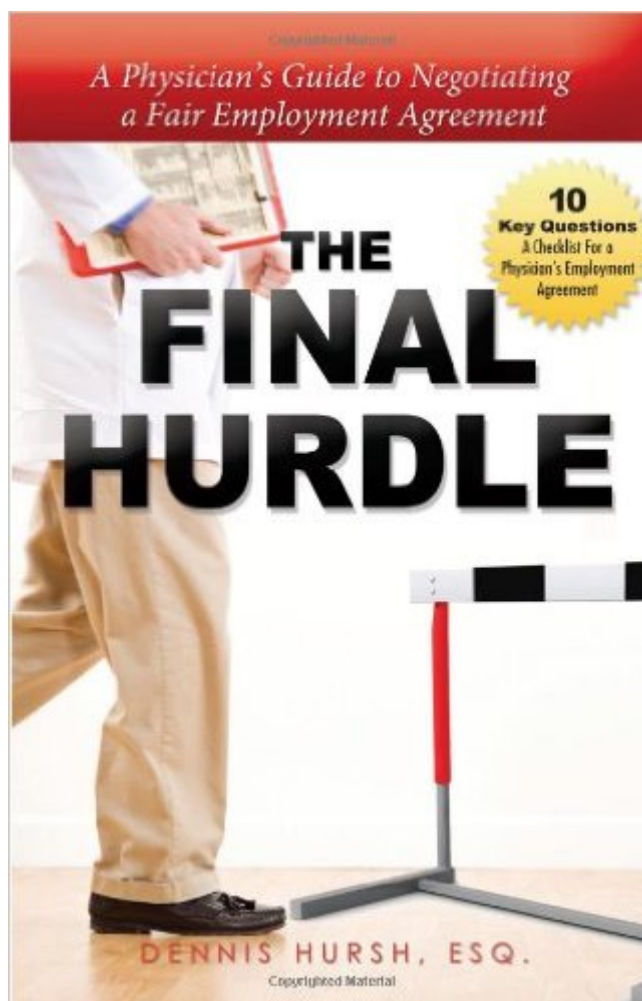


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# The Final Hurdle: A Physician's Guide To Negotiating A Fair Employment Agreement



## Synopsis

Get Your Career Off on the Right Track! Everything Physicians Need to Know About Employment Contracts

**COMPENSATION AND BENEFITS**

- Dangers of productivity compensation
- Common incentive compensation formulas
- “ what needs to be included
- Benefits to look out for in addition to your compensation
- How to determine if you are “disabled,” and how the employer should NOT be able to make this determination
- What the employer can, and can’t negotiate as far as benefits
- Stark law traps, and how to avoid them

**RESTRICTIVE COVENANTS**

- What’s really important in restrictive covenants, and what isn’t worth negotiating over
- Minimizing the impact of a restrictive covenant
- How you can be released from a restrictive covenant
- Negotiation strategies in buy-outs of restrictive covenants

**CALL COVERAGE**

- The language you must have

**DEFINING WHAT IS EXPECTED OF YOU**

- Patient contact hours expectations
- What flexibility an employer will demand

**THE TERM OF THE AGREEMENT**

- Issues with hospital and managed care credentialing, and how to work around them
- Grounds for termination
- “Without cause” termination issues

**OTHER ISSUES IN AGREEMENTS TO WATCH OUT FOR**

- Medical record issues
- Assignment of location of service
- Budgetary weasel language to avoid
- Malpractice issues in common provisions

**MALPRACTICE INSURANCE**

- The types of coverage, and the significance when you leave
- Need for “tail coverage”
- How to minimize the devastating cost of “tail coverage”

**PRIVATE PRACTICE ISSUES**

- Time to ownership
- Concerns with “guaranteed” ownership
- Costs of the buy-in
- Methodologies for determining the buy-in, and the pros and cons of each
- Why a cheap buy-in may not be in your best interest
- What provisions are absolutely vital in regard to future ownership

## Book Information

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## Customer Reviews

As an attorney and the wife of a physician, I can attest that "the Final Hurdle," is a wonderful resource for both attorneys and physicians alike. It goes into great detail to explain the major issues that's often arise in physical employment contracts while comprehensively explaining all the legal caveats in a way that physicians will be able to understand. Furthermore, it serves as a practical and informative guide to physicians who are just beginning to embark on their employment search. Not only does this book explain legal concepts it also accurately discusses various practice models, the pros and cons of different compensation options and many other issues involving the practice of medicine. I would wholeheartedly recommend this book to any physician, attorney or any other medical professional as it is an excellent and accurate resource.

Unfortunately, bought this book because am a fan of The White Coat Investor, and he had a good review on this, especially for the practice valuation portion. Book was fine, and no disrespect to the lawyer who write this, but it definitely was not worth 70+ dollars. Wish I had known that before buying. There are plenty of excellent articles on practice valuation that you can find by Googling... hope this review helps other folks who are in the same boat.

This book really opened my eyes to how much I did not know about contract negotiations. None of the information In this book is covered in medical education curriculum. So I'm very happy I'm not going out in the workforce looking for my first job without the knowledge this book has given me. Thank you.

As a physician, I can say this book is worth a read. It will provide insight and knowledge about how to navigate the critical time from residency to the first job, and probably save you a lot of trouble and money.

This book should be given to every med school graduate and resident. It was invaluable in

negotiating with potential practices.

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