

Solutions to Build Internal Capacity

Make More Informed and Effective Decisions
Related to Physician Compensation

PHYSICIAN
FAIR MARKET
VALUE
PROGRAM

9085 E. Mineral Circle, Suite 110
Centennial, CO 80112



Fair Market Value Training/Coaching

- The Physician FMV program was created to make your job easier
- We provide in-depth training on FMV and our methods, so your staff can develop reasonable and compliant compensation arrangements on their own
- Your staff can take advantage of coaching while they get comfortable using our resources
- Self-sufficiency backed by our third-party opinion and industry-leading applications

Fair Market Value Consulting

- Address situations where published data is insufficient: highly specialized physicians, one-of-a-kind clinical programs and recruiting challenges
- Conserve hospital resources for reviews of more complex arrangements
- Analytical methods and an extensive network provide insight to support the most advanced business / contracting strategies
- Consultants are adept at working with counsel to satisfy the most demanding legal requirements

Hospitals using the FMV Program immediately possess greater knowledge on which to base physician contracting decisions, the reliability of a proven FMV analytical methodology and improved capacity to manage / document compensation and other contractual terms.



About Physician FMV

Physician FMV LLC is a member of The Pinnacle Group, based in Centennial, Colorado. The Pinnacle Group provides a range of strategic, financial and operational services to improve clinical and business performance for hospitals, health systems, physician groups and other healthcare organizations. Pinnacle Healthcare Consulting is a nationally recognized leader in business valuation, physician compensation, medical staff planning, performance improvement and compliance support. Other divisions of Pinnacle provide physician practice management, medical billing / coding, and technology / integration support services. Pinnacle's array of specialized and highly responsive client services promote advanced innovation while our dynamic team solidifies strong client relationships and assists in solving the most complex challenges.

Simplify Physician Contracting

Save Money. Save Time. Enhance Compliance.



www.physicianfmv.com

Contact Us Today • (303) 801-0123 • info@physicianfmv.com



www.physicianFMV.com

FAIR MARKET VALUE

PHYSICIAN COMPENSATION

Simplify Physician Compensation

Challenges

- Medicare and IRS compliance
- Responding to competition and pay demands
- Recruitment and retention
- Creating an effective integration strategy
- Involving physicians in governance

Limitations

- Elevated compliance scrutiny / enforcement risk
- Inadequate compensation knowledge and reliable data
- Biased understanding of fair market value / limited expertise
- Internal resource and budget constraints
- Many other competing demands / pressure to "get deals done"

Solutions

Determining appropriate and compliant physician salaries is complicated. Diverse factors like the Stark Law and inconsistent internal payment policies make it difficult to confidently approach physician compensation negotiations. Until now.

The Pinnacle FMV Program dramatically reduces the complexity of determining fair market value for physician compensation. It builds internal capacity and gives you more control over the process by providing proprietary tools and powerful information to help you make defensible decisions about physician relationships.

Try Physician Fair Market Value Online Now!



www.physicianfmv.com

Fair Market Value Online

- Access FMV Data anywhere you can reach the Internet
- Generate tailored FMV Reports for individual physician relationships
- Track all your physician arrangements and payment terms
- Research hospital-physician relationships around the country
- Manage access to the FMV data for others within your organization

Fair Market Value Compensation

- Our proprietary database profiles FMV Payment ranges for general employment, medical directorships and call arrangements for 70+ physician specialties
- Use the database to establish compensation terms, negotiate contracts and support compliance efforts while eliminating the need for costly consulting reviews
- All published FMV payment ranges constitute our third-party opinion

Fair Market Value Network

- National clearinghouse for the array of hospital-physician contracting arrangements
- Data is validated and blinded, portraying contract deals ranging from employment and call to co-management and service line agreements
- Network can be queried to gather real-time information about arrangements in place at other hospitals and systems
- Data support focused reviews as well as strategic planning and development activities
- Utilize the Network as your Stark Database

Fair Market Value Reporting

- Leverage the FMV compensation to create tailored reports for individual physician arrangements
- Share FMV documentation with compliance officers and counsel
- Document payment decisions and save to file
- Educate contract managers and others on FMV payment values