



KEYSTONER

Pennsylvania Optometric Association

November/December 2025

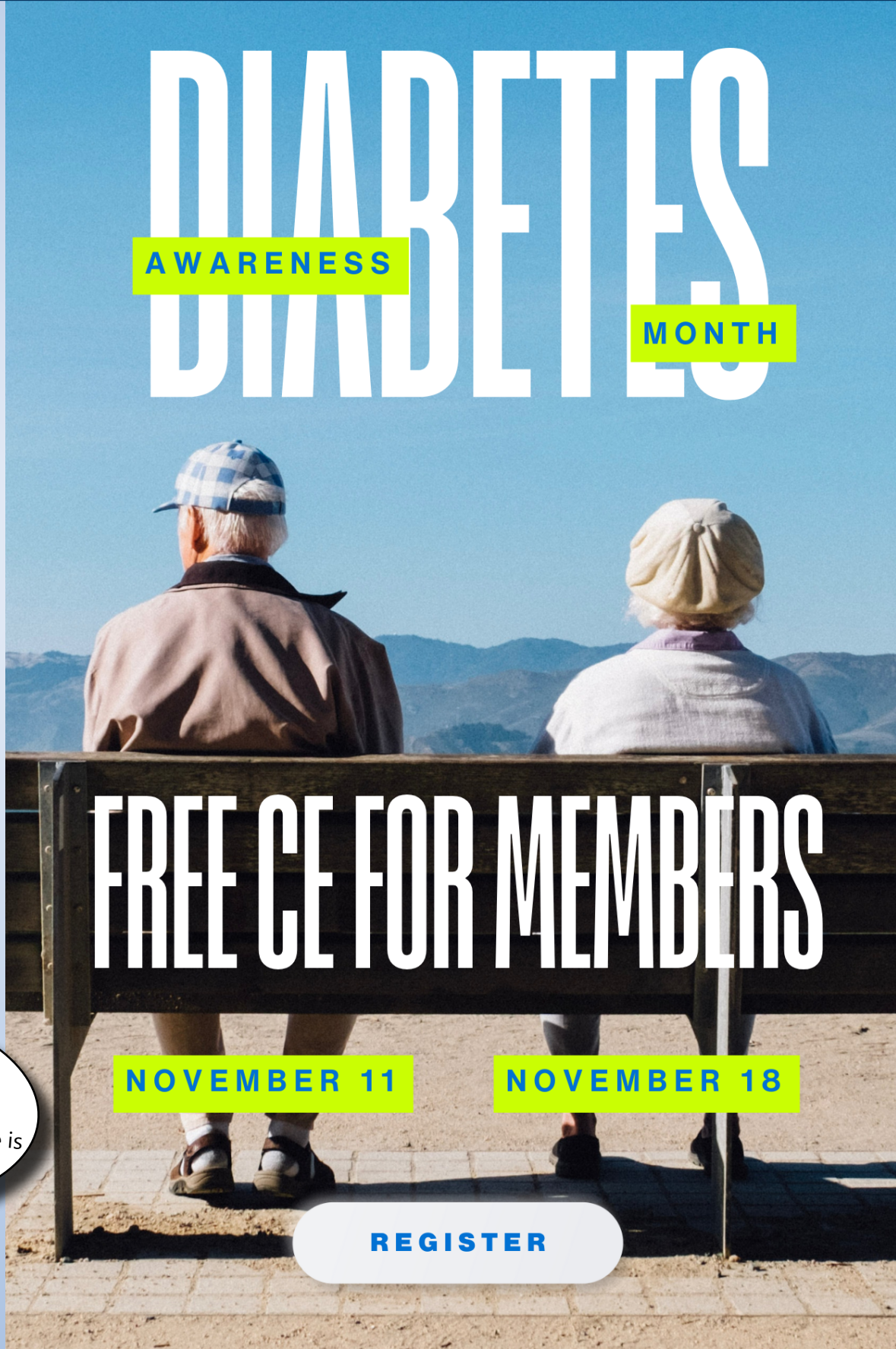
*Your Voice
for a Strong
Optometry*



**POA
HOLIDAY
CLOSURES**

November 11
November 27/28

December 24/25
December 31



DIABETES AWARENESS MONTH

FREE CE FOR MEMBERS

NOVEMBER 11

NOVEMBER 18

REGISTER

REMINDER TO
Local Society Presidents
& Committee Chairs:
The 2026 POA Awards deadline is
March 1, 2026

THE PRESIDENT'S EDITORIAL

Clear Vision, Common Ground

Navigating political engagement as an optometrist has never been easy, and in today's polarized political climate, it can feel especially daunting. Public discourse often reduces everything to labels: blue or red, left or right, conservative or progressive. But for those of us in the optometric profession, political identity doesn't fit neatly into those boxes. We are not strictly "Democrats" or "Republicans." We are "Opticrats" and "Eyepublicans"—optometrists who vote and advocate with our patients and our profession in mind.

That stance requires both discernment and courage. The issues that shape our ability to provide comprehensive eye and vision care rarely align perfectly with any one party's platform. Champions for optometry exist across the political spectrum, just as individuals who misunderstand or underestimate the scope of our profession exist on both sides as well. For that reason, our advocacy must stay laser-focused on a single, unifying question: Which candidates support optometry and the patients we serve?

Why partisan noise shouldn't drown out professional priorities

It's no secret that partisanship today can feel more personal and more divisive than in years past. Social media amplifies ideological divides, and engaging in political conversations

can quickly become uncomfortable. Many optometrists understandably avoid political spaces altogether, fearing that taking any stance might be misinterpreted as aligning with one party or another.



But when we step back, it's clear that our profession cannot afford silence. Decisions about scope of practice, insurance parity, telehealth regulations, and public health funding are made not in exam rooms, but in legislative chambers. Lawmakers determine whether patients can access care from their local optometrist, whether we are reimbursed fairly, and how our role fits into broader health systems. Optometry's future is inseparable from the policies crafted by those in office.

Neutrality, in this context, often means letting others make decisions for us. And in a hyper-partisan environment, the loudest voices tend to be the ones that get heard. If our profession is not present and united, we risk being drowned out by political noise.

Advocacy without division

True professionalism in optometry involves more than clinical expertise. It includes civic responsibility, understanding how policy affects patient care, and ensuring that lawmakers understand our value to public health. That doesn't require choosing sides; it requires choosing our patients and our profession.

Practical steps can make a real impact:

- Stay informed about candidates' positions on optometric issues.
- Support champions of optometry through your state association or national PACs.
- Invite legislators to visit your practice so they can see firsthand the essential care we provide.
- Participate in legislative days or local meetings to share your expertise and patient stories.

Standing on common ground

The terms "Opticrat" and "Eyepublican" reflect a shared identity that rises above party lines. They remind us that while politics can divide, eye care is universal. Our patients span every political, cultural, and geographic boundary. Our advocacy should, too.

As elections approach and policy debates intensify, it's more important than ever that optometrists engage: not as partisans, but as professionals. Whether contributing to a PAC, attending a legislative day, or simply casting an informed vote, every action matters. When we speak with a collective, nonpartisan voice, we strengthen our position, protect patient access, and safeguard the integrity of our profession.



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References: 1. In a 2-week prospective clinical study in the US; n=181; CLEAR CARE® Cleaning & Disinfecting Solution used for cleaning and disinfection; Alcon data on file, 2023. 2. Zheng Y, Dou J, Wang Y, et al. Sustained release of a polymeric wetting agent from a silicone-hydrogel contact lens material. ACS Omega. 2022;7(33):29223-29230. doi: 10.1021/acsomega.2c09310. 3. In a 28-day prospective clinical study; n=92; Alcon data on file, 2023. Important information for PRECISION7® (serafilcon A) and PRECISION7® for Astigmatism (serafilcon A) contact lenses: For daily wear or extended wear up to 6 nights for near/far-sightedness. Risk of serious eye problems (i.e., corneal ulcer) is greater for extended wear. In rare cases, loss of vision may result. Side effects like discomfort, mild burning or stinging may occur.

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Changes to your AOA/POA dues collection

Action required

The POA is in the process of changing. Please read this notice carefully for an important update about how you'll submit your membership dues going forward.

The POA is working with the AOA to simplify and streamline our dues invoicing and collection process. This collaboration will help us operate more efficiently and allow us to focus more on the programs and initiatives that support your success as a member. Rest assured, the POA remains fully committed to serving you and supporting your professional journey.

What's changing?

The AOA will now manage billing and dues collection on behalf of the POA. This change only affects dues collection. POPAC and event registration payments will still be processed by the POA.

Here's what you need to know:

- Your initial invoice will now be emailed to you. Ensure your email is up to date via your POA/AOA Member Profile accessible at: <https://pennsylvania.aoa.org/my-account>
- Payment Options: The same flexible payment schedules and methods will still be available.
- Automatic Payment Schedules: If you currently have an automatic schedule for dues payments with your credit card on file, your preferred schedule will be maintained. However, due to security measures, you will need to provide your credit card number again using the process outlined below.

For check payments:

- Make checks payable to the American Optometric Association.
- New Mailing Address:
American Optometric Association

Attn: Dues Accounting
243 N Lindbergh Blvd
St. Louis, MO 63141

For credit card payments:

- Due to security measures in place, anyone with a credit card on file must provide a credit card number again. It could be the same card currently being used or a new card number.
- You can update your credit card online now through your secure member portal: <https://pennsylvania.aoa.org/my-account/>
 1. Log in using your AOA/affiliate Single Sign-On (SSO) credentials.
 2. Click "Manage" under "Stored Credit Card(s)" to update or add a card.
- You can also update your credit card by calling the POA at (717) 233-6455 or the AOA at (800) 365-2119.
- If you would like to pay by credit card in full or set up a new automatic payment plan, you can submit your card details using the remittance section of your invoice or call the AOA at (800) 365-2119.

Need help?

The AOA will be your primary contact for payment-related questions, and the AOA's contact information will be included on every invoice. Their team has full access to your membership records and is ready to assist. The POA will continue to be your primary contact for your membership questions. The POA staff continues to be ready to assist you with your membership class changes, address and email changes, and any membership questions you have.

We're committed to making this transition smooth and seamless. If you have any questions regarding the transition or need help updating your credit card, call the POA at (717) 233-6455. Thank you for your continued dedication to our profession and to both Associations.

2025 POA Business Partners

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SILVER

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VSP® Vision Exam Rebate

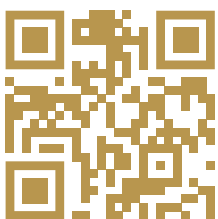
Continuing Our Support Of Private Practice In Uncertain Economic Times

The VSP® Vision Exam Rebate for PECAA Max members has been extended through next year.

Now Through June 2026: Receive up to \$15 per VSP commercial eye exam.

Starting July 2026: Receive up to \$10 per exam through the end of 2026.

Practices who are PECAA Max members by the end of 2025 can receive up to \$60,000 in Vision Exam Rebates and Rebate Enhancements in 2026. Those joining in 2026 can receive up to \$30,000 through the program next year.



Over 2,800 PECAA Max members have already benefited from more than **\$58 Million** in VSP® Vision Exam Rebates. We invite you to connect with the PECAA Team now to learn more about PECAA Max membership and how you can **start participating today!**

Scan to learn more. Or visit pecaalexamrebate.com

Navigating Temporary Provider Absences: What Optometrists Need to Know

by Brandon O'Connor and Adam Appleberry of Tucker Arensberg Attorneys

Optomety practices, like any healthcare organization, may face unexpected provider absences due to illness, family emergencies, or other personal circumstances. When this happens, ensuring continuity of care while remaining compliant with payer and legal requirements is essential. Below is a practical guide for optometrists exploring short-term coverage options.

1. Medicare's Fee-for-Time Compensation Arrangement

Medicare permits a temporary coverage arrangement for up to 60 days when a provider is absent for any reason such as illness, vacation, or continuing education. This is known as a fee-for-time compensation arrangement (previously referred to as a "locum tenens" arrangement), and it allows a substitute provider to deliver services that are billed under the regular provider's information.

Key Requirements:

- The substitute provider must be identified in an agreement.
- Claims must include HCPCS modifier Q6 to indicate services were provided by a temporary substitute.
- This arrangement only applies to Medicare. Private payers may have different rules or may not allow similar arrangements.
- The substitute provider may not render services for more than 60 continuous days per absence.
- Always confirm whether your commercial or Medicaid payers recognize similar arrange-

ments, as many do not.

2. Credentialing Considerations

Credentialing timelines vary by payer, typically taking 30–90 days. If coverage is needed immediately, credentialing a substitute provider may not be feasible.

Alternative Option:

- Depending on the practice's structure, the substitute provider may be engaged as a 1099 independent contractor and bill under the group's NPI.
- This approach is common in other healthcare fields, but payer policies vary, so verification is essential.
- If billing under the group NPI, confirm the payer permits this model; some require individual credentialing or prohibit substitute billing altogether.

3. Malpractice Insurance

Before engaging a substitute provider, consult your malpractice carrier. Options may include:

- A short-term rider or temporary coverage under the existing policy.
- Requiring the 1099 provider to carry their own malpractice insurance, while ensuring the practice's policy covers any potential liability.

4. Licensure and Prescribing Authority

The substitute provider must:

- Be licensed in the state where the services are being provided. For telehealth visits, the provider must be licensed in the state where the patient is physically located.

- Hold all necessary prescribing registrations (e.g., DEA, if applicable).

5. Patient Communication and Professional Agreements

Transparency is key. Practices should:

- Provide advance notice to patients about the temporary provider.
- Execute a professional services agreement outlining the scope, duration, and responsibilities of the substitute provider.
- Include terms addressing insurance requirements, indemnification, HIPAA compliance, and confidentiality obligations.

6. Temporary Coverage Agency

Several services specialize in short-term provider placement, which connect practices with optometrists looking for short-term fee-for-time arrangements.

Final Thoughts:

While a 1099 arrangement may offer the most flexibility, each practice should evaluate its structure, payer mix, and legal obligations before proceeding. Consulting with legal counsel and your malpractice carrier can help ensure a compliant and smooth transition during a provider's absence. With proper planning, a temporary coverage arrangement can protect patient access, maintain revenue flow, and uphold compliance across all payer types.

IN MEMORIAM

The POA extends sympathy to the loved ones of Dr. Stuart Cohn

From the Reading Eagle:

Dr. Stuart S. Cohn, 83, an optometrist from Reading, died peacefully in his sleep on September 15. Stu was born to Ben and Sara Cohn on January 1, 1942. He grew up in Pennside, attending Mount Penn High School and later the Blair Academy. An excellent student, Stu graduated from Cornell University in 1963 and Pennsylvania College of Optometry in 1967, joining his father-in-law, Joe Liefert, in an optometric practice dating back to 1904. Stu practiced optometry for 52 years, serving as President of the Pennsylvania Optometric Association in 1986. He was beloved by his patients and staff, who were sad when he retired in 2020.

Stu's greatest passion was his family. He took his future wife, Carol, to a dance when he was 12 and she was 11. They married in 1964, celebrated their 61st anniversary this year. Stu is survived by his son, Steve, his daughter-in-law, Aleta, and his grandson, Ariel, his spiritual children Trinh and Tony Nguyen



and their children, Julian, Phoebe, and Bear. Stu was close with surviving sister-in-law Susan Zuckert, her son Andy Zuckert, his wife Karen, and their children Max, Sally Rose, and Abigail, and Tim Zuckert, his husband John Connolly, and Tim's children Sam and Carlyn. Stu also had many first cousins he loved dearly, as well as their children, and he had hundreds of dear friends.

Stu had many other passions. He was an excellent fly fisherman, flew single engine planes, and adored watching Philadelphia sports... both when his teams won

and lost, but more when they won. He watched the Eagles beat the Chiefs the night before he died, which gave him great joy and peace. Stu also enjoyed traveling, visiting roughly 70 countries with Carol over the years. He was an aficionado of jazz and classical music, enjoying artists ranging from Coleman Hawkins to Ornette Coleman and from Haydn to Schoenberg. Stu was also an ardent supporter of music in Reading, serving as Vice President of the Reading Symphony Orchestra, as President of Friends of Chamber Music, and on the selection committee for the Star Series. Service was important in all areas of his life. He was particularly proud of his service in the Jaycees and the Human Relations Council of Berks County.

Honesty and service to society meant everything to Stu. He was a man of character who will be missed by all who knew him.

Practice for sale

Allegheny County. Well-established 32-year practice available for \$364,000. 2024 gross revenue: \$595,061. Features 2 exam lanes, modern diagnostic equipment, and \$16k frame inventory. Strong local reputation with a loyal patient base. A turnkey opportunity ideal for a first-time buyer or an optometrist seeking growth. Please call us at 888-277-6633 for more details.

Beaver County. 32-year optometry practice now available. Owner will assist in transition. Favorable terms. Great opportunity for an ophthalmologist or optometrist. Contact 724-774-1208 or troiaeye@yahoo.com.

Optician wanted

New Oxford. Hockman Family Eye Care is in search of an optician. We are looking for a reliable, positive individual, who can work closely within a team environment and has a tremendous work ethic. Must be able to work independently, accurately prioritize workload, multitask, and have excellent organizational, communication, and follow-through skills. Must be able to work Mondays from 11:00 a.m. - 7:00 p.m., Tuesdays and Wednesdays from 8:30 a.m. - 5:00 p.m., Thursdays from 8:30 a.m. - 4:30 p.m., and Fridays from 8:00 a.m. - 3:00 p.m. This will be a full-time position consisting of 40 hours per week. Email resume to hockmanfamilyeyecare@gmail.com.

classifieds**Optometrist wanted**

Pittsburgh Suburbs. We are a well-established, multi-office corneal specialty and referral-based practice seeking a motivated and detail-

oriented optometrist to join our growing team. About our practice: a dynamic and collaborative team of 3 ophthalmologists and 5 optometrists; four modern, fully equipped office locations across Western Pennsylvania; strong focus on surgical co-management and medically oriented eye care. What you'll do: As part of our team, you'll provide comprehensive medical optometric care, with an emphasis on pre- and post-operative surgical management. Areas of focus include: cataract surgery evaluations and co-management—includes independent evaluations, implant lens discussions (MFIOL, torics, and monofocal lenses) as well as calculations; corneal transplant care—includes DMEK, PK, and DSAEK pre- and post-op care; keratoconus diagnosis and management—includes corneal cross-linking; refractive surgery evaluations and co-management (LASIK, PRK, ICL, and clear lens exchange); emergency care for anterior segment cases (ulcers, abrasions, uveitis, etc.). Position details: full-time role with a consistent weekday schedule (no evening hours); occasional Saturday morning post-op coverage (3 or 4 a year); some travel is required between office locations (within close proximity); responsible for one week of call every 8 weeks. Qualifications: OD degree with active Pennsylvania licensure (or eligibility); residency training preferred but not required; strong interest in surgical co-management and medical optometry; excellent clinical,

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communication, and teamwork skills. Why join us? Work alongside top-tier surgeons and a supportive optometric team. Gain advanced experience in surgical eye care in a high-volume, referral-based setting. Enjoy a professional yet collegial work environment with cutting-edge technology. Ready to take the next step? We'd love to hear from you. Please submit your CV or resume for consideration to chris.carver@sightlinelaser.com.

Pittsburgh. We're seeking a passionate part-time optometrist (2–3 days/week) to join our collaborative, patient-first practice in the South Side of Pittsburgh! With flexible scheduling, competitive pay, strong medical/dental benefit package, paid time off, continuing education support, and the opportunity to grow into a full-time role, this position is a fantastic opportunity to serve the Pittsburgh community. Our practice has over 80 years of experience specializing in integrative medical eye care including dry eye management, specialty contact lenses, and myopia control. Be part of a team that values communication, excellence, and whole-patient care. Email Dr. Kristina Pusz at kpusz@pittsburghprimaryeyecare.com to learn more about this exciting opportunity!

Virginia. Above-national-average salary (\$170K–\$250K+) plus significant productivity bonuses in a thriving MD/OD practice. Join award-winning ophthalmologists and optometrists delivering full-scope care: premium IOLs, refractive surgery, advanced dry eye (Optilight), and more. State-of-the-art tech, skilled support staff, and no nights or weekends mean you focus on patients, not paperwork. Located in historic Virginia, just one hour from DC and Richmond, with affordable living, top schools, and rich culture. If interested, contact Michele Mansouri at 540-207-7799 or michele@accessseye.com.

NJ/PA. We are a privately owned practice with 4 locations between NJ and PA that have been doing business for over 30 years. We are searching for a talented OD to join our growing practice in a full-time, part-time, or contractor capacity. Job duties include performing comprehensive eye exams, diagnose and assist in the treatment of ocular diseases, maintaining detailed patients records regarding diagnosis/treatment plans and progress. Job requirements are Doctor of Optometry degree, valid NJ and/or PA license, and

excellent verbal and written communication skills. We can hire as either a W2 employee or 1099 contractor. Salary range between \$75-\$85 per hour and bonuses. If interested, contact Patrickscully@opticalandhearingctr.com.

Pittsburgh. What we offer: full support from well-trained team of staff and technicians; autonomy in clinical decision making; excellent pay; and prime central location easily accessible from downtown Pittsburgh. What we're looking for: licensed optometrist with Therapeutics Certification; a caring, patient first personality; and strong clinical skills and diagnostic acumen. If you are looking to work in a supportive environment where your expertise is valued and your work has real impact, we would love to hear from you. Please contact Rob Spivak at robspivak@gmail.com for more information or to apply.

South Central PA. Busy, 41-year-old, highly medically-oriented private optometry practice is looking for an optometric associate. As the only privately-owned practice in the general area, we are growing every year. New graduates and experienced doctors are welcome, and we will consider part-time or full-time candidates. We would love to find someone interested in working at our practice for several years and then purchasing the practice. A large percentage of our patient schedule is medical optometry, which we treat and monitor utilizing the latest technology. We also see urgencies on a regular basis and fit specialty contact lenses. It is the perfect practice for an optometrist who is interested in medical optometry! We do not overbook, as we average 18-20 patients per day. The right associate will enjoy a full staff of dedicated technicians and opticians and will not work weekends. Generous salary with production based bonus, paid time off, health insurance, optical benefits, 401k, continuing education stipend, and professional license fee reimbursed. Our practice is located directly off I-81 in Greencastle, PA. Greencastle is a safe place to live, a great place to raise a family, and is only about 90 minutes from Baltimore and Washington, D.C., 45 minutes from Frederick, MD, and an hour from Harrisburg. We are "semi-rural" but not located in the middle of nowhere! This is an excellent opportunity for a caring optometrist who enjoys medical optometry. Please send resume to Dr. Sandra Fink-Freeman at sffod093@gmail.com. I would love to introduce you to this wonderful opportunity!

Cumberland County. Carlisle Vision Care and Mechanicsburg Eye Associates are two long-established and well-respected private practices in Cumberland County. We are full-scope optometric practices that are locally owned and operated by optometrists for optometrists. Enjoy all the latest technology at your fingertips for managing ocular disease. In addition to routine optometric care, this opportunity will allow a practitioner to pursue subspecialty modalities such as dry eye, specialty contact lenses, ocular disease, binocular vision, and vision therapy. We offer excellent pay and benefits. Please contact me confidentially at alleitzel@hotmail.com or 717-576-6435.

York and Manchester. We are a locally owned, multi-location private practice. At Wheatlyn EyeCare and York Eye Associates, we offer full-scope optometric services with all the latest technology at your disposal for diagnosis, management, and treatment. New graduates and tenured practitioners alike are welcome to join our amazing group of doctors. We encourage the subspecialty model and support those who want to focus their optometric career. You will enjoy excellent pay, benefits, and a beautiful blend of suburban, urban, and rural community living. Great place to live, work, and play. All inquiries are confidential. Please contact me directly at alleitzel@hotmail.com or 717-576-6435.

Harrisburg. We have a wonderful career opportunity at Vistaura Eye, a premier, independently owned, high-volume MD/OD surgical practice in central Pennsylvania. Our well-established, staff and

patient-centered practice has proudly served Harrisburg since 1939, blending more than 80 years of trusted care with cutting-edge technology. With one location, an optical shop, and an on-site physician-owned Ambulatory Surgery Center, we offer our patients comprehensive services in a modern, state-of-the-art environment. We are seeking an optometrist to join our collaborative team of two ophthalmologists and one optometrist. This is an opportunity to work in a busy private practice alongside experienced ophthalmologists and optometrists in a collegial and supportive setting. Whether full-time or part-time, in this role, you will manage medical eye conditions, provide post-operative care for refractive and cataract surgery patients, as well as deliver routine eye care. You will be supported by our skilled staff and be valued as an integral member of our team. We pride ourselves on our excellent work culture, professional growth,

and teamwork. First year salary guaranteed; long-term potential compensation of \$150,000+ based on number of days worked per week. Harrisburg offers the perfect balance of professional opportunity and quality of life. It has recently been rated as one of the top places to live in the U.S. It is an ideal home for both city and outdoor enthusiasts. The area offers abundant opportunities for skiing, fishing, kayaking, hiking, and other outdoor activities, along with excellent schools and a welcoming community. This is a great long-term position for a productive optometrist who values clinical excellence, teamwork, and patient centered care. Vistaura Eye offers competitive compensation and benefits in a stable and thriving private practice environment. To learn more about us, visit www.vistauraeeye.com. If interested, please contact Charla Ferchow at charla.ferchow@seegreat.net or call 717-233-6749.



The Secret to Hiring ODs: *Target Those Who Aren't Looking*

Studies show that passive job seekers – those who may be open to a new opportunity but aren't actively searching job boards – make up 70-75% of the global workforce. Considering these candidates as part of your [hiring strategy](#) can help you attract top talent for your practice. But how do you reach potential candidates that aren't actively looking for a job? Here are 3 ways practice owners are connecting with passive OD job seekers.

- Highlight what makes your opening different – Passive job seekers are often already employed and are familiar with the general expectations that come with a position as an optometrist. For a listing to catch their attention, it needs to demonstrate how their day-to-day on the job or their quality of life could improve. They are looking for features like advanced technology, strong support staff, attractive schedules. Don't hesitate to point out what makes your practice or opening unique.

- Focus on career growth – For an already employed OD, making a lateral move may not be worth the effort it takes to transition to a new practice unless they see the position as a path toward career advancement. Show passive seekers how your opening provides the enrichment and opportunity to propel their careers forward by emphasizing mentorship, potential partnership opportunities, or room for growth in their chosen specialty.

- Use targeted tools for exposure – Once you've written a compelling job listing, the next challenge is finding a way to put it in front of passive job seekers. Take advantage of hiring tools that will help maximize your reach. For example, the AOAExcel Career Center offers add-ons such as the Spotlight e-newsletter which delivers job listings

directly to the inboxes of over 23,000 passive job seekers and young ODs. Utilizing strategic hiring tools can help you reach passive seekers you wouldn't otherwise have access to.

In a market where the most qualified candidates may not actively be looking for a new position, how and where you post your opening matters. [AOAExcel](#)

Career Center experts are available to guide you in creating a compelling listing and devising a strategic hiring plan. Plus, AOA members receive [50% off on job listings](#). To learn more about the AOAExcel Career Center and how to get your listing in front of passive seekers, visit <https://employers.aoa.org/>.

 AOAexcel. Career Center

**Seeking or Hiring?
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**The POA warmly welcomes
the following new members:**

CHESTER-DELAWARE

Christian Neme, O.D.

Barry Toyzer, O.D.

Hayden Davis, O.D.

LANCASTER

Sara Berteramo, O.D.

MID-COUNTIES

Chad Fluth, O.D.

WESTERN PA

Joanna Kushon, O.D.