



Health Care Executive and Physician Compensation Seminar

June 8-9, 2015

**The Law Offices of Drinker Biddle & Reath LLP
191 N. Wacker Drive, Suite 3700
Chicago, IL 60606-1698**

Adapting Your Executive and Physician Compensation Strategies to Today's Changing Environment

Unprecedented change in the health care industry has made recruiting and retaining executives and physicians more challenging than ever, requiring renewed alignment between business strategies and compensation approaches.

- Industry consolidation and business diversification is changing the roles of executives and physician leaders as well as comparator markets.
- The dramatic increase in physician employment is raising new questions regarding physician alignment strategies, compensation approaches, governance and administration of multi-variable compensation arrangements.
- Expanded enterprise-wide risk sharing is leading to questions of how much individual compensation should be at risk, both short-term and long-term.
- The movement toward value-based reimbursement measures used by CMS and commercial payers presents challenges in selecting measures that matter for executive and physician compensation, as well as assessing performance relative to those measures and reporting upon that performance.
- The pressure to proactively manage regulatory and reputational risk has continued to rise.

This Seminar Will Provide:

- An overview of the latest trends in health care executive and physician compensation and the opportunity to discuss what organizations need to do to proactively address current and emerging issues.
- An overview of the rules and regulations governing compensation for executives and physicians.
- Practical insights into the changes occurring in executive and physician compensation, including transitional physician compensation strategies to support physician extenders/advanced practice clinicians.
- Insight into the importance of evaluating technological solutions to support the administration of future physician compensation arrangements.
- 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
if registered by April 30

\$1,500 per participant after April 30

Instructors

- **James E. Rohan, Vice President, Managing Director**
Jim is one of the founders of SullivanCotter and has nearly 30 years of consulting experience. He has worked with boards and senior management at more than 350 health care organizations in the development of executive, physician 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 has more than 25 years of consulting experience in physician compensation. 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 fair market value. Kim created and directs SullivanCotter's *Physician Compensation and Productivity Survey* and the *Physician On-Call Pay Survey*.
- **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 L. 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. Information on future Physician Compensation Training Seminars, including dates and locations, will be announced on www.sullivancotter.com.

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 more than 20 years, the firm has provided executive, physician and employee compensation and governance counsel to a wide variety of not-for-profit and for-profit 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 not-for-profit missions, for-profit goals and regulatory requirements.

For more information visit www.sullivancotter.com or call 888.739.7039.

Agenda:

Breakfast and lunch will be provided.

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

- 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.

- Strategies to address changes in physician culture to support the new environment
- 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