

General Surgery Practice

Palouse Surgeons, LLC is a general surgery practice that is a jointly owned practice by three regional hospitals (Whitman Hospital and Medical Center, Pullman Regional Hospital, and Gritman Medical Center) in Idaho and Washington.

The practice serves a population of 80,000 people, 30,000 of whom are students at Washington State University in Pullman, Washington and the University of Idaho in Moscow, Idaho. This is a great opportunity for a physician to participate in a growing practice in the unique setting of two land grant universities eight miles apart in Pullman, Washington and Moscow, Idaho.

The region boasts an excellent lifestyle, public and private schools, sporting and cultural events. The Pullman and Moscow area, "The Palouse", is close to numerous recreational facilities, lakes and within driving distance of Spokane, Washington and Coeur d'Alene, Idaho.

For more information about this exciting, growing practice opportunity please contact Jeff Martin at (208) 883-2220 or email at jeff.martin@gritman.org.

Practice Environment

- The practice is owned by Whitman Hospital and Medical Center, Pullman Regional Hospital, and Gritman Medical Center.
- The optimum operating level for this practice consists of a minimum of three (3) general surgeons.
- Maximum call responsibility will be one in four (1 in 4).
- All physicians will cover clinic patients as well as scheduled and emergency surgery needs and inpatient care needs
- Physicians will be guaranteed a specific amount of time off as well as guaranteed a minimum amount of CME time
- Time off and call is arranged through acceptable locum tenens physicians or through associations with groups in Spokane to ensure that the 1 in 4 call schedule is maintained.

Practice Model

- Hospitals are owners of Palouse Surgeons, LLC and physicians and all staff will be employed by Palouse Surgeons, LLC
- Physicians will be employed by Palouse Surgeons as full-time employees with their key responsibilities being to provide patient care services in the office, the operating room, the inpatient units, and the emergency department

- Physicians will be licensed in both Idaho and Washington and maintain surgical privileges at each hospital and participate in appropriate duties and responsibilities attending that appointment.
- As employed physicians they will have significant input for organizing the flow of the practice and the way in which patients are scheduled in the office and for surgery
- The functioning of the practice will be, as much as possible, reflective of a private practice in all material aspects (hospital owned but surgeon run)
- There are clinic locations, in Pullman, Moscow, and Colfax. The practice will implement a fully integrated EMR system that will interface with the affiliated hospitals.
- Quarterly meetings will be scheduled between the Practice and physicians to review the practice activity and troubleshoot problems, identify opportunities, and make improvements

Compensation and Benefits

- Base compensation will be organized with the following schedule:
 - Board eligible surgeon - \$300,000 per year
 - Board certified surgeon - \$325,000 per year
 - Board certified surgeon with 5 years experience - \$350,000
- Incentive Compensation
 In each 3-month period of employment (quarter) after the Commencement Date, the Physician may earn additional incentive compensation based upon Relative Value Unit (RVU) Productivity. The physician will be eligible to achieve one of two bonus tiers. The tiers will be based off the Physicians Work RVU's as defined in the MGMA compensation and production survey and will be adjusted annually as the new report is released. The Physician only receives bonus based on the tier in which he achieves. The current annual and quarterly amounts per tier are as follows:

	Tier 1 MGMA 75 th %ile	Tier 2 MGMA 90 th %ile
Quarter 1	2,007 RVU \$6,250	2,492 RVU \$11,250
Quarter 2	2,007 RVU \$6,250	2,492 RVU \$11,250
Quarter 3	2,007 RVU \$6,250	2,492 RVU \$11,250
Quarter 4	2,008 RVU \$6,250	2,492 RVU \$11,250
Annual RVU	8,029	9,968
Annual \$	\$25,000	\$45,000

The Incentive Compensation will be paid by the 15th day of the second month following the end of a quarter in which the Physician qualifies for the Incentive Bonus.

- Benefits will include medical and dental coverage, life insurance, accidental death and dismemberment, disability insurance, worker's compensation, and FICA
- Each physician will receive 30 days paid vacation. The 30 days includes national holidays.
- Each physician will receive 2 weeks for CME activities
- In addition to allotted time off for CME physicians will receive a \$5,000 annual CME allowance
- Physicians and family members would have 20% of medical costs incurred at one of the hospitals paid by Palouse Surgeons after payments have been made by insurance
- A competitive retirement plan will be instituted that will meet the long-term planning needs of physicians and staff and will include personal contribution opportunities as well as a defined matching percentage from Palouse Surgeons
- Physician's malpractice insurance will be paid by Palouse Surgeons, LLC.
- Physicians will be reimbursed for costs associated with maintaining adequate internet access, assuring a minimum level of personal and general liability coverage on personal vehicles used to fulfill duties of the practice, and for mileage traveled in duties related to the practice.