

**L. Neal Freeman, MD, MBA, CCS-P, CPMA**  
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5510 Murrell Rd., Melbourne, FL 32940

**EDUCATION**

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<b>Cornell University College of Engineering</b> <i>Bachelor of Science (BS) with Distinction</i> <i>College Program (Major Field): Mechanical Engineering (1981)</i> <i>(Minor Field): Biological Sciences (1981)</i>	<b>1977 - 1981</b> <i>Ithaca, NY</i>
<b>University of Michigan Medical School</b> <i>Doctor of Medicine (MD) with Distinction</i> <i>Alpha Omega Alpha Honor Medical Society Inductee</i>	<b>1981 - 1984</b> <i>Ann Arbor, MI</i>
<b>St. Mary's Hospital and Medical Center</b> <i>Internship</i>	<b>1984 - 1985</b> <i>San Francisco, CA</i>
<b>Johns Hopkins University School of Medicine - Wilmer Ophthalmological Institute</b> <i>Residency, Ophthalmology</i>	<b>1985 - 1988</b> <i>Baltimore, MD</i>
<b>University of California San Francisco School of Medicine</b> <i>Fellowship, Ophthalmic Plastic and Reconstructive Surgery</i>	<b>1988 - 1989</b> <i>San Francisco, CA</i>
<b>University of Central Florida College of Business Administration</b> <i>Master of Business Administration (MBA)</i>	<b>1999</b> <i>Orlando, FL</i>

**EXPERIENCE**

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<b>Florida Eye Associates</b> <i>Practicing Physician and Surgeon</i>	<b>1989 - PRESENT</b> <i>Melbourne, FL</i>
<ul style="list-style-type: none"><li>• Provide clinical and surgical eye care services, with specialties in ophthalmic plastic and reconstructive surgery, general ophthalmology, eyelid surgery, and injections</li></ul>	
<i>Director, Coding and Reimbursement</i>	<i>Melbourne, FL</i>
<ul style="list-style-type: none"><li>• Oversee coding, reimbursement, and billing functions for largest medical and surgical eye care practice in Brevard County, Florida</li></ul>	
<i>Physician Representative, Compliance Committee</i>	
<ul style="list-style-type: none"><li>• Educate large staff of physicians, administrators, and ancillary personnel on adherence to coding and reporting guidelines</li></ul>	
<b>Coding and Physician Reimbursement Analysts, Inc.</b> <i>Founder and CEO</i>	<b>2004 - PRESENT</b> <i>Melbourne, FL</i>
<ul style="list-style-type: none"><li>• Deliver consultation, research, analysis, report generation, deposition, and expert witness trial testimony for cases involving medical coding, reimbursement, auditing and compliance</li></ul>	

**Holmes Regional Medical Center, Department of Surgery**  
*Chief, Section of Ophthalmology*

**2010 - PRESENT**  
*Melbourne, FL*

- Provide leadership functions for ophthalmology surgical services at largest medical center in Brevard County, Florida

*Operating Room Committee*

- Represent surgical section in collaboration with all surgical services at largest surgical service provider in Brevard County, Florida

**American Society of Ophthalmic Plastic and Reconstructive Surgery**  
*Advisor, CPT Advisory Committee*

**2004 - PRESENT**  
*Chicago, IL*

- Represent society in meetings for physician and medical organization coding committees, comprising the entire spectrum of medical specialties

*Current Procedural Terminology (CPT) Liaison*

- Educate, present, and oversee Current Procedural Terminology (CPT) and International Classification of Diseases (ICD) functions for a broad spectrum of medical and surgical services

*Coding and Billing Mentor*

- Provide teaching/educational sessions regarding compliant medical coding and billing, access to reliable coding and billing resources, and related topics

*Internet Moderator, ASOPRS Internet Forum*

- Moderate and guide coding, reimbursement, and billing functions for largest subspecialty organization in the field

*Intersociety and Government Affairs Committee*

- Guide Current Procedural Terminology (CPT) coding functions and support for largest subspecialty organization in the field

*Manuscript Reviewer, Ophthalmic Plastic and Reconstructive Surgery (2025)*

- Conducted peer review of research addressing Medicare reimbursement trends, CPT-coded surgical services, physician payment methodologies, and health care economics

*Coding and Reimbursement Roundtable Facilitator*

- Facilitate coding and reimbursement roundtable discussions at the Annual Scientific Symposium, providing guidance on CPT coding, reimbursement policy, compliance, and payer-related issues.

**University of Central Florida, College of Medicine**

*Assistant Professor of Ophthalmology*

**2010 - PRESENT**

*Orlando, FL*

- Collaborate with university administration regarding combined medical/business programs for graduate students

**Ambulatory Surgery Center of Brevard**

*Treasurer and Director*

**2010 - PRESENT**

*Melbourne, FL*

- Provide leadership functions for largest medical and ambulatory surgical center organizations in the field in Brevard County, Florida

**Florida Medicare Carrier Advisory Committee**

*State Representative, Ophthalmology*

**2017 - PRESENT**

*Jacksonville, FL*

- Present and participate in meetings for physician committee, representing entire spectrum of medical specialties to Florida Medicare Administrative Contractor

**Florida Society of Ophthalmology**

*Chairperson, Managed Care/Third Party Liaison Committee*

**2014 - PRESENT**

*Jacksonville, FL*

- Educate, present, and oversee provider and third party (e.g., Medicare, Medicaid, Commercial Insurance) initiatives for designated state represented organization

*Board of Directors*

- Present, author, and participate in functions including coding, reimbursement, and billing for designated state medical specialty organization

**Guidepoint Global, LLC**

*Consultant*

**2017 - PRESENT**

*New York, NY*

- Provide insights and presentations to interested organizations, including investors, for leading expert network database

**VISASQ/Coleman**

*Consultant*

**2017 - PRESENT**

*Tokyo, Japan / New York, NY*

- Provide insights and presentations to interested organizations, including investors, for premier US/Japan based expert network database

**Academic Mentor and Supervisor to International Student, University of Michigan**

**2025 - PRESENT**

- Provided ongoing academic, professional, and career-development mentorship to an international student enrolled at the University of Michigan

### **CERTIFICATIONS AND FELLOWSHIPS**

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- **American Health Info. Management Association:** Certified Coding Specialist, Physician-Based (CCS-P)
- **American Academy of Professional Coders:** Certified Professional Medical Auditor (CPMA)
- **American Board of Ophthalmology:** *Certified Physician*

### **HONORS AND AWARDS**

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- **American Academy of Ophthalmology:** Life Fellow (2020), Secretariat Award (2017, 2016);
- **American Society of Ophthalmic Plastic and Reconstructive Surgery:** Orkan Stasior Leadership Award (2015), Outstanding Contribution Award (2011)
- **Florida Society of Ophthalmology:** James W. Clower Jr., MD, Community Service Award (2018)

### **PROFESSIONAL MEMBERSHIPS AND AFFILIATIONS**

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American Academy of Ophthalmology, American Academy of Professional Coders, American College of Surgeons, American Health Information Management Association, American Medical Association, American Society of Ophthalmic Plastic and Reconstructive Surgery, Brevard County Medical Society, Florida Medical Association, Florida Society of Ophthalmology, Johns Hopkins Medical and Surgical Association, Surgical Eye Expeditions International