ortega, Pantangco, Basa** and **Baum**. Dr. Baum is an OB/Gyn surgeon and was a first time volunteer. I thought Dr. Jones had found his match in her as she was so full of energy and seemed just as tireless as he was! There were 6 just as hard working anesthesiologists – **Drs. Pantangco, Ostman, Labayo, Inton-Santos, D. Tolentino** and **H. Tolentino**. Dr. Ostman took care of giving anesthesia to all our pediatric patients and was very "motherly" with the kids. Also there to assist the group by doing the pre-screening of surgical patients were **Dr. Sioson** and **Dr. J. Jandi**.

Unfortunately - due to health reasons, **Dr. Geri Neri**, the current APPO President, wasn't able to come for two years in a row now. Due to a similar reason - **Drs. Mandy and Menchie Damian** were unable to go with us too for the first time since they started coordinating the missions 25 years ago. We did miss them a lot! Filling up their shoes were **Dr. Tes Tabora** in surgery and **Dr. Zeny Jandi** in the medical group. **The Damians** did their usual responsibilities of shipping the supplies, securing temporary licenses for the MDs, making transportation and hotel arrangements and schedules of activities, ordering drugs, renting the needed machines, arranging the sterilization of supplies, making constant communications with their counterparts in Tanauan, etc. They were also responsible for mobilizing the volunteers who urgently went to **MedWish** to re-pack supplies after they received the sad news of South Super Highway Hospital being burned down by a fire before Christmas. **Cita**

**Marasigan, Malen Cruz** and **I** responded to her SOS and drove to MedWish to help with the packing despite the treacherous road conditions at that time. The owners of the burned down hospital, **Dr. Jose and Erlinda Rabe**, are good friends of the Damians's and had always volunteered to help the mission by allowing us to sterilize and store our supplies there. Occasionally, they also lent us some machines whenever available. Thank God – our re-packed supplies got there a few days before our mission started! It was the quick thinking on the part of **the Damians** that truly saved the day!

The medical group attended to more than **4,300** patients and through the generosity of some contributors – they were also able to distribute packages of rice to the needy. Colorful blankets were also bought for use in the Recovery Room and given for individual patients to take home upon discharge. The surgical group performed a total of **71** major surgeries and **182** minor surgeries in the period of four days.

**Mayor Aquino's** hands-on involvement was very evident throughout our stay in Tanauan. Her presence and affable personality were always felt... she visited both the surgical and medical teams often. She and her husband hosted our dinner twice in her "farm" and fed us delicious native specialties!



**Bessie and Irene with their 11 month old post op patient and his mother in the Recovery Room.**

Sumptuous dinners were served during the Welcome and Farewell Nights. She also had a splendid dance troupe who performed folksongs and dances uninterrupted for two hours during the Welcome Night. Then during the Farewell Night – she had bags of “goodies” for everyone together with CDs documenting our mission. She also hired DIs to dance with us... it was the “exercise” part of the mission! We danced and sweat the night away!

I always have an extra feeling of lightheartedness every time our mission is over. Our help could be short term but I’m well aware that even tiny, multiple steps could amount to something very tangible. I know that our *kababayans* appreciate so much our presence and services. They say *maraming salamat* profusely and you could see the expressions of gratitude in their eyes (patients and their families) - they truly mean it! **Seeing the tremendous needs of our countrymen - who won’t have the heart to desire to go back and volunteer to serve again and again?** In this regard – I do plead to all members of our very own PNAO to seriously consider joining us in our next missions! If circumstances don’t allow you – I would like to appeal that you please consider giving even a small financial contribution to the mission. As we all enjoy the comforts of living here in the USA – let us not forget our native land and its people. **May God bestow us all with more blessings so that we may help those who are less fortunate !!!**

### The 3<sup>rd</sup> Annual APPO Young Physicians Pig Roast

This annual event was held on Sunday July 17, 2011 at the Philippine Cultural Center. This casual



get together was attended by young Filipino physicians from the Cleveland/Akron area and their families. It was a great opportunity to relax and enjoy the lechon done on site by Dr Tom Madrilejos. APPO recruited some new members. The kids played games with prizes and loved Flower Clown who, as always, entertained the kids and even the adults!



## PRESIDENT'S MESSAGE

Jessica J. Strasburg, MD

First, I'd like to say thank you to the members for allowing me to serve as President of APPO for 2012. I am honored and looking forward to working with all the officers this year. I have huge shoes to fill following in the footsteps of Dr Gerry Neri. One of the changes that occurred during his term was the name change to APPO Foundation. We hope this name change will allow our organization to expand its charitable function. In addition, there were major changes to the By-Laws facilitated by Dr. Hippocrates Tabora and the By-Laws Committee. I encourage all of you to read through the changes. The main impetus for this amendment was to allow the organization to grow and expand. It is well known that our membership has been waning for several years. The By-Laws committee carefully reviewed each article in the Constitution. Appropriate changes were then made preserving the mission of APPO while broadening membership requirements to include all health care providers as defined by the Ohio State Licensing Board. In addition, the governing structure of the organization will involve voting members to the Board of Trustees and then Board members subsequently electing the President, Vice President, Treasurer and Secretary from within the Board of Trustees to then serve 2 year terms. This change will occur with the next election in November 2012. These changes will be a significant chapter in our history.



While President, my goals are to make sure this transition moves smoothly. I want to continue our mission of helping our brothers and sisters in the Philippines by securing a location for the 2013 Philippine Medical Mission. The yearly medical mission exemplifies the strengths of APPO by demonstrating true leadership, teamwork, and humanitarianism.

I would like to see membership expand by reaching out to Cleveland Filipino-Americans. One of my ideas currently in development is a website that will include the different Philippine-American organizations in Cleveland. This intervention will hopefully attract new members, unify the Filipinos in Cleveland and be a portal of information. There is currently a Facebook page created for APPO and new information will be updated on this page so please "like" APPO if you're already a Facebook user.

APPO will continue to provide monetary funds for disaster relief in the Philippines, scholarships to students in the Philippines interested in medical school as well as volunteering at health fairs in Cleveland.

Looking forward to 2012.....

"Be the change you want to see in the world" (Mahatma Gandhi)

## Medwish International

By: Carmencita C. Damian, MD

MedWish International is a not-for-profit organization committed to *repurposing medical supplies* and equipment discarded by the health-care industry with the objectives of providing humanitarian aid in developing countries to save lives and *reducing waste* to save our environment. The Association of Philippine-American Physicians in Ohio Foundation members together with the Philippine Nurses Association of Ohio (PNAO) donate their time volunteering at Medwish as well give annual monetary contribution. Medwish help us in our Medical missions by providing us supplies and equipment which help tremendously the poor people in the Philippines and make a difference in their lives.



MedWish was *founded in 1993* by **Dr. Lee Ponsky**. In the summer of 1991 Lee spent time on a medical compound in Ogbomosho, Nigeria, where he served as a surgical assistant and spent time with the World Health Organization. It was there he witnessed firsthand the *obvious lack of medical supplies in developing countries*.



Upon returning to Cleveland in 1993, just prior to beginning medical school, Lee was determined to help *resolve this need* and created an organization that collects unused medical supplies for donation to developing countries: therefore *repurposing*

*medical surplus that would otherwise be discarded*. MedWish was born.

Lee received his B.A. from University of Rochester and his Doctor of Medicine degree from Case Western Reserve University. He began his training in Urology at the Cleveland Clinic and completed his residency and extended his training to do a research fellowship in Urologic Oncology, followed by an additional fellowship in advanced urologic laparoscopy and endourology. Lee then joined the faculty at University Hospitals, Case Western Reserve University School of

Medicine, as the Director of the Center for Urologic Oncology & Minimally Invasive Therapies and the Co-Director of the Institute for Surgery and Innovation. Lee has received numerous accolades for this charity work with MedWish, including U.S. Congressional Recognition, Crains Forty under Forty, as one of Northeast Ohio's most influential people under the age of 40, Cleveland Upstander: Portraits of Courage, as well as being the recipient of the Golden Doc Award, from the Arnold P. Gold Foundation. Lee also serves as a founding board member of MedWorks. Lee and his wife Monica and their three children, Ilan, Eric, and Maiya reside in Moreland Hills, Ohio.

From the humble start in Dr. Ponsky's parents' garage to its current location at the Cleveland Clinic Parker Building, MedWish International has greatly expanded its operations, offering more supplies, hope, and healing to those in need in developing countries.

donation to the Foundation. The Philippines thru the APPO is **one of the fortunate recipients of these** lifesaving supplies which we donate to area hospitals and use in our medical missions.



## WHY WE NEED TO VOLUNTEER AT MEDWISH

For the past 2 years and led by no other than our hardworking Executive Director Dr. Menchie Damian together with Mission Chairman Dr. Armando Damian, several APPO and PNAO members have been volunteering at Medwish Foundation warehouse. Medwish International is a Cleveland based non profit organization dedicated to the recovery, recycling and redistribution of medical supplies for humanitarian relief to almost 70 countries around the world. Please join our APPO volunteers in our effort to help improve and expedite the sorting and processing of these lifesaving supplies. Each year we also make monetary



## NEW APPO MEMBERS

### Jennifer Solivas Maluyao MD

Jen is a new lifetime member to APPO. She is an internist practicing at the Cleveland Clinic Twinsburg Family Health Center after leaving the Willoughby Family Health Center where she practiced for 4 years. She completed her Internal Medicine Residency at the University of the Philippines Philippine General Hospital and completed an extra year as Chief Resident. She also graduated with a B.S. in Biology graduating magna cum laude from UP Los Banos. She joined APPO to “be involved in a Filipino professional community and further our presence in the locality and foster camaraderie amongst members.” She is married to Joseph Maluyao and has 3 children: Joshua, Jacob and Julia.



### Victor Velasquez, M.D.

DR Velasquez is an internist practicing at the Wooster Family Health Center at the Cleveland Clinic. He completed his Residency at the Robert Wood Johnson University Hospital. He graduated from University of Santo Tomas Faculty of Medicine & Surgery Medical school in Manila Philippines and did his undergraduate work at De La Salle University in Manila.

He has special interest in Preventive Medicine, Diabetes and Hypertension.



### Cecelia Lansang MD, MPH

Dr. Lansang is the Director of the Inpatient Diabetes Service of the Department of Endocrinology, Diabetes and Metabolism here at the Cleveland Clinic. She received her clinical and research training in Endocrinology, Diabetes and Metabolism at the Brigham and Women's Hospital, Boston, MA. She obtained her Master of Public Health degree from the Harvard School of Public Health. She had served as faculty at the Harvard School of Medicine and as staff physician at the Brigham and Women's Hospital. She then moved on to the University of Florida, where she was interim chief of the Division of Endocrinology before joining the Cleveland Clinic.

Dr. Lansang has published in the realm of inpatient diabetes, diabetic renal disease, steroids, and medical education, and has received multiple awards in excellence in teaching. She completed her Internal medicine Residency at University of Santo Tomas Hospital and graduated from University of Santo Tomas



Faculty of Medicine & Surgery medical school. She is married to Hubert Fernandez, MD, also a lifetime APPO member and they have one daughter and they live in Shaker Heights.

### Dr. Hubert Fernandez, MD

is a neurologist at the Cleveland Clinic, and Section Head of Movement Disorders for the Center for Neurological Restoration. His specialties include pharmacological, nonpharmacological and surgical treatment of movement disorders; clinical trials, “nonmotor” aspects of Parkinson’s disease and movement disorders, such as dementia, depression, anxiety; hallucinations; Parkinson’s disease; Huntington’s disease; Tourette’s syndrome; tremors; dystonia; chorea; tics and gait disorders. He completed his medical degree in the Philippines, his internship in Internal Medicine at the University of Pennsylvania/ Pennsylvania Hospital, and residency in Neurology at Boston University/Boston Medical Center.



Dr. Fernandez completed his fellowship in Movement Disorders at Brown University/Memorial Hospital of Rhode Island. He has authored/co-authored over 150 publications in Parkinson disease and Movement Disorders and is currently the Medical Editor of the Movement Disorders Society website.

He is married to APPO lifetime member, Cecelia Lansang, and they have a daughter and live in Shaker Heights.

Hubert is on staff at the Cleveland Clinic at the Center of Neurological Restoration. He splits his time between Cleveland, the Florida and Las Vegas branches

### Norman A. Floro, MD.

Norman is the son of Dr. Francis Floro, one of the long time member of APPO. Norman finished his MD degree at the University of Cincinnati, Ohio in 1989.

He is presently practicing Internal Medicine at the Westside of greater Cleveland area.



### Karen Floro, DO

Karen is a graduate of Osteopathic Medicine at the Ohio University-Com in 2002. She is the daughter of Dr. Francis Floro, a long time member of APPO.

Karen practices Internal Medicine and has a specialty as a “Hospitalist” in the greater Cleveland area. She has been in practice for over 5 years.



## Rumilia C. Tolentino, MD

Rumilia is the daughter of Drs. Hermie & Lutgarda Tolentino, both active and long time members of APPO.

Rumilia finished her medical degree at the Medical College of the University of Toledo, Ohio in 2002. She then proceeded to Beth Israel Medical Center, Albert Einstein College of Medicine for her Family Practice residency.

She is presently a staff member of Metro Health System here in Cleveland.

Other than English, Rumilia speaks French, Spanish, and Portuguese.



## Reiner Henson See, MD

Reiner is a graduate of the University of Santo Tomas in 2006. She is presently undergoing residency training at the University Hospital of Cleveland doing Internal Medicine with subspecialty in Neurology.

## MAKING *the News* !

The following APPO members are listed “Best Doctors” for 2012 by the Cleveland Magazine

### David Tolentino DO

St John Medical Center, Internal Medicine

### Ronan Factora, MD

Center for Geriatric Medicine, Cleveland Clinic

### Raul Seballos, MD

Internal Medicine, Cleveland Clinic

### Hubert Fernandez, MD

Neurology, Cleveland Clinic

### Genevive Falconi, MD

General Pediatrics, Brunswick, Cleveland Cleveland

### Rick So, MD

General Pediatrics, Independence, Cleveland Clinic

### Christine Delos Reyes, MD

Psychiatry, University Hospitals of Cleveland

*Congratulations !! We are very proud of you*

## “Raul J. Seballos, MD honored at the Dedication of Distinguished Chair in Preventive Medicine at the Cleveland Clinic”

By: Raymond M. Seballos, MD, FACS

On Wednesday, December 14, 2011 at the Foundation House on the Cleveland Clinic Main Campus, Raul J. Seballos, MD was honored as the first chair holder of The Richard S. Lang, MD, Distinguished Chair in Preventive Medicine. This endowed chair was made possible by the generosity of donors Maria and Samuel Miller and Audrey and Albert Ratner. Dr. Michael Roizen gave the introductory and closing remarks. Richard Lang, MD, whom the distinguished chair is named after, is Dr. Seballos close friend and mentor. They have been working together for over 10 years.

After graduating from Case Western Reserve in 1983, Dr. Seballos attended the College of Medicine at the University of Toledo. He completed residencies in Internal Medicine at St. Lukes Hospital followed by fellowships in pulmonary and critical care at the Cleveland Clinic. He joined the Cleveland Clinic initially at one of their satellite offices in Strongsville before moving to the main campus a decade ago.

In attendance of this special evening was Dr. Seballos' wife Sandy and children Spencer, Evan, and Anna. His proud parents Drs. Raul and Rosalinda Seballos and mother-in-law Dolores Roth were at the event as well. His siblings Ronald, Ray, Roel and Regina Seballos were present at the ceremony along with sister-in-laws Julie, Lynn, Lisa, and Sally Roth. Many friends, patients, staff, and colleagues also attended the memorable evening. Dr. Seballos is proud to be the first chair holder of the Distinguished Chair in Preventive Medicine.





## Officers for 2012

President:	Jessica Jandi-Strasburg
Vice-President:	Hippocrates Tabora
Secretary:	Jan Bautista - elected
Treasurer:	Angelina Bautista
Board of Trustees:	Gloria Apolonio Samuel Ballesteros Johnny Brawner Nelida Enrique Serafin Garcia Mila Gonzales Cecilia Lansang Tomas Madrilejos Rebecca Reyes Raymond M. Seballos David L. Tolentino Rumelia Tolentino

## Auxiliary Officers 2012

President:	Cancio Castro
Vice-President:	Fely Bangayan
Secretary:	
Treasurer:	Marcy Sioson
PRO:	Lita Peralta
Parliamentarian:	Rica Basa
Auditor:	MaryAnn Jones
President-Elect:	
Immed. Past President:	Amelia Gatha

## KNOW YOUR PRESIDENT

By: Jan Bautista, MD

Last year, Jessica Jandi Strasburg was elected as the next president of the APPO. Her term begins in 2012. The daughter of physicians Jorge and Zenaida Jandi, she was born at Lake-wood Hospital, the second of three children. Her younger sister Jocelyn is a nurse and her older brother Jeff is a computer programmer.



Jessica grew up in Northeast Ohio. She started at St. Columbkille School in Parma, then transferred to St. Albert the Great after fourth grade. She went to Holy Name High School and graduated in 1987. She states (jokingly) that the most important tools she learned there were typing and sewing in home economics. While at Holy Name, she enjoyed a business class so much that when she enrolled at Miami University for college, she chose accounting as her major.

As an accounting major, Jessica assumed that business school was her next step. However, several experiences caused her to change her mind. After volunteering for Planned Parenthood, then participating in an APPO medical mission, Jessica began to reconsider whether business was her calling.

After graduation, she decided to try to get into medical school, and moved back to North Royalton with her parents. Living at home, she took pre-med courses at Baldwin Wallace College. She also took a job at an oncologist's office which gave her much insight into office

practice.

Eventually, Jessica was accepted to the Ohio State University School of Medicine. While in medical school, she was a member of the Asian-American Medical Student Organization. At one point, she helped organize a community hypertension project. When choosing her future career path, Jessica realized she enjoyed both pediatrics and women's health. Rather than choosing only one of them, she decided to go into Family Medicine.

Jessica matched at the University Hospitals of Cleveland Family Medicine program in 1998. While a resident, she decided to pursue a fellowship in women's health, with encouragement from Alan Cadesky, MD, a physician with expertise in both rural medicine and obstetrics and gynecology.

After her women's health fellowship, Jessica took a position at the Cleveland Clinic Solon Family Health Center. She works part-time, which allows her to balance her work life and her family life.

Jessica met her future husband Basil Strasburg in 1994, and was married in 2000. Her son Jacob was born in 2002, and his sister Julia two years later. Though Basil and Jessica both work, they have adjusted their schedules to be available for their children before and after school.



Before her election as president, Jessica served on the APPO Board of Trustees. She has several goals for her presidency. She would like to increase interest and participation in the Medical Mission. She hopes that APPO will become a support group for Filipino physicians new to the area, citing that community support was helpful when her parents were establishing themselves in this area. Finally, she also hopes APPO will continue to encourage young physicians to get involved, which will help them form ties to their roots and their community.

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## CHUCKLE OF THE DAY

**Half a dozen ladies were on a mini-bus for a sight-seeing tour of the city. After a few minutes of driving, one lady handed the driver a small bag of peanuts. After several more minutes, another small bag of peanuts was handed to the driver. This went on several more times, and the curious driver cannot help but asked the ladies why they buy the peanuts and not eat it. One of the ladies responded: We cannot eat peanuts because we all wear dentures but we love to suck the chocolate off it.**

## APPO FOUNDATION SCHOLARS UPDATE

Carmencita Caliwara-Damian, MD.  
Chairman APPO Scholarship Committee



**APPO sponsors medical school students by providing them with scholarship grants to help with their medical studies renewable every year until graduation from their respective Medical School as long as they meet certain criteria**

**both academic and extracurricular stipulated by the APPO Scholarship Grants Committee. Once the scholar from the certain Medical School has finished and received M.D. degree, a new set of scholars are submitted by the respective schools for a new student scholarship grant. At present we have 4 students who had their M.D. degree (1 Far Eastern University -NRMF, 1 University of Sto Tomas, 1 SWU Matias Aznar College of Medicine, 1 University of the East) These students have always sent us an update and their grades (verified by the Dean or Chair of Scholarship Committee) every semester. They also sent us an update after they have graduated. As chairman of the APPO Scholarship Committee I am very proud to report to you the fruits of APPO's efforts to support the needy medical students in the different Universities in the Philippines and their gratitude for APPO's help.**

**David Diciano- 3rd Year  
Medical Student  
University of the Philippines  
(UP)**



Dear Dr Damian and APPO

Greetings from the Philippines. I sure hope you had a joyous Christmas and New Year.

I'm a third year medical student here in the University of the Philippines Manila; hoping to graduate in the year 2014 after internship, pass the board exams and serve the Regions of Samar. Lately we have this monthly community session at Pasay City East High School, and this month we taught them about Living with a Healthy Mind. I was the main lecturer at our class. As the evaluation progress, I was being asked what have I done that made our class a much more fun-environment to learn.

I am an ICC right now. (3rd yr, Integrated Clinical Clerk). We already rotated 5 departments. Pediatrics, ObGyn, Internal Med, Surgery, and Family Medicine. When we finished rotating with the first four, I'm torn. I did enjoy my time on the four departments specially Pediatrics and OB. And so I entered FaMed with

a dilemma on what specialization will I choose and what would ultimately serve my community. But, while in FaMed, I'm slowly getting the answer I need. I said to myself, I really do want children as patients but I do not want to turn-down other patients just because the title in front of my clinic says so. And so FaMed and Community Medicine are my strongest considerations in terms of field of specialization. I know it is still early but I really think I found my niche; the very thing I enjoy most and that is to practice at almost all fields of specialization to give the utmost quality of health in the community. I realized that, when I get back there in the community, I am the Pediatrician, the Obstetrician, and etc. In Samar, they do lack physicians, and so the call to be a general practitioner is very much at its loudest.

It's much fun to learn in the clinics. I don't mean that I enjoy seeing sick patients but I do appreciate the opportunity to learn and get to have a grip of the disease itself. It is much easier to learn and disease when you see a patient.

When I read your previous e-mails I was jubilant about the matter regarding continuation of my scholarship. I am doing the best I can. Attached are copies of my enrollment receipt. Once again, **Thank you to the APPO.**

Truly Yours,  
David Diciano Jr.

**Rigil Mariquieta Fe P. Siazon  
4th Year Medical Student  
Far Eastern University-  
NRMF (FEU-NRMF)**



**August 2011**

I just want to update you on what's happening on my clerkship. I already finished my rotation in Surgery and OB-Gyn. Currently, I'm under community and family medicine until next month.

During the first few weeks of clerkship, I had difficulties in balancing hospital duties and review sessions since from time to time we have oral and written revalida. However, it helped a lot that during duty, I was able to see for myself cases. The residents, and sometimes consultants, impart knowledge regarding the case, I further supplement it with my readings after duty. My rotations outside FEU harnessed my skills in IV insertion, blood extraction, NGT insertion, etc. But most of all, dealing with different "kinds" of patients was challenging. My "patience" were stretched for these "patients". And so relating to them with grace, respect and genuine care requires a long process of learning and sharpening, it may even require a lifelong process. At least for now, I'm taking small steps of effort to deal with them properly.

There's a lot more for me to know and learn, and I have to hurdle blocks along the way. Learning indeed never stops. That's what I'm motivated this time - keep on learning.

**God bless you and your family and the APPO.!**

*P.S. I've applied already for my internship. I chose Manila Doctor's Hospital, Cardinal Santos Memorial Hospital and DOH. Will wait which hospital will accept me.*

December 2011

Dear Dr. Damian, and APPO

Greetings! Currently I'm rotating under Ophthalmology. I just finished Medicine recently and learned so much from lectures, reports, small group discussions, and readings. It was an interesting rotation for me despite the crams and pressures of morning endorsement. Still I crave for much learning and considering that field of specialty with OHNS as another option.

Our family would like to extend our **gratitude to you and entire APPO family** for being so generous. You have helped me so much especially now that my dad is unemployed. Thank you and God bless you more. Advanced Merry Christmas and a Blessed 2012!

## The following are APPO Scholars Who Graduated with M.D. degree

### **Edgar Gerodias M.D. -Class 2011 *Matias H Aznar Memorial / College of Medicine; Post Graduate Internship***

Greetings to all.

I am currently in Bacolod Adventist Medical Center, Bacolod City, Negros Occidental doing my post graduate internship. I am planning to take the board exam this coming August and after that, hopefully leave for Australia and try to register as a doctor there.



**Thank you to APPO** and God bless!

Edgar Gerodias

P.S.

I have written an original article kindly check if it can be published. Thank you!

### **Rheu Christine Candava, M.D Class 2010 Far Eastern University -NRMF (FEU-NRMF) Post Graduate Resident Physician**

Good day!

Presently, I have been working as a resident physician in 2 tertiary hospitals while reviewing for my USMLE exams. I already took the USMLE STEP1 and I'm scheduling my 2 remaining exams this year after I secure a visa. I know this is a long shot but one thing I learned about life is that you have to dream big and aim higher. Hopefully the organization will extend the help with regards to my observership and recommendation.



**I would be happy to be part of the medical mission you are about to do this month. I will fix my schedule so that I can be available with the dates that you mention.** Again, I would like to extend my **gratitude with all the things that you and the APPO** have done for me. Now that I'm doing what I do best and that is treating people and managing their health condition made me realize how fortunate I am that the organization believed in me and helped building a better future.

Thank you again.  
Rheu Christine Candava

### **Reymark Calma, M.D. - Class 2008 (Cum Laude) University of Sto. Tomas (UST) Post Graduate Resident Physician**

Good day to everyone in APPO.

This is Reymark G. Calma, graduate of UST Medicine and Surgery Batch 2008. I am currently working now as a Pediatrics Resident at Makati Medical Center. I would like to use this opportunity to **express my gratefulness for APPO** in helping me reach my dreams.

Sincerely,  
Reymark Calma

### **Jennilyn. Tang O'Yek Class 2011 University of the East Ramon Magsaysay Memorial Medical Center (UERMMMC) Post Graduate Internship**

Good day!

I graduated with M.D. degree on **April 17, 2011**. I would like to express my **deepest gratitude to the medical scholarship that APPO have granted me**. I am very much fortunate and privileged that I've been part of your scholarship program and I hope that more students would benefit from it. The support that you have given aided my school fees. Moreover, I used the scholarship funds to buy the books that I needed which helped me understand my subjects well and made me part of the **top 10 of our graduating class**.

I'm currently having my post graduate internship here at UERMMMC. I'm on the 9th month of my internship that would end on May 1, 2012. I plan to take the August board examination this year and hopefully be accepted in the Internal Medicine residency program here so that I could serve and give back something to our institution.

Without your support I might not be where I am today. Be rest assured that I will do my best to be a good doctor someday. More power and God bless! Thank you very much.

Yours,  
Jennilyn Tan O'yek



*In addition to above scholarship grants, APPO have helped the following:*

- 1) **Pinoy M.D. Medical Scholarship Program of the Dept. of Health** in collaborating with the Philippine Charity Sweepstakes, Office and Government and Private Medical Colleges Universities. The program was conceived to address the lack of doctors due to the medical exodus and rapid proliferation of nurse-medical with the end goal of seeing employment in other countries.
- 2) **FEUNRMAF Medical Scholarship** program thru Dr Arsenio Martin, Chairman, Scholarship Committee FEU

**Good Luck and God Bless to all our APPO Scholars.**

**EDITORIAL:**

**You will notice that in this issue of the Pulse, we put more emphasis on featuring our young, new members, some with superlative showing in the community. It is very gratifying to know that so many of them have excelled in their chosen fields. We hope that this will continue and eventually will become part of the APPO core to carry the task, especially the humanitarian projects of the organization.**

**Let us wish them well.**

***More Pictorials of the Previous Medical Mission***



*Patient waiting for surgery*



# APPO AUXILIARY CORNER

By: Fely Bangayan



Activities of the APPO Auxiliary of 2011 were the Annual Doctors Day Celebration on April and the Fall, Winter and Holiday Fashion Show last November. These functions were held at Double Tree Hotel, Independence, Ohio.

These were well attended and proved to be so successful. I am proud to admit that yours truly (Fely Bangayan) and Dr. Lut Tolentino chaired these two occasions under the leadership of the auxiliary president, Amy Gatha.

This event was a showcase line of casual, dressy and formal evening gowns modeled by young girls and boys age 2-13 years old, teens, young adults and adults. It was choreographed by Amy Castro and Michele Bangayan. The fashion show's atmosphere was accompanied by pop music for the children, teens and young adults. The Philippine rendition of "Sampaguita" for the adults while they modeled their gorgeous and beautiful evening gowns. These young children, teens and young adults were just amateurs modeling but when they were in the runway, they were like real professionals. There were so much excitement and joy from the spectators because most of those in attendance were the proud parents, grandparents, siblings and friends of the models. It was indeed an affair to remember.

Of course, this would not have been possible without the APPO leaders and members and also the officers and members of the Auxiliary. Thank you to all of those who were involved in this process.

# AUXILIARY PRESIDENT'S MESSAGE

*We, the members of the auxiliary have been very lucky to push through with our projects with the support of the APPO members and officers.*

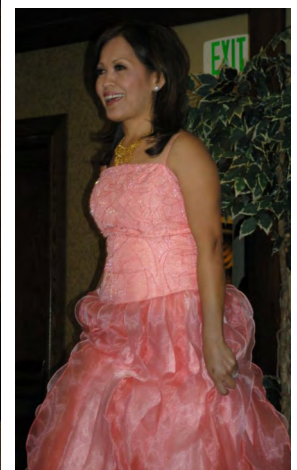
*Last April, 2011, we hosted the "Doctor's Day". The event was very successful and we found out, it was the most attended Doctor's Day of all times.*

*As for the Fashion Show held last November, 2011, it was again a success. We were able to raise money to contribute to the medical mission to the Philippines.*

*The pediatric patients are the beneficiary of these services rendered by the APPO medical group volunteers. The occasion also drew attention as it was also geared as a family oriented endeavor. Parents and grandparents had enjoyed watching those young models walk down the runway. Again, we thank APPO for all the support you have given us.*

*Sincerely,*

*Amy Gatha*



# FASHION SHOW 2011



## CODE of REGULATIONS

The Association of Philippine-American Physicians of Ohio  
(APPO) Foundation

### ARTICLE I NAME

The name of this organization is the Association of Philippine-American Physicians of Ohio (APPO) Foundation

### ARTICLE II Objectives

#### Section 1 501 (C) (3) Status

The Foundation is organized & shall operate exclusively as an exempt charitable & educational organization within the meaning of Section 501 (C) (3) of the Internal Revenue Code of 1986 as amended ( or similar provision of future revenue law ( the code ) without profit to any Officer or Director of the Foundation.

#### Section 2 Objectives

Subject to the restrictions that the Foundation is operated strictly for exempt charitable purpose. The objectives are:

- To provide its Physician & Health Care Professional members continuing Medical education
- To give grants to deserving individuals to further their medical education
- To organize, coordinate, conduct medical & relief missions to underserved areas of the United States & the Philippines
- To provide assistance to victims of natural disasters in the USA & the Philippines
- To promote & protect the general interest & welfare of its members
- To participate, promote & preserve the Philippine Cultural Heritage

#### Section 3 Non-Profit Status

The foundation is a “not for profit” under the laws of the State of Ohio (including but not limited to Ohio Revised Code Chapter 1702). The Foundation is organized and shall operate as an exempt, charitable and educational organization within the meaning of Section 501 (C) (3) of the Code without profit to any Officer or Director of the Foundation.

### ARTICLE III Membership

#### Section 1 Composition

The members shall be Physicians & Health Care Professional who shares & support the objectives of the Foundation & be of good moral character & high ethical standards.

#### Section 2 Classification

Active Members: Physicians & Health Care Professionals licensed to practice in the State of Ohio who are current in payment of the required dues established by the Board of the Foundation. They have the right to vote & hold office.

Health Care Professionals: See Appendix

Emeritus Members: Non-active members but had been an active member for at least 5 years current on their dues subject to approval of the board. They shall have privileges of active members

Honorary Members: Individuals otherwise not qualified for membership but actively supports the objectives of the Foundation. Subject to approval of the Board. They cannot vote or hold office.

#### Section 3 Membership Fee

The membership fee or any other fee is set by the Board & must be paid before March 31 of each year.

#### Section 4 Membership Rights

A member has the right to participate in events organized by & deemed by the Board as being open to non-Board & non-Officers members

A member has the right to vote of the election of the Board but only after completing three consecutive months of membership

A member has a right to be considered a candidate for a Board position but only after completing on continuous full year of membership

#### Section 5 Membership Discipline

Any member that does not comply with this Code of Regulations, any rules that the Board may promulgate relating to the Foundation or who otherwise engages on conduct detrimental to the purpose of the Foundation may have his or her membership rights suspended or revoked by the Board at the Boards discretion. Before the Board takes disciplinary action against a member, the Board Secretary shall notify the member in writing of the charges against him or her & that he or she could be subject to discipline by the Board. A member receiving such written notice can request a closed hearing before the Board to respond to the charges.

### ARTICLE IV Board of Directors

#### Section 1 Composition, Election & Tenure

Seventeen - 17 active members of the Foundation who received the most number of votes in an election for Board of Directors. Only members who have paid membership dues & had been a member for at least a full year maybe a Board member

The Foundation shall hold an election every two (2) years on the month of November. The term of the Office of a Board member is two (2) consecutive years beginning the following January

The immediate past president shall be a voting member of the Board for two (2) years after the term expires

#### Section 2 Duties & Responsibilities of the Board of Directors

Shall elect the officers of the Foundation at the First meeting  
Shall fill vacancies in office upon the recommendation of the President  
Shall set membership Dues  
Shall maintain & direct activities of the Foundation including actions of Officers & Committees  
Shall approve the annual budget of the Foundation & shall oversee the disbursement of the Foundations funds

absence or incapacity of the President. Shall perform other duties designated by the Board or the President

Secretary: Shall keep minutes of the meeting of the Foundation  
Shall perform duties incident to the office of the Secretary, including the Maintenance of an updated membership roll  
Shall be responsible for notification of the members of meetings & other activities of the Foundation

Treasurer: Shall receive & be custodian of the funds of the Foundation. The funds shall be deposited at a Financial Institution & shall be invested prudently upon direction of the Board.  
Shall make complete financial report at the quarterly & annual business meeting of the Foundation.  
All financial & accounts shall be audited at least bi-annually or at the discretion of the Board.  
All expenditures must be for the purpose authorized by the Board  
All checks for disbursement above one thousand dollars (\$1000.00) Will require two (2) signatures namely, the Treasurer & the President.  
All funds, financial records, accounts shall be endorsed to the incoming Treasurer within fifteen (15) days after induction to office.

### Section 3 Removal of Directors

A Director of the Foundation may be removed by two thirds (2/3) vote of all directors at a special meeting called for the specific purpose of removing the Director

### Section 4 Resignation & Vacancies

Any Director may resign after providing a written notice to the Secretary. Such Resignation shall be effective fifteen (15) days after the Secretary received the resigning Directors notice. The Board will promptly elect by majority vote a replacement Director in the event a Director resigns, dies, becomes incapacitated or who cannot otherwise complete his or her term. A Director elected to fill a vacancy shall be elected for the unexpired term after the Directors predecessors office.

### Section 5 Compensation

The Director shall not receive compensation for their services as Directors, but the Board may authorized reimbursements incurred by the Directors in connection with the performance of their duties as Directors on behalf of the Foundation as approved by the Committee on Finance.

### Section 6 No Personal Stake

Each Director shall have no personal stake either directly or potentially in the business of the Foundation, except as approved by the Board and in compliance with the Conflict of interest provisions discussed in Article X of this Regulations.

## ARTICLE V Officers

### Section 1 The Officers

The Officers shall consist of the President, Vice President, Secretary, Treasurer, all of whom shall be Board members. They shall be elected by the Board at its first meeting. They will serve a term of two (2) year.

### Section 2 Duties of Officers

President: Shall be the CEO of the Foundation & shall form & appoint committees to serve the objectives of the Foundation. Perform such duties commonly incident to such office as designated by the Board

Vice President: Shall perform duties & responsibilities during the

Assistant Treasurer & Assistant Secretaries: The Board may appoint or may authorize Assistant Treasurer, Assistant Secretary or other Assistant to perform such duties as shall be assigned to them by the Board or by the President. In addition the President may appoint an Executive Director to whom the President or Vice President may delegate duties incident to their respective offices or designated to the Offices of the Board.

### Section 3 Vacancies & Removal

Vacancies: in any office like death incapacity, resignation or removal shall be filled by the Board for the unexpired portion of the term.

Removal: any officer or member of the Board, or any agent appointed by the Board may be removed by the Board. Whenever in the Board of Directors judgement, the best interest of the Foundation is not served. This is accomplished by two thirds (2/3) vote of the Board.

### Section 4 No Salaries

The Officers shall not receive compensation for their services but the Board may authorize reimbursement for expenses incurred by the officers in connection with the performance of their duties as officers of the Foundation.

## ARTICLE VI Committees



## Section 1 Executive Committee

The executive Committee shall comprise of the President, Vice President, Treasurer, Secretary of the Foundation and the Immediate past President. Between meetings of the Board, the Executive Committee shall have the power of & exercise the authority of the Board in the management of the Foundation except for the election or removal of Officers or Directors of the Foundation, the amendment or to repeal of the regulations or any matters of concern which the Board as required by law, the articles of incorporation or these regulations to act.

The executive Committee shall advise the Board on all significant matters pertaining to the affairs of the Foundation & shall have & may exercise such specific power & perform such specific duties as prescribed by these Regulation or as the Board shall from time to time prescribe or direct by resolution. The executive committee may act by a majority of its members at a meeting or by writing signed by all its members. The executive committee may request ratification of its acts by the Board at any regular special or annual meeting of the Board.

## Section 2 The Standing Committees

The standing committees shall be formed & appointed by the president with approval by the board. They shall meet as needed to achieve assigned goals or as directed by the president.

Committee on membership: Shall promote & sustain membership to the Foundation, promote active participation of young Physicians & Health Care Professional.

Committee on Continuing Education: Shall develop, implement & coordinate continuing medical education program activities & identify educational needs by the membership.

Committee on Medical Missions: Shall plan, coordinate, prepare & deliver mission relief activities.

Committee on Awards & Scholarship: Shall recommend Awards & Scholarships to deserving scholars, individuals or organizations relevant to the Foundation Goals.

Committee on Finance: Shall prepare, analyze & propose an annual budget for the Foundation. It shall review & recommend policies regarding receipt & disbursement of Foundation funds. It shall meet on a quarterly basis to assess, audit & monitor compliance to the Foundations monetary policies.

Committee on Ways & Means: Shall prepare & propose a comprehensive long range plan to advance & sustain the various goals & objective of the Foundation.

## Section 3 Ad Hoc Committees

The special Ad Hoc Committees shall be formed by the President for specific purpose upon approval by the Board. The President upon completion shall dissolve them

## Section 4 All Committees Chairperson

All committees chairperson shall be appointed by the President

## ARTICLE VII Meeting of the Board

### Section 1 Annual Meeting of General membership

The annual meeting of the General membership shall be held on the fourth quarter of each year at a place, date & time designated by the Board, at the Boards Discretion

### Section 2 Regular Meeting

The regular meeting will be held quarterly, the place, date & time announced by the President

### Section 3 Special Meeting

Special meeting of the Board may be called by & at the request of any officer or at least two (2) Board of Directors. They are required to notify by phone or electronic message all members of the board & state the time date & place

### Section 4 Notice

Notice of any special meeting or rescheduled meeting of the Board shall be given at least two (2) weeks before the meeting & notice shall be delivered personally, mailed or by electronic messages

### Section 5 Quorum

A simple majority of the Board & Officers shall constitute a quorum. A Quorum is required to conduct official business of the Foundation. The act of majority of the Directors present at the meeting at which a quorum is present shall be the act of the full Board.

### Section 6 Action by Consent

Any action required to be taken at a meeting of the Directors, or any other action which may be taken at a meeting of Directors, maybe taken without a meeting, if consent in writing, setting forth the action taken, shall be signed by all the Directors entitled to approve an action of the Foundation with respect to the matter there of. Such consent shall have the effect of a unanimous vote & shall be equally valid as if the said action were approved in a meeting.

### Section 7 Participation by Telephone or any Electronic Media

Any one or more members of the Board may participate in a meeting of the Board by means of Conference by Telephone or similar communication equipment allowing all persons participating to hear each other at the same time. Participation by such means shall constitute presence in person at the meeting.

### Section 8 Rules of Order

All parliamentary proceeding at the meeting of the Foundation & all Committees shall be governed by Robert Rule of Orders. Revised.

ARTICLE VIII Amendments

Proposed Amendments shall be submitted to the President. He may elect to form an Ad Hoc Committee for analysis & editing. Upon their recommendation proposed amendments submitted to the Board for a vote or action.

ARTICLE IX Dissolution of the Foundation

Upon Dissolution, the Foundation Board shall after paying or making provision for payment all liabilities of the Foundation. Transfer of all assets in accordance with provisions under section 501 (C) (3) of the Internal Revenue Code of the United States to non-profit organizations.

ARTICLE X Conflicts of Interests

Section 1 Purpose

The purpose of the conflict of interest policy is to protect this Foundation’s global interest when it is contemplating entering into a transaction or arrangement that might benefit the private interest of an officer or Director of the Foundation or might result in a possible excess benefit transaction. This policy is intended to supplement, but not replace any applicable state & federal laws governing conflicts of interest applicable to nonprofit and charitable organizations.

Section 2 Definitions

Interested Person: Any director, Officer, or member of a committee with governing Board delegated powers and who has a direct or indirect Financial Interest (as defined below) is an interested person

Financial Interest: A person has a financial interest (Financial Interest) if the person has, directly or indirectly, through business, investment, or family

An ownership or investment interest in any entity with which the Foundation has a transaction or arrangement.

A compensation arrangement with the Foundation or with any entity or individual with which the Foundation has a transaction or arrangement; or

A potential ownership or investment interest in, or compensation arrangement with, any entity or individual with which the Foundation is negotiating a transaction or arrangement.

The term compensation includes direct and indirect remuneration as well as gifts or favors that are not insubstantial.

A Financial Interest is not necessarily a conflict of interest.

Under Section 3.B, a person who has

Financial Interest may have conflict of interest, if the Board decides that a conflict of interest exist.

Section 3 Procedures

A. Duty to Disclose: In connection with any actual or possible conflict of interest, an interested person must disclose the existence of the Financial Interest and be given the opportunity to disclose all material facts to the Directors and members of committees with Board-delegated powers considering the proposed transaction or arrangement.

B. Determining Whether a Conflict of Interest Exist: After disclosure of the Financial Interest and all material facts, after any discussion with interested person, he/she shall leave the Board or committee meeting while the determination of a conflict of interest is discussed and voted upon. The remaining Directors or committee members shall decide if a conflict of interest exist.

Procedures for Addressing the Conflict of Interest:

An interested person may make a presentation at the Board or Executive committee meeting, but after the presentation, he/she shall leave the meeting during the discussion of, and the vote upon, the transaction or arrangement involving the possible conflict of interest.

The Board or Executive Committee shall, if appropriate, appoint a disinterested person or committee to investigate alternatives to the proposed transaction or arrangement

After exercising due diligence, the Board or Executive committee shall determine whether the Foundation can obtain with reasonable efforts a more advantageous transaction or arrangement from a person or entity that would not give rise to a conflict of interest.

If a more advantageous transaction or arrangement is not reasonably possible under circumstances not producing a conflict of interest, the Board or Executive committee shall determine by a majority vote of the disinterested Directors whether the trans-

action or arrangement is in the Foundations best interest, or for its own benefit, and whether it is fair and reasonable. In conformity with the above determination it shall make its decision as to whether to enter into the transaction or arrangement.

D. Violations of the Conflicts of Interest Policy

If the Board or Executive committee has reasonable cause to believe a member has failed to disclose actual possible conflicts of interest, it shall inform the member of the basis for such belief and afford the member an opportunity to explain the alleged failure to disclose.

If, after hearing the member's response and after making further investigation as warranted by the circumstance, the Board or Executive committee determines the member has failed to disclose actual or possible conflicts of interest, it shall take appropriate disciplinary and corrective action.

Section 4 Records and Proceedings: The minutes of the Board or Executive Committee with Board delegated powers shall contain:

A. The names of the persons who disclosed or otherwise were found to have a Financial interest in connection with an actual or possible conflict of interest, the nature of the Financial interest, any action taken to determine whether a conflict of interest was present, and the Board or Executive committee decision as to whether a conflict of interest in fact existed.

B. The names of the persons who were present for discussions and votes relating to the transaction or arrangement, the content of the discussion, including any alternatives to the proposal transaction or arrangement, and a record of any votes taken in connection with proceedings.

Section 5 Compensation

A voting member of the Board who receive compensation directly or indirectly, from the Foundation for services is precluded from voting on matters pertaining to the member's compensation.

A voting member of any committee whose jurisdiction includes compensation

matters and who receives compensation directly or indirectly, from the Foundation for services is precluded from voting on matters pertaining to the member's compensation.

No voting member of the Board or Executive committee whose jurisdiction includes compensation matters and who receives compensation, directly or indirectly, from the Foundation, either individually or collectively, is prohibited from providing information to any committee regarding compensation.

Section 6. Annual Statements: Each Director, principal, officer and member of a committee with governing Board delegated powers shall annually sign a statement which affirms such person:

Has received a copy of the Conflict of Interest Policy

Has read and understands the Policy

Has agreed to comply with the Policy

Understands the Foundation is charitable and in order to maintain a Federal Tax exemption it must engage primarily in activities which accomplish one or more of its tax exempt purposes.

Section 7. Periodic Reviews: To ensure the Foundation operates in manner consistent with charitable purposes and does not engage in activities that could jeopardize its tax-exempt status, periodic reviews shall be conducted. The periodic reviews shall at a minimum, in including the following subjects:

Whether compensation arrangements and benefits are reasonable, based on competent survey information, and the result of arm's length bargaining.

Whether partnerships, joint venture, and arrangements with management organizations conform to the Foundation's written policies, are properly recorded, reflect reasonable investment or payments for goods and services, further charitable purpose, and do not result in impermissible private benefit or in an excess benefit transaction.

Section 8. Use of outside experts: When conducting the periodic reviews as provided for in Section 7, the Foundation may, but need not, use outside advisors. If outside experts are used, their use shall not relieve the Board or Executive committee for its responsibility of ensuring periodic reviews are conducted.

ARTICLE XI Adoption Date / Signature of Secretary

*Appendix*

*Health Care Professionals*

*Nurses, Doctor of Dentistry, Doctor of Podiatry, Doctor of Optometry,*

*Doctor of Psychology, Pharmacists, Registered Dietitians*

*Determined & approved by the Board of Directors on:*

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**APPO Pulse**

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