

Late Night With Chip & Paulie

Episode #3

Thursday December 16, 2021 @ 8:00PM(ET)

4



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Last Webinar

7

1. Practice Management
 - Budgeting
2. Promised
 - Physicians vs. Extenders (Tonight)
 - RVU Contracts (January)

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Agenda

- This Week’s Focus
- PMI Conference Update
- Data Nerd Report
- News Round Up
- HRSA Funds
- Year End Planning
- Physicians vs. Extenders
- Provider Compensation
- Homework Assignments

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Important Message from HHS: Your Organization’s PRF Phase 4 Payment

UHG on Behalf of HRSA
 Thu 12/16/2021 10:19 AM
 To: Paul Vanchiere

If you are unable to read this message or see the images, [view it online](#)



Important Message from HHS: Your Organization’s PRF Phase 4 Payment

Attention:

Dear Valued Provider:

The Department of Health and Human Services (HHS), through the Health Resources and Services Administration (HRSA), is pleased to inform you that your organization will receive a **Provider Relief Fund Phase 4 payment**.

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Phase 4 Base Payment Provider Sizes and Payment Percentages

Size	Annual Net Patient Care Revenues	Percentage Paid
Small	Less than or equal to \$10M	45%



Focus For The Week...

No one is coming to save you. To give you permission. To choose you. To validate you. This has always been your job. You have to love yourself so fiercely that you have no other choice but to be strong for yourself, to fight for yourself, to be yourself, and to build yourself.

~CARA LEYBA @MOONOMENS





PEDIATRIC MANAGEMENT INSTITUTE

PEDIATRIC PRACTICE MANAGEMENT CONFERENCE

CME & MOC Available in 2022*

Virtual Option Available!



Disney Yacht Club Resort, FL

January 27-29, 2022

VIRTUAL ACCESS

- Gain all the knowledge from the comfort of your own home with virtual access.
- See attached schedule for sessions included in the package
- Thursday's pre-conference sessions will not be available for virtual attendees.

NEW FOR 2022

- One price for the entire two days!
- Three breakout sessions to dive deeper into topics important to you
- All inclusive pricing includes all scheduled meals, breaks, drinks, and two cocktail parties.

REGISTRATION FEES

- Register before October 31, 2021: \$899
- Register after October 31, 2021: \$949
- Virtual Access: \$329
- Pre-Conference Sessions: \$239 per session



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2022 PMI Conference Attendee Information Page

Last Updated: 12/14/2021

12/14/2021 Update:

Refund Policy

In order for us to provide the best possible experience, we need to have an accurate count of in-person attendees as soon as possible. More importantly, we need to let Disney know how much food to prepare, etc. Requests for a refund will be handled as followed:

- Refund requests before Dec 31, 2021 will receive a 100% refund to the credit card used to pay for your ticket;
- Refund requests between Jan 1 & Jan 15, 2022, will receive a 100% credit towards the 2023 PMI Conference;
- Refund requests between Jan 16 & Jan 27, 2022, will receive a 50% credit towards the 2023 PMI Conference;
- To ensure you receive the correct refund credit, please use the following link here
- Credit(s) towards future PMI conferences stemming from cancellations after 12/31/2021 are transferrable to another person within your practice if you are unable to join us in 2023.

COVID-Related Items

- We will be following Walt Disney World's policies as related to COVID. As of today, their only restriction is that masks be worn indoors on all Disney properties.
- Disney's current policy is as followed:
 - Face coverings are required for all Guests (ages 2 and up) in all indoor park and resort locations, regardless of vaccination status. This includes upon entering and throughout all indoor attractions and indoor queue and in Disney buses, monorail and Disney Skyliner, regardless of vaccination status. Face coverings are optional for Guests in outdoor areas.
 - You can remain apprised of Disney's COVID policies by clicking here:

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Refund Policy
 COVID Stuff
 Switching to Virtual
 Conference App Info
 Dinner/Park Reservations
 Transportation

Virtual Attendance- Livestream Only - \$199.00

30+ Hours Of Content!

Live online access to all presentations (including breakout sessions). Virtual attendees can save the travel expense yet gain access to the information they need to know to manage a pediatric practice. Livestreaming access will be available 7:30 Friday morning through Saturday afternoon at 5:30 (Eastern Time). Livestream access to Pre-Conference sessions on Thursday afternoon will NOT be available. All remote attendees will be emailed access instructions at approximately 3:00ET on Thursday, January 27th.

Virtual Attendance- On Demand Only - \$299.00

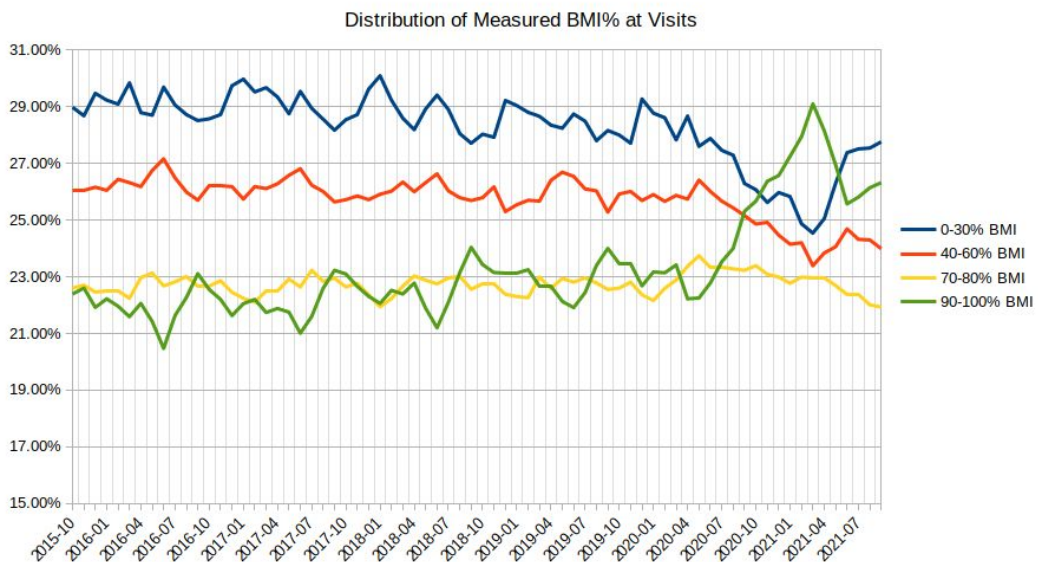
Access to all presentations (including breakout sessions). On-Demand virtual attendees can save the travel expense yet gain access to the information they need to know to manage a pediatric practice. This package includes two months of access to the recordings of all presentations. On-Demand access will be available Friday, February 11th. Pre-conference sessions will not be recorded and not available via On-Demand.

Virtual Attendance- Livestream plus On-Demand - \$329.00

Live online access to all presentations (including breakout sessions). Virtual attendees can save the travel expense yet gain access to the information they need to know to manage a pediatric practice. Livestreaming will be available 7:30 Friday morning through Saturday afternoon at 5:30 (Eastern Time). Livestream and On-Demand access to Pre-Conference sessions on Thursday afternoon will NOT be available. All remote attendees will be emailed access instructions at approximately 3:00ET on Thursday, January 27th. This package includes two months of access to the recordings of all presentations. On-Demand/recorded access will be available Friday February 11th.

Latest Data From The Data NERDS

17



What's On The Pediatric Practice Management Calendar?

DEC, THU 8 – 9pm
Paulie and Chip Late Show Webinar

WWW site management (M)
Check all voicemail greetings (M)

Vaccine management (Q)
Check for new DIRECT addresses (Q)

Check crash cart (Y)
Prepare to update pricing using new RVU values (Y)

bit.ly/PediatricPracticeManagementCalendar

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Our Presenters



Chip Hart
Director of Pediatric Solutions
PCC

About Chip Hart

For nearly 30 years, Chip has helped hundreds of pediatricians increase their clinical and financial health as part of PCC's consulting practice. He has conducted many successful insurance contract negotiations on behalf of his clients and worked as a consultant for the American Academy of Pediatrics (AAP) and the AAP Section of Administration and Practice Management (SOAPM).



Susanne Madden
Founder and CEO
The Verden Group

About Susanne Madden

Susanne Madden is founder and CEO of *The Verden Group*, a consulting firm founded to help practices navigate through the increasingly complex business of healthcare. Prior to founding Verden, she spent several years as an independent healthcare consultant specializing in business development, revenue cycle remediation, vendor management and process improvement.

How to Start a New Practice & Migrate Your Existing Patients

<https://info.pcc.com/how-to-start-a-new-practice-and-migrate-your-existing-patients>

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Weekly jobless claims total 206,000, higher than expected and above pandemic low

PUBLISHED THU, DEC 16 2021-8:32 AM EST | UPDATED 4 HOURS AGO

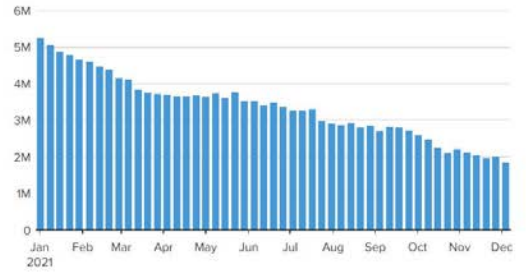
Jeff Cox
@JEFFCOX7528
@JEFFCOXCNBCCOM

WATCH LIVE

KEY POINTS

- Weekly jobless claims for the period ended Dec. 11 totaled 206,000, above the estimate for 195,000.
- The four-week moving average declined to its lowest level since Nov. 15, 1969.
- Continuing claims also fell to a fresh pandemic-era low.

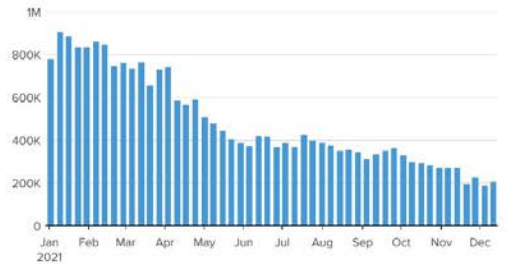
Continuing claims for unemployment insurance



Source: Dept. of Labor. Data is seasonally adjusted and through Dec 4, 2021.



Initial claims for unemployment insurance



Source: Dept. of Labor. Data is seasonally adjusted and through Dec 11, 2021.



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Fed will aggressively dial back its bond buying, sees three rate hikes next year

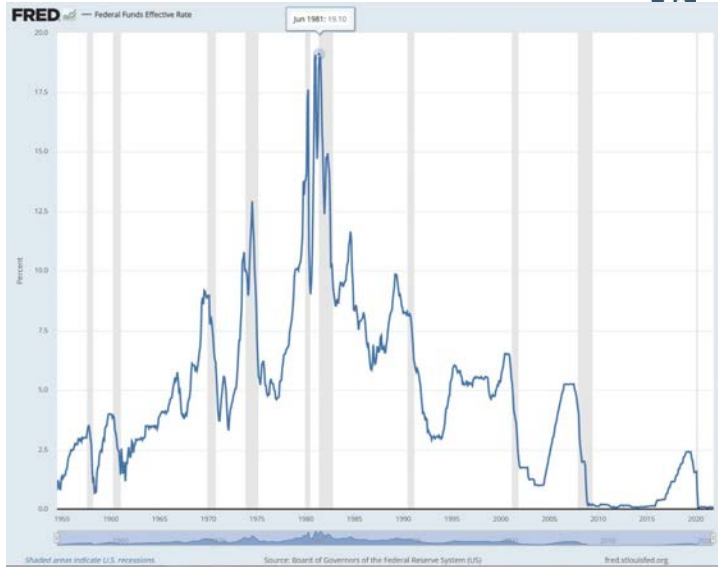
PUBLISHED WED, DEC 15 2021-2:01 PM EST | UPDATED WED, DEC 15 2021-6:28 PM EST

Jeff Cox
@JEFFCOX7528
@JEFFCOXCNBCCOM

WATCH LIVE

KEY POINTS

- The Federal Reserve provided multiple indications that its run of ultra-easy policy since the beginning of the pandemic is coming to a close, making aggressive policy moves in response to rising inflation.
- For one, the central bank said it will accelerate the reduction of its monthly bond purchases.



Source: Board of Governors of the Federal Reserve System (FIS). fred.stlouisfed.org

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What's Paulie Up To?

- Managing Cash
- Protecting the mothership
- Taking advantage of PPP forgiveness and maximizing HRSA funds

Cash Flow Planning

Goto Forum and search "Cash Flow"

Forum.PediatricSupport.com

Plan Year End Distributions



COVID 19 Business Impact Webinar #7 - April 30th Register Here. / Is This Forum Helpful? Want To Say Thanks? / PMI's Recent White Paper / Watch Recent Webinar Now

Cash Flow Projection Spreadsheet

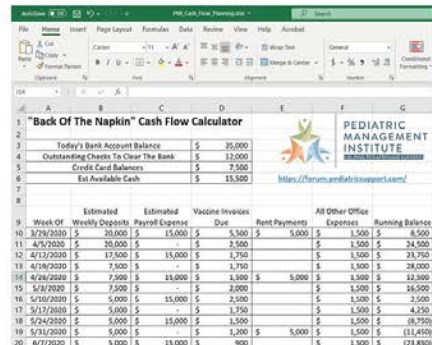
Finance



Mar 26

Many of us know how to plan out cash flow. I thought I'd help everyone get started with this basic spreadsheet... more details during our webinar this evening.

[PMI_Cash_Flow_Planning.xlsx \(43.8 KB\)](#)



	Estimated	Estimated	Vaccine Invoices	Rent Payments	All Other Office	Running Balance
Week Of	Weekly Deposits	Payroll Expenses	Cost		Expenses	
1						
2						
3						
4						
5						
6						
7						
8						
9						
10	3/28/2020	\$ 20,000	\$ 15,000	\$ 5,500	\$ 5,000	\$ 4,500
11	4/5/2020	\$ 20,000	\$ -	\$ 3,500	\$ 1,500	\$ 24,500
12	4/12/2020	\$ 10,000	\$ 15,000	\$ 1,750	\$ 1,500	\$ 24,750
13	4/19/2020	\$ 7,500	\$ -	\$ 1,750	\$ 1,500	\$ 28,000
14	4/26/2020	\$ 7,500	\$ 15,000	\$ 1,500	\$ 1,500	\$ 12,500
15	5/3/2020	\$ 7,500	\$ -	\$ 2,000	\$ 1,500	\$ 16,500
16	5/10/2020	\$ 5,000	\$ 15,000	\$ 2,000	\$ 1,500	\$ 2,000
17	5/17/2020	\$ 5,000	\$ -	\$ 1,750	\$ 1,500	\$ 4,250
18	5/24/2020	\$ 5,000	\$ 15,000	\$ 1,500	\$ 1,500	\$ (9,750)
19	5/31/2020	\$ 5,000	\$ 1,000	\$ 5,000	\$ 1,500	\$ (11,450)
20	6/7/2020	\$ 5,000	\$ 15,000	\$ 900	\$ 1,500	\$ (23,850)

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Do you ever wanna see you name on a list published by the Federal Government?!?



The Recipient consents to HHS publicly disclosing the Payment that Recipient may receive from the Provider Relief Fund. The Recipient acknowledges that such disclosure may allow some third parties to estimate the Recipient's gross receipts or sales, program service revenue, patient volume, or other equivalent information.

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CDC 24/7: Saving Lives. Protecting People.™

Data.CDC.gov

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American Rescue Plan (ARP) Rural Payments

Global Health

The U.S. Department of Health and Human Services (HHS) via the Health Resources and Services Administration (HRSA) is releasing American Rescue Plan payments to providers and suppliers who have served rural Medicaid, Children's Health Insurance Program (CHIP), and Medicare beneficiaries from January 1, 2019 through September 30, 2020. The dataset

Updated
November 23, 2021

Data Provided by
HRSA

More

About this Dataset

Mute Dataset

Updated
November 23, 2021

Data Last Updated November 23, 2021 Metadata Last Updated November 23, 2021

Date Created
November 19, 2021

Views **27.4K** Downloads **3,239**

Data Provided by HRSA Dataset Owner HHS ASPA

Contact Dataset Owner

Common Core

Contact Name	HRSA Chief Data Officer
Contact Email	PRFdata@hrsa.gov
Publisher	HRSA
Public Access Level	Data asset is publicly available to all without restrictions (public)
Bureau Code	Health Resources and Services Administration (009:15)
Program Code	HHS-Program Management (009:020)
Geographic Coverage	U.S.

Data Quality

Footnotes: Each row represents a provider that received a payment under the American Rescue Plan (ARP) Rural Distribution, which were released beginning in November 2021, including providers that have not yet claimed their funds.

Footnotes

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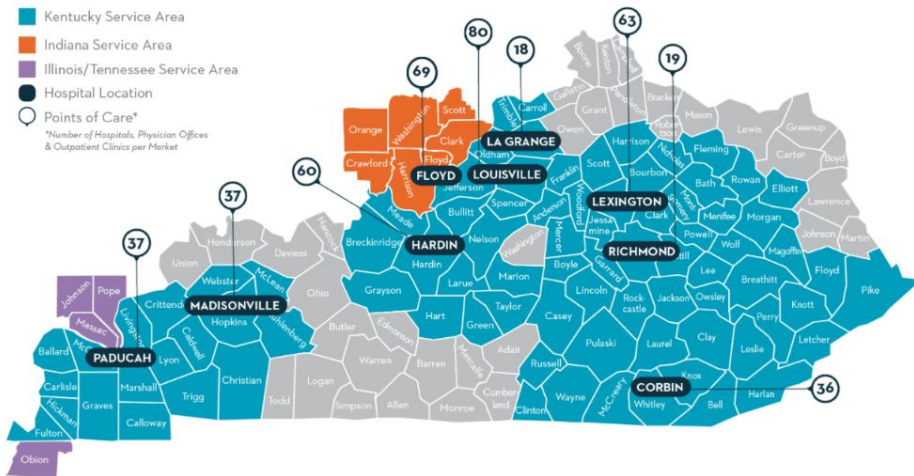
And the winner is...

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BAPTIST HEALTH® | SERVICE AREAS

- Kentucky Service Area
- Indiana Service Area
- Illinois/Tennessee Service Area
- Hospital Location
- Points of Care*
*Number of Hospitals, Physician Offices & Outpatient Clinics per Market



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	A	B	C	D	E	F	G	H
1	Provider Name	City	State	ZIP	Payment			
2	BAPTIST HEALTHCARE SYSTEM INC	BARDSTOWN	KY	400043264	\$43,002,582		Total: \$7,470,931,019 Top 30 Out of \$3k Entities: \$594,808,804 7.96% Top 50: \$825,072,305 11.04%	
3	REEDLEY COMMUNITY HOSPITAL	WASCO	CA	932801934	\$40,500,173			
4	MAINEHEALTH	PORTLAND	ME	41023134	\$40,295,630			
5	OROVILLE HOSPITAL	OROVILLE	CA	959666118	\$28,458,163			
6	NORTH MISSISSIPPI MEDICAL CENTER INC	TUPELO	MS	388014934	\$22,512,711			
7	UNIVERSITY OF KENTUCKY	LEXINGTON	KY	405360297	\$21,735,889			
8	THE CHARLOTTE MECKLENBURG HOSPITAL AUTHORITY	CHARLOTTE	NC	282199305	\$21,647,819			
9	MAINEGENERAL MEDICAL CENTER	AUGUSTA	ME	43308160	\$21,027,109			
10	ALLINA HEALTH SYSTEM	MINNEAPOLIS	MN	554400043	\$20,998,179			
11	ADVENTIST HEALTH CLEARLAKE HOSPITAL INC.	CLEARLAKE	CA	954226710	\$20,913,728			
12	FIRSTHEALTH OF THE CAROLINAS INC	PINEHURST	NC	283743000	\$18,172,548			
13	PRESBYTERIAN HEALTHCARE SERVICES	ALBUQUERQUE	NM	871256666	\$17,837,423			
14	MUNSON MEDICAL CENTER	TRAVERSE CITY	MI	496842345	\$17,760,636			
15	JACKSON MADISON COUNTY GENERAL HOSPITAL	JACKSON	TN	383013901	\$17,722,865			
16	STATE UNIVERSITY OF IOWA	IOWA CITY	IA	522421087	\$17,194,676			
17	STATE OF MISSISSIPPI-UNIVERSITY OF MISSISSIPPI MEDICAL CENTER	JACKSON	MS	392164500	\$17,186,229			
18	MARY HITCHCOCK MEMORIAL HOSPITAL	HANOVER	NH	37555071	\$17,018,428			
19	PIKEVILLE MEDICAL CENTER INC	PIKEVILLE	KY	415022917	\$16,607,228			
20	GEISINGER MEDICAL CENTER	DANVILLE	PA	178224903	\$16,346,817			
21	CEP AMERICA - CALIFORNIA	EMERYVILLE	CA	946081826	\$16,201,904			
22	UKIAH ADVENTIST HOSPITAL	UKIAH	CA	954824531	\$15,234,357			
23	DUKE UNIVERSITY HEALTH SYSTEM INC	DURHAM	NC	277042199	\$15,205,474			
24	FORREST COUNTY GENERAL HOSPITAL	COLUMBIA	MS	394290630	\$15,182,215			
25	MCHS HOSPITALS INC	MARSHFIELD	WI	544495802	\$14,735,048			
26	MEDICAL UNIVERSITY HOSPITAL AUTHORITY	CHARLESTON	SC	294258907	\$14,206,616			
27	WEST VIRGINIA UNIVERSITY HOSPITALS INC	MORGANTOWN	WV	265068100	\$14,190,250			
28	SONORA COMMUNITY HOSPITAL	SONORA	CA	953705287	\$13,616,239			
29	UNITED HOSPITAL CENTER INC	BRIDGEPORT	WV	263309006	\$13,506,518			
30	CATHOLIC HEALTH INITIATIVES COLORADO	COLORADO SPRINGS	CO	809091177	\$13,132,897			
31	THE EVANGELICAL LUTHERAN GOOD SAMARITAN SOCIETY	RAPID CITY	SD	577024399	\$12,658,453			

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Updated
December 15, 2021

Data Last Updated: December 15, 2021 | Metadata Last Updated: December 15, 2021

Date Created: May 6, 2020

Views: **585K** | Downloads: **65.4K**

Data Provided by: Health Resources & Services Administration | Dataset Owner: HHS ASPA

Contact Dataset Owner

Common Core

Contact Name	HRSA Chief Data Officer
Contact Email	PRFdata@hrsa.gov
Publisher	HRSA
Bureau Code	Health Resources and Services Administration (009:15)
Program Code	HHS:Program Management (009:020)
Geographic Coverage	US
Update Frequency	Weekly

Footnotes

Each row is a provider (aligned with billing TIN) that has received and accepted at least one payment. If a provider received 2 payments and accepted both, both payments are included. If a provider received two payments and only accepted one payment, only the accepted payment is included. If and when additional data are available, this data portal will be updated.

Topics

Category	Administrative
Tags	provider relief fund, cares act, health system

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What do you do when you win the lottery?

- Check Your Numbers
- Set it aside
- Take time to plan
- Think about the needs of the practice first
- Some quick tax planning so you don't have to rush to flush out the cash

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Check Your Numbers

34



2019Q1 vs. 2021Q1
2019Q3 vs. 2020Q3
2019Q4 vs. 2020Q4

	A	B	C	D	E	F
1	HRSA Phase 4 Verification					
2						
3	Revenue					
4	2019 Q1	\$ 280,000	2019Q3	\$ 350,000	2019Q4	\$ 320,000
5	2021Q1	\$ 250,000	2020Q3	\$ 320,000	2020Q4	\$ 310,000
6		\$ (30,000)		\$ (30,000)		\$ (10,000)
7				(\$70,000)		
8						
9	Expenses					
10	2019 Q1	\$ 240,000	2019Q3	\$ 250,000	2019Q4	\$ 420,000
11	2021Q1	\$ 260,000	2020Q3	\$ 350,000	2020Q4	\$ 460,000
12		\$ 20,000		\$ 100,000		\$ 40,000
13				\$160,000		
14						
15	Overall Impact:		\$230,000			

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1-2-3 Tax Planning

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1. Determine your YTD net income / earnings through Nov. 30th
 - Make year end bonus payments and distributions accordingly

2. Aim to have December expenses equal December revenue
 - Daily/weekly monitoring
 - Anticipate upcoming expenses
 - Use credit cards responsibly
 - Should be a payment mechanism instead of way to free cash for compensation, etc
 - Use vaccine bills due in Jan/Feb to get expenses to equal revenue
 - If not any invoices to pay, then it's a good problem to have going into 2022!

3. End up with yearly net income / earnings for the year equaling the Nov 30 YTD total

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Extender vs. Physician

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Same basic model for both

Variance in payment based on payer rules
Supervision requirements

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Scaling Provider Base Salary

Process is the same...



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you named me
WHAT!?

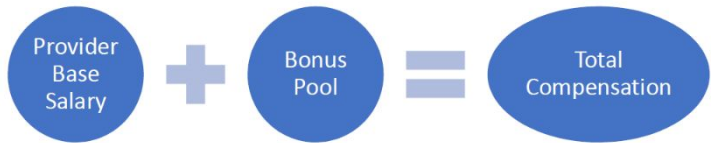
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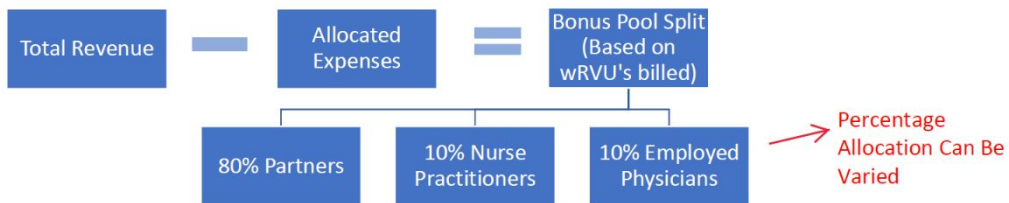
Sample Provider Compensation Schedule



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Practice seeks to create a bonus structure whereby all providers are paid a base salary determined by the number of days they normally work per week while allowing varying degrees of participation in a "Bonus Pool" and maintaining an incentive for employed physicians to eventually become partners. Sharing in a Bonus Pool should create incentive(s) for all providers to help the practice focus on proper fiscal management.



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Sample Provider Compensation Schedule



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Establish relative salary and bonus structure...

1. Establish partner/owner salary for 4 days per week
 - Scale as needed for 2 or 3 days per week
2. Step into employed physician salary
 - 90% of partner?
3. Step into extender base salary
 - 50% of employed physician?

Uniform system makes things much easier to manage

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Provider Base Salary & Target Revenue Determination



Overhead Rate Calculation

Total Revenue: \$10,200,000 *Reported Revenue*
 Total Operating Expenses: \$ 6,600,000 *Reported Expenses Minus All Provider Salaries*
 Estimated Overhead: 64.71% *Total Operating Expense / Total Revenue*

FOR ILLUSTRATION PURPOSES ONLY

Partner Salary & Production Bonus Schedule

Days per week	Base Salary	Rate per days worked per week	"Coverage Day" Per Diem Rate"	Payroll Tax			Benefit Expense	Estimated Payroll Cost	Revenue To Break Even	Practice Margin (5%)	Target Revenue Generated
				Liability (8.25% Estimated)	Estimate d Retirement (6%)	Estimate d					
A	B	C	D	E	F	G	H	I	J	K	
B/A		C/50		B X 8.25%		B X 6%		H/(1-Adj OH Rate)		I X 5%	
1	\$ 40,000	\$ 40,000	\$ 800	\$ 3,300	\$ 2,400	\$ 6,000	\$ 51,700	\$ 146,483	\$ 7,324	\$153,808	
1.5	\$ 60,000	\$ 40,000	\$ 800	\$ 4,950	\$ 3,600	\$ 6,000	\$ 74,550	\$ 211,225	\$ 10,561	\$221,786	
2	\$ 80,000	\$ 40,000	\$ 800	\$ 6,600	\$ 4,800	\$ 6,000	\$ 97,400	\$ 275,967	\$ 13,798	\$289,765	
2.5	\$ 110,000	\$ 44,000	\$ 880	\$ 9,075	\$ 6,600	\$ 6,000	\$ 131,675	\$ 373,079	\$ 18,654	\$391,733	
3	\$ 140,000	\$ 46,667	\$ 933	\$ 11,550	\$ 8,400	\$ 12,000	\$ 171,950	\$ 487,192	\$ 24,360	\$511,551	
3.5	\$ 160,000	\$ 45,714	\$ 914	\$ 13,200	\$ 9,600	\$ 12,000	\$ 194,800	\$ 551,933	\$ 27,597	\$579,530	
4	\$ 180,000	\$ 45,000	\$ 900	\$ 14,850	\$ 10,800	\$ 18,000	\$ 223,650	\$ 633,675	\$ 31,684	\$665,359	

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Employed Physicians Salary & Production Bonus Schedule (90% of Partner Base Salary)

Days per week	Base Salary	Rate per days worked per week	"Coverage Day" Per Diem Rate"	Payroll Tax			Benefit Expense	Estimated Payroll Cost	Revenue To Break Even	Practice Margin (5%)	Target Revenue Generated
				Liability (8.25% Estimated)	Estimate d Retirement (6%)	Estimate d					
A	B	C	D	E	F	G	H	I	J	K	
B/A		C/50		B X 8.25%		B X 6%		H/(1-Adj OH Rate)		I X 5%	
1	\$ 36,000	\$ 36,000	\$ 720	\$ 2,970	\$ 2,160	\$ 6,000	\$ 47,130	\$ 133,535	\$ 6,677	\$140,212	
1.5	\$ 54,000	\$ 36,000	\$ 720	\$ 4,455	\$ 3,240	\$ 6,000	\$ 67,695	\$ 191,803	\$ 9,590	\$201,393	
2	\$ 72,000	\$ 36,000	\$ 720	\$ 5,940	\$ 4,320	\$ 6,000	\$ 88,260	\$ 250,070	\$ 12,504	\$262,574	
2.5	\$ 99,000	\$ 39,600	\$ 792	\$ 8,168	\$ 5,940	\$ 6,000	\$ 119,108	\$ 337,471	\$ 16,874	\$354,345	
3	\$ 126,000	\$ 42,000	\$ 840	\$ 10,395	\$ 7,560	\$ 12,000	\$ 155,955	\$ 441,873	\$ 22,094	\$463,966	
3.5	\$ 144,000	\$ 41,143	\$ 823	\$ 11,880	\$ 8,640	\$ 12,000	\$ 176,520	\$ 500,140	\$ 25,007	\$525,147	
4	\$ 162,000	\$ 40,500	\$ 810	\$ 13,365	\$ 9,720	\$ 18,000	\$ 203,085	\$ 575,408	\$ 28,770	\$604,178	

Nurse Practitioners Salary & Production Bonus Schedule (50% of Employed Physician Base Salary)

Days per week	Base Salary	Rate per days worked per week	"Coverage Day" Per Diem Rate"	Payroll Tax			Benefit Expense	Estimated Payroll Cost	Revenue To Break Even	Practice Margin (5%)	Target Revenue Generated
				Liability (8.25% Estimated)	Estimate d Retirement (6%)	Estimate d					
A	B	C	D	E	F	G	H	I	J	K	
B/A		C/50		B X 8.25%		B X 6%		H/(1-Adj OH Rate)		I X 5%	
1	\$ 18,000	\$ 18,000	\$ 360	\$ 1,485	\$ 1,080	\$ 6,000	\$ 26,565	\$ 75,268	\$ 3,763	\$ 79,031	
1.5	\$ 27,000	\$ 18,000	\$ 360	\$ 2,228	\$ 1,620	\$ 6,000	\$ 36,848	\$ 104,401	\$ 5,220	\$109,621	
2	\$ 36,000	\$ 18,000	\$ 360	\$ 2,970	\$ 2,160	\$ 6,000	\$ 47,130	\$ 133,535	\$ 6,677	\$140,212	
2.5	\$ 49,500	\$ 19,800	\$ 396	\$ 4,084	\$ 2,970	\$ 6,000	\$ 62,554	\$ 177,236	\$ 8,862	\$186,097	
3	\$ 63,000	\$ 21,000	\$ 420	\$ 5,198	\$ 3,780	\$ 12,000	\$ 83,978	\$ 237,936	\$ 11,897	\$249,833	
3.5	\$ 72,000	\$ 20,571	\$ 411	\$ 5,940	\$ 4,320	\$ 12,000	\$ 94,260	\$ 267,070	\$ 13,354	\$280,424	
4	\$ 81,000	\$ 20,250	\$ 405	\$ 6,683	\$ 4,860	\$ 18,000	\$ 110,543	\$ 313,204	\$ 15,660	\$328,864	



Pool Size Determination



Total Revenue:	\$ 10,200,000	Reported
Total Operating Expenses:	\$ 6,600,000	Reported Expenses Not Including Provider Salaries
Reconciled Practice Margin Before Provider Pay:	\$ 3,600,000	
Partner Salaries:	\$ (1,180,000)	
Nurse Practitioner Salaries:	\$ (576,000)	
Employed Physician Salaries:	\$ (540,000)	
Provider Employer Payroll Taxes Paid:	\$ (223,860)	
Provider Expenses Paid By The Practice:	\$ 150,000	If included in practice expenses these items will be deducted from bonus
Available Pool:	\$ 1,230,140	
Partner Pool Allocation:	80%	\$ 984,112
Nurse Practitioner Pool allocation:	10%	\$ 123,014
Employed Physician Pool Allocation:	10%	\$ 123,014

FOR ILLUSTRATION PURPOSES ONLY

Bonus Pool Earning Calculation

Partners	Days Per		Base Salary	Actual RVU's	Cohort %age	Est. Pool Earnings	Estimated Total Earnings
	Week						
Provider 1	4		\$ 180,000	5,500	13.15%	\$ 129,380	\$ 309,380
Provider 2	3		\$ 140,000	4,675	11.17%	\$ 109,973	\$ 249,973
Provider 3	4		\$ 180,000	6,200	14.82%	\$ 145,847	\$ 325,847
Provider 4	4		\$ 180,000	5,800	13.86%	\$ 136,437	\$ 316,437
Provider 5	4		\$ 180,000	7,150	17.09%	\$ 168,194	\$ 348,194
Provider 6	4		\$ 180,000	7,525	17.99%	\$ 177,015	\$ 357,015
Provider 7	3		\$ 140,000	4,985	11.92%	\$ 117,265	\$ 257,265
			\$ 1,180,000	41,835		\$ 984,112	\$ 2,164,112

Nurse Practitioners	Days Per		Base Salary	Actual RVU's	Cohort %age	Est. Pool Earnings	Estimated Total Earnings
	Week						
Provider 1	3		\$ 63,000	4,400	12.49%	\$ 15,364	\$ 78,364
Provider 2	4		\$ 81,000	2,250	6.39%	\$ 7,856	\$ 88,856
Provider 3	3		\$ 63,000	4,675	13.27%	\$ 16,324	\$ 79,324
Provider 4	3		\$ 63,000	5,600	15.90%	\$ 19,554	\$ 82,554
Provider 5	3		\$ 63,000	2,400	6.81%	\$ 8,380	\$ 71,380
Provider 6	1		\$ 18,000	1,675	4.75%	\$ 5,849	\$ 23,849
Provider 7	1		\$ 18,000	380	1.08%	\$ 1,327	\$ 19,327
Provider 8	3		\$ 63,000	4,850	13.77%	\$ 16,935	\$ 79,935
Provider 9	4		\$ 81,000	5,800	16.46%	\$ 20,252	\$ 101,252
Provider 10	3		\$ 63,000	3,200	9.08%	\$ 11,174	\$ 74,174
			\$ 576,000	35,230		\$ 123,014	\$ 699,014

Employed Physicians	Days Per		Base Salary	Actual RVU's	Cohort %age	Est. Pool Earnings	Estimated Total Earnings
	Week						
Provider 1	3		\$ 126,000	4,425	23.32%	\$ 28,687	\$ 154,687
Provider 2	3		\$ 126,000	3,050	16.07%	\$ 19,773	\$ 145,773
Provider 3	3		\$ 126,000	4,450	23.45%	\$ 28,849	\$ 154,849
Provider 4	4		\$ 162,000	7,050	37.15%	\$ 45,705	\$ 207,705
			\$ 540,000	18,975		\$ 123,014	\$ 663,014

You're Invited

WiP x PMI

AFTER PARTY

JANUARY 29, 2022
7:00 – 11:00 p.m.
Location: TBD

FOOD & DRINKS

MUSIC & DANCING

TICKETS \$99






PEDIATRIC MANAGEMENT INSTITUTE

WiP x PMI

PRE-CON

The Power of Storytelling

January 27, 2022
1:00 – 5:30 p.m.
Disney's Yacht Club Resort



story /'stɔəri/ noun: an account of past events in someone's life or in the evolution of something



1:00 CAROL COX
Storytelling for Communication, Connection and Confidence



3:15 JENNI GUERRY
Hit Me with Your Best Shot



3:45 JAMIE POSLOSKY
Telling Your Brand Story Through Social Media

-  Receive a deluxe curated gift bag exclusive to WiP x PMI attendees.
-  Registration includes a 1:1 photoshoot to update your headshot.
-  Collaborate with your peers to develop a social media calendar for 2022.

SEATING IS LIMITED

\$299



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Your Pediatric Update With Chip & Paulie

Thursday January 20, 2022
New Time: @ 8:00PM(ET)

RVU-based bonuses for providers

