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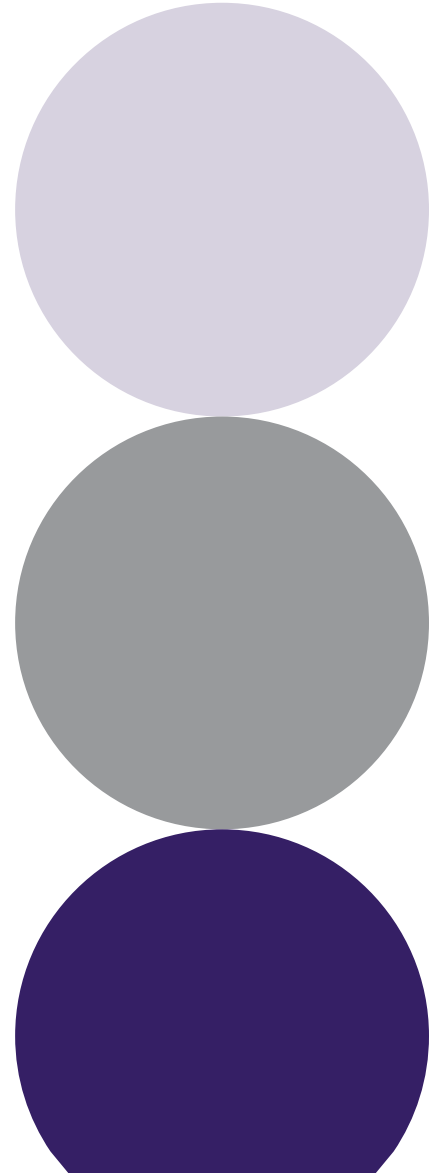
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Employment Contracts – Practical Considerations for the Young Ophthalmologist

Arvind Saini, MD, MBA – Moderator

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Financial Disclosures

- Arvind Saini, MD, MBA
 - None
- Bruce Armon, Esquire
 - Saul Ewing Arnstein & Lehr, LLP: Chair, Health Law Practice Group
- Julia Lee, JD
 - Modernizing Medicine: Consultant/Advisor
 - NorthStar Vision Partners, LLC: Consultant/Advisor



A Few Housekeeping Items...

- We will try to answer questions as we go but most will be answered after the presentation has concluded.
- Enter your questions into the Q&A feature and not the chat.
- Use the upvote feature (thumbs up) in the Q&A to promote a question you'd like to hear answered to the top of the queue.
- The webinar recording and slide deck will be available here within the next few days: <https://www.aao.org/practice-management/resources/videos>



Negotiating Physician Employment Agreements: Do's and Don'ts

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Saul Ewing Arnstein & Lehr LLP
2022

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What in the World is Going On?



Health Law Subjects

Regulations

Credentialing

Reimbursement

Fraud and
abuse

Tort law

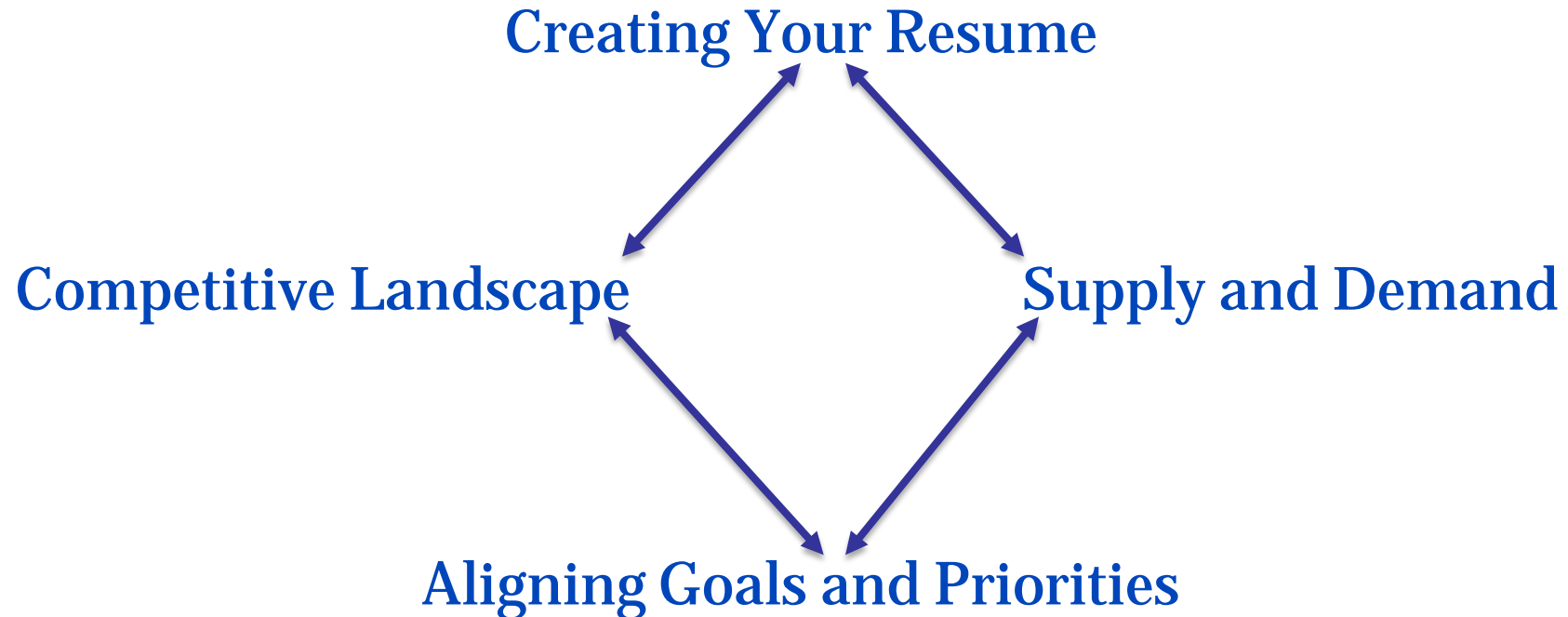
COVID-19

Each impacts your employment agreement

Dating During COVID-19



External Factors to Consider

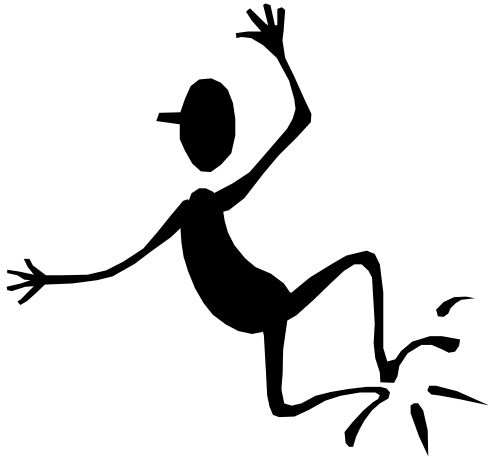


The Major Contract Issues



- Compensation -- not just salary!
- Term and termination
- Be aware of the details
- Post-employment restrictions

Synopsis For Negotiating Employment Contracts



Don't rely on a handshake

Don't be afraid to ask for changes

Don't be afraid to ask for help – this is your career

Enjoy your first professional practice opportunity!

Getting back to a new normal (soon, we hope)!



Additional Health Care Legal Resources



<https://www.saul.com/attorneys/bruce-d-armon>

Look under Thought Leadership; Alerts & Newsletters

&

* make it easy – email me: bruce.armon@saul.com and I
will add you to my email list to receive periodic alerts with
thousands of your colleagues!

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Physician Employment Agreements: Tips from a Seasoned Administrator

Julia Lee, JD
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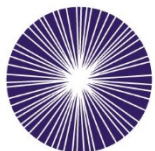
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Recruiting/Job Search Timeline



- Succession planning vs. unexpected need
 - Different recruiting channels depending on level of urgency
- Typical timeline follows residency and fellowship cycles
 - Job post on AAO and similar forums in late summer
 - Outreach to colleagues and department chairs
 - Review of candidates and CVs
 - Initial interviews at AAO Annual Meeting in late autumn
 - Site visits and live interviews
 - Offer
 - Contract
 - Begin credentialing and other on-boarding activities



Great Expectations

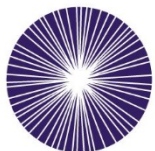
- Geographic area
 - Family ties, lifestyle preferences, individual flexibility
- Type of practice
 - Private equity backed, large group, academic, small group
 - Partnership track
- Licensing and board certification contingencies
 - Certain advantages to joining practice in same region where you trained
 - Credentialing with local payers
 - Familiarity with surgical facilities
 - Hospital privileges



Identify & Negotiate Your Priorities



- Value of an offer letter or term sheet
- Start date, anticipated board certification date, eligibility for partnership consideration
- Compensation package
 - Base salary
 - Bonus formula
 - Personal business expenses (cell phone, laptop, meetings, membership, subscriptions)
 - Benefits (health insurance, disability insurance, paid time off, retirement plan)
 - A note about maternity leave and short-term disability insurance
- Work schedule and office locations



The Big Picture

- What negotiations can reveal about the future relationship
- Beyond compensation
 - Culture and professional growth
 - Autonomy and decision making
 - Reputation and resources
- Termination provisions
 - Notice period
 - Restrictive covenant and/or liquidated damages
 - Tail coverage for medical malpractice insurance



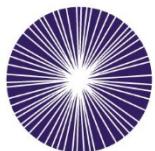
Resiliency

- You've overcome a lot already
 - The COVID generation of providers
- Work your network
 - Who you know
- Use your skills
 - What you know
- Hold on to your humor
 - Wish bone, back bone, funny bone



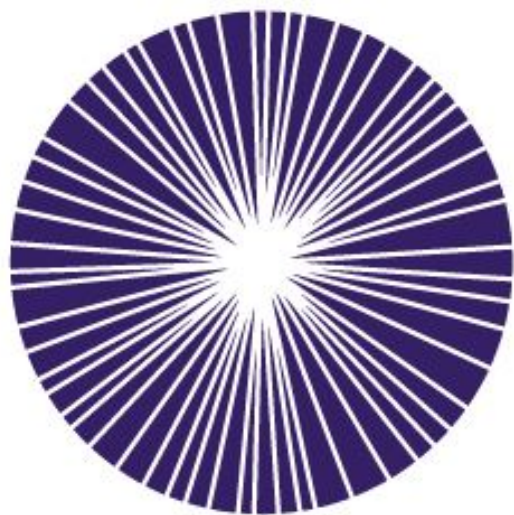


Question & Answer



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