



## Health Care Executive and Physician Compensation Seminar

**May 6 - 7, 2014**  
**191 N. Wacker Drive, Suite 3700**  
**Chicago, IL 60606-1698**

### How Do Your Organization's Executive and Physician Compensation Packages Measure Up?

Many factors, including the possibility of declining revenues and greater scrutiny of executive and physician compensation, are forcing board members and executives to reevaluate their compensation programs to attract and retain talent that can navigate the rapidly changing landscape:

- Consolidation and greater integration are changing how health care organizations reward their executives.
- Accountable Care Organizations have created executive and physician leadership positions that did not exist a few years ago.
- Employment of physicians is raising new governance issues for many health care organizations.

### This Seminar Will Provide:

- An introduction to total compensation for executives and employed physicians, including the rules and regulations governing executive and physician compensation.
- An overview of the latest trends in health care compensation and the opportunity to discuss what organizations need to do to proactively address today's issues.
- Practical insights into the changes to physician compensation in the era of health care reform.
- Best practices in governance and public relations strategies.
- An opportunity to network with other board members and senior executives.

### How to Register:

Register Online by [Clicking Here](#)

Or contact Cynthia Hubler  
cynthiahubler@sullivancotter.com

### Who Should Attend:

- Board Members
- Executives
- Senior Human Resources Professionals

### Seminar Fee:

\$1,200 per participant

## Instructors

- **James E. Rohan, Vice President, Managing Director**  
Jim is one of the founders of SullivanCotter and has more than 27 years of consulting experience. He has worked with boards of directors and senior management at over 350 health care organizations in the development of executive, physician, broad-based and employee compensation programs, and strategic rewards systems.
- **Warren Kerper, Managing Principal**  
Warren has more than 20 years of executive management and consulting experience in human resources and compensation. He specializes in health care, higher education and endowments. Warren has worked with a wide range of health systems, academic medical centers, managed care organizations and universities in the development of strategy and design for executive and employee compensation programs.
- **Kimberly A. Mobley, Managing Principal**  
Kim is the Physician Compensation Practice Leader for SullivanCotter and has more than 25 years of consulting experience. She works with health care organizations on the design of their physician compensation and governance programs and is an expert in reviewing physician compensation arrangements for FMV and commercial reasonableness. Kim created and directs SullivanCotter's *Physician Compensation and Productivity Survey* and the *Physician On-Call Pay Survey*.
- **Dave Hesselink, Principal**  
Dave Hesselink joined SullivanCotter with over 20 years of health care leadership experience in chief financial officer and chief executive officer roles, most recently with Centura Health Physician Group in Colorado. Drawing from his diverse background, Dave brings a wealth of expertise in the areas of physician compensation and benefits plan design and implementation, physician contracting, compliance, financial reporting, and revenue cycle management.
- **Michael D. Rosenbaum, Partner**  
Michael is a Partner in Drinker Biddle & Reath LLP's Employee Benefits and Executive Compensation Practice. His practice includes a full range of employee benefits and executive/physician compensation matters. He has extensive experience in designing, implementing, and funding executive and physician compensation plans. Michael also advises clients on other employee benefits arrangements available to executives and physicians of tax-exempt organizations.
- **David I. Wolfe, Partner**  
David is a Partner in Drinker Biddle & Reath LLP's Employee Benefits and Executive Compensation Practice. He engages in a broad-based practice for tax-exempt clients covering tax-qualified plans and executive/physician compensation. His subspecialties include reducing ERISA litigation and fiduciary liability exposure, hybrid pension arrangements, legal compliance reviews and the corporate governance of benefits plans.
- **John J. D'Andrea, Partner**  
John is a Partner at Drinker Biddle & Reath LLP and Vice-Chair of the firm's Health Care Practice Group. He counsels clients on health care transactional and regulatory matters, including mergers and acquisitions, managed care contracting and network development, Stark Law and Anti-Kickback Statute analysis, and compliance program and regulatory due diligence reviews.

This seminar presents an overview of executive and physician compensation. SullivanCotter also conducts a detailed physician compensation training seminar for professionals who design and administer physician compensation programs. Please see [www.SullivanCotter.com](http://www.SullivanCotter.com) for the next physician compensation training seminar.

## About Sullivan, Cotter and Associates, Inc.

SullivanCotter is the leading independent consulting firm in the assessment and development of tailored total compensation and reward programs for the health care industry. For more than 20 years, the firm has provided executive, physician and employee compensation and governance counsel to a wide variety of health care and higher education organizations, public charities, associations and foundations. A recognized leader in compensation benchmarking trends and analyses, SullivanCotter has also developed the most widely recognized physician and health care executive compensation surveys in the United States. Building from this unparalleled data, the firm works closely with executives, boards and compensation committees to devise innovative solutions to attract and retain talent while satisfying business objectives and regulatory requirements.

For more information visit [www.sullivancotter.com](http://www.sullivancotter.com) or call 888.739.7039.

## Agenda:

Breakfast and lunch will be provided.

### Day One: (8:30 a.m. - 4:30 p.m.) (8:00 a.m. Registration)

- Executive and physician compensation trends
- Rules and regulations for executive and physician compensation: IRS requirements, regulatory trends and fair market value
- Contemporary executive total compensation plan designs, including incentives and supplemental benefits

*Networking dinner with participants and instructors.*

### Day Two: (8:30 a.m. - 3:00 p.m.)

- Physician compensation plan designs, including the impact of health care reform
- Governance of executive and physician compensation: the role of the board, committee and senior management
- Effective public relations and communication strategies