

## Physician Compensation Training Seminar

**September 29-30, 2015**

Omni Chicago Hotel  
Chicago, Illinois

### Is your health care organization prepared to effectively manage physician compensation in a strategic, efficient and regulatory-compliant way?

The rapidly changing health care environment has resulted in a significant shift in the way organizations are aligning with physicians. To help manage the transition from volume to value in ways that are both strategic and compliant with complex regulations, SullivanCotter offers a comprehensive physician compensation training seminar to address challenging questions such as:

- What are the key benchmarks for measuring physician compensation, productivity and benefits?
- How much are organizations paying for quality today and what types of quality metrics are being used by leading health care organizations?
- What are the key regulations affecting physician compensation today?
- How do recent court cases and advisory opinions affect physician compensation governance and compliance processes?
- What steps should be taken to make sure physician compensation plans are consistent with fair market value?
- What impact does the repeal of the Sustainable Growth Rate have on physician reimbursement today and tomorrow, and what should be done to prepare and align physician compensation programs?
- What are the key market trends in physician compensation today and what compensation and benefits practices are effective in this transitional environment?
- What are the most important steps and strategies to understand during the physician compensation plan design process?
- What types of compensation plans are being used to help shift compensation from volume to value?

#### How to Register:

[Click here](#) to register online, or contact Cynthia Hubler at:

**Email:** [cynthiahubler@sullivancotter.com](mailto:cynthiahubler@sullivancotter.com)

**Direct:** 678.551.7186

#### Who Should Attend:

Health care industry professionals responsible for:

- Administering physician compensation
- Managing physician compensation governance and compliance
- Developing physician compensation strategies

#### Seminar Fee:

**Early-bird price:** \$1,200 per participant  
(Deadline: August 21)

**Regular price:** \$1,500 per participant  
(Deadline: September 21)

#### Hotel:

A limited number of hotel rooms have been secured for this event at the Omni Chicago Hotel.

- **Price:** \$259 per night
- **Room block deadline:** August 28
- **Location:** Omni Hotel Chicago  
676 North Michigan Ave.  
Chicago, Illinois 60611
- [Make your reservation online](#) or call 800-THE-OMNI and request a room in the Sullivan, Cotter and Associates room block.

## Delivered through presentations, interactive exercises and case studies, key topics of discussion will include:

### Current and emerging physician compensation plan trends and alignment strategies:

- Variables that may influence physician compensation.
- Governance of physician compensation arrangements.
- Changing compensation arrangements to reflect evolving reimbursement and the movement from volume to value.
- Physician on-call pay strategies.
- Strategies for compensating independent physicians, including professional services, income support and co-management arrangements

### Updates on the regulatory environment:

- Implications of the Stark Law and Anti-Kickback Statute.
- IRS rebuttable presumption of reasonableness and the impact on health care organizations in determining fair market value for physician compensation arrangements.
- Recent advisory opinions and court cases.

### Market benchmarking of physician compensation:

- Techniques for determining fair market value.
- Use (and abuse) of market survey data and key survey sources.
- Utilization of quality benchmarking survey data.

### Agenda:

#### Day One: 8:30 a.m. to 4:30 p.m.

- Breakfast
- Presentations, interactive exercises, and case studies
- Lunch
- Presentations, interactive exercises, and case studies
- Dinner with seminar presenters

#### Day Two: 8:30 a.m. to Noon

- Breakfast
- Presentations, interactive exercises, and case studies

### 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](http://www.sullivancotter.com) or call 888.739.7039.