Collaboration Amongst Independent Practices on a Common EMIR Database

P4P and IT Track

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P4P Summit 2006

- Major Constraints for Widespread Implementation of P4P
- 65% of doctors are independent, practicing in groups of five, or fewer
- Small practices need help reengineering
- The single point of failure is at the doctor, patient, technology interface
- Achieving physician involvement and ROI



Major Areas to be Addressed by P4P

- "Unnecessary" care
- Necessary care not received
- Medical errors and duplication of tests
- Treatment variation
- Inability to track and follow-up care
- Prevention of disease and complications
- "Perverse" reimbursement incentives



\$600 Billion Potential Cost Savings

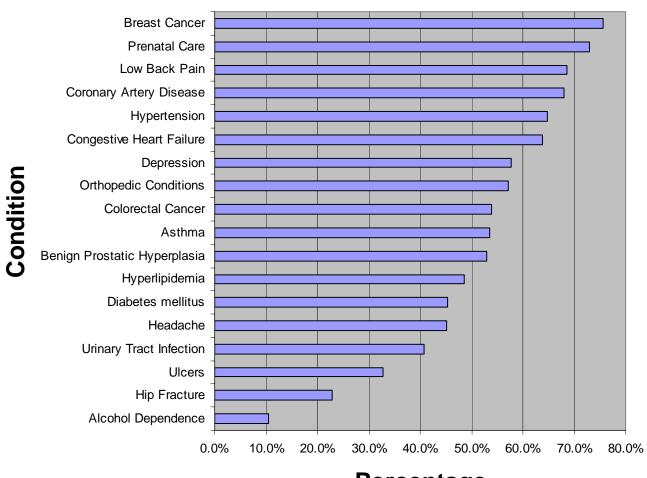
- \$120 billion from elimination of "simple" things (i.e. duplicate tests)
- \$80 billion from use of technology to manage chronic disease
- \$400 billion from evidence-based care with a radical change in reimbursement protocols (includes prevention, error reduction, and tracking patient care)



Variation in Recommended Care

RAND Corp:
"Of treatments
proven to work,
only half the
patients who
need them
actually get
them

Quality Shortfalls

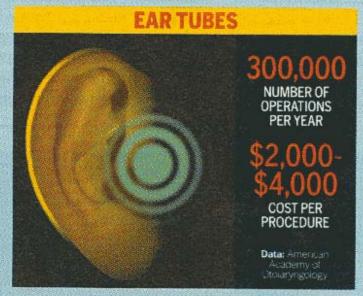


Percentage

"Treatments are based largely on rules and traditions, not scientific evidence"

Leave Those Ears Alone

n the 1950s, kids routinely got their tonsils taken out. Then physicians such as Dr. Jack L. Paradise of the University of Pittsburgh School of Medicine showed that the procedure brought no benefits to most children. In a study published last August, Paradise took on another common treatment: implanting tubes to drain the fluid in children's ears—thought to hamper hearing and slow language development. Children with fluid do tend to have more speech problems.



But Paradise believes the two conditions have a common cause: poor living conditions. "Medicine is fraught with error when people assume correlation is causality," he says. So Paradise did a study of 6,000 babies. By age three, 429 had persistent fluid in their ears. Half got ear tubes, the other half didn't—and there was no difference in outcomes between the two groups. Paradise's advice to parents of such kids: "Don't just do something. Sit there." Many doctors still perform the surgery, however. "People are reluctant to believe our results," Paradise says. Why? "You get paid for operating and not paid for not operating."



"Top Down" PPMC Model

- Practice purchase
- Loss of independence
- Lack of technological integration
- Centralization of processes with inability to manage practices
- Lack of data necessary for changing behavior or managing practices
- Workflow unchanged, complexity increased, resulting in "dis-economies"



"Bottom-up" IPS Model

- Doctor up model
- Integrated software at the point of care
- ASP with shared database
- Collaboration in clinical and business areas
- Process and Workflow Reengineering
- Hybrid centralization/decentralization
- Demonstrated ROI with continuous improvement
- Evidence based medicine
- Trust and physician involvement



Changing Behavior

- "In God we trust all others must bring data."
 - Dr. W. Edwards Deming
- You get the behavior you measure
- If you pay for it, you will get more of it





Overcoming the Challenges at the Physician-Patient-Technology Interface

Physician Needs a Return on Technology Investment

"The typical company is getting only 20% of the benefits possible from technology." Bill Gates, Business @ the Speed of Thought.





"Efficient" Machines

- 1991 paper, Stanford University economic historian, Paul David
- The problem is not the tool, but rather, how we use this tool

"Automating a bad process not only ensures that we can do a bad job every time but that we can do it faster and with less effort than before."

H. James Harrington, author Business Process Improvement



Waiting for "Best" Software

- What is the best word-processing software, Microsoft Word or WordPerfect?
- TEPR '99 experience
- Optimize
 - The product (CCHIT Certification)
 - The company (it's understanding of workflow)
 - The project implementation team's ability to train and execute
 - The company's level of support, help, and commitment to achieve your goals
 - Physician involvement from beginning to end



Establish "The Goal"

"Begin with the end in mind"



Is Your Goal Dictation Replacement?





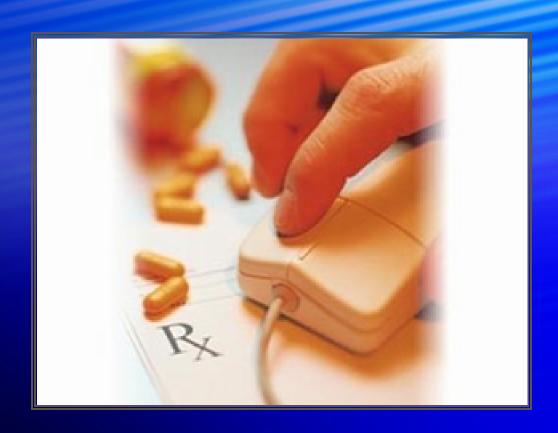
Is Your Goal to Eliminate Filing and Chart Movement?







Is Your Goal to Write Electronic Prescriptions?





Or, Are Your Goals All of These Things; Plus...

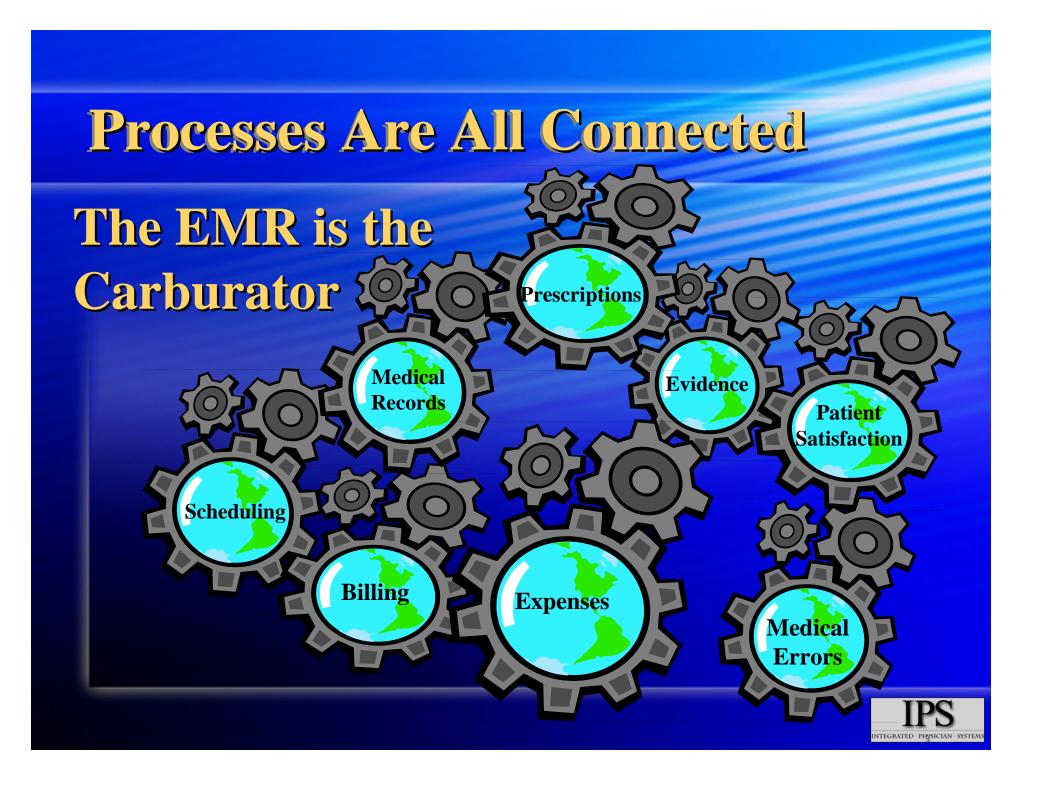
- Increase efficiency
- Increase productivity
- Increase quality
- Manage volume and complexity
- Increase patient satisfaction
- Employ EBM, Measure Outcomes, Participate in P4P ...?



EMR is but One Component of a Total System









"While the practices of engineering continually evolve, the laws of physics remain relatively fixed."

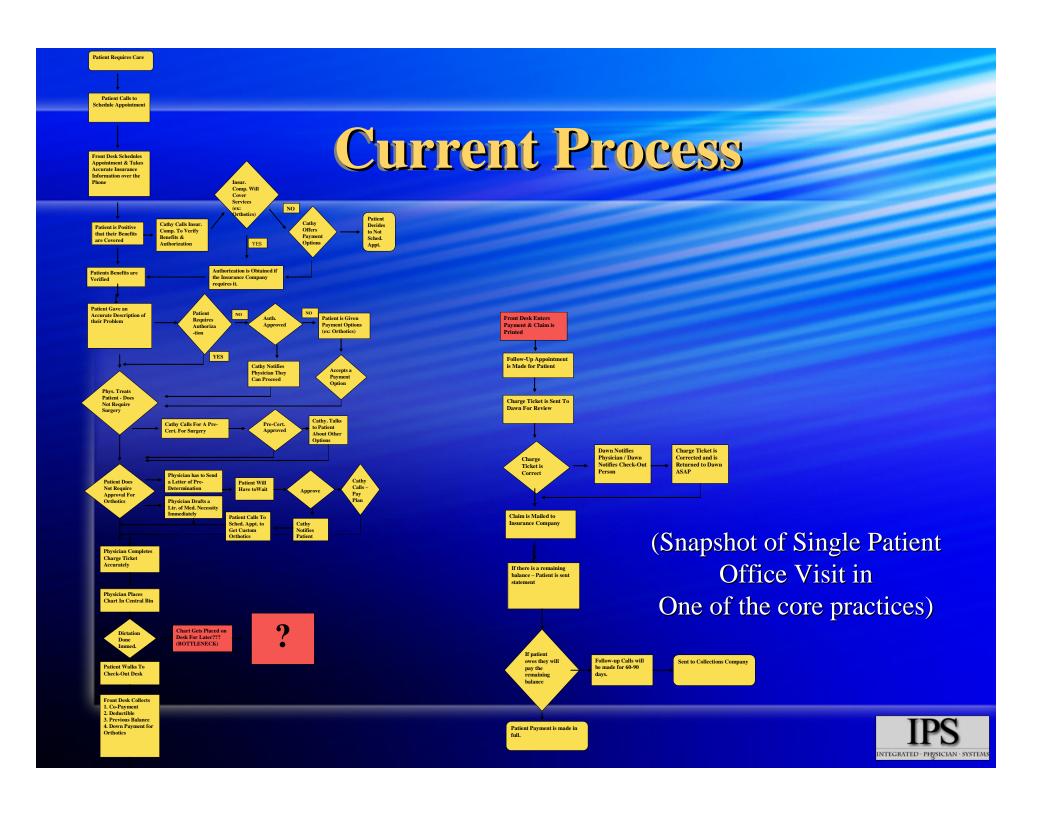
Jim Collins, Good to Great

Volume and Complexity









Streamline (Make it Simple)

"Some of the most revolutionary ideas come from spotting something old to leave out rather than thinking of something new to put in."

Douglas Adams, The Salmon of Doubt



Remove Constraints (TOC)

 Valerie Borzov: "The winner of the sprint is not the one who runs the fastest, it's the one that slows down the least



Information

- Capture data one time, when it is first created
- "Just-in-time" inventory concept applied to information



The Butterfly Effect (Quality)

- "Sensitive dependence on initial conditions" (ripples to tsunamis (point of care EMR)
 - Companies operating at 3 to 4 sigma spend 25% to 40% of their revenues "finding and fixing problems."
 - Companies operating at 6 sigma spend less than 5% of revenues finding and fixing problems



Dependent Series Versus Parallel







EMR Necessitates Parallel Infrastructure





Staffing Ratios

Toyota estimated that using traditional processes, 85% of workers may not be working at any given time.



Only 5% are actually not working



Where Does the Time Go?

25% are performing waste

30% are waiting for something







25% are using inefficient methods





Double Interruptions



Ask three questions

- What information was unavailable?
- What training was not received?
- What authority was not delegated?

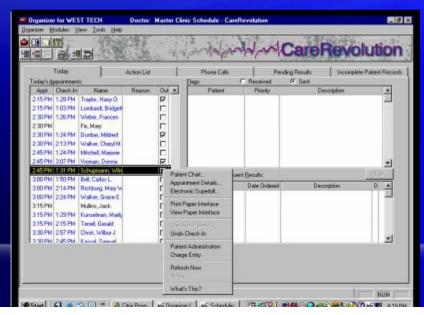


Intra-Office Communication



Just In Time (JIT)







Barriers for Physician Collaboration and Involvement

- Understanding "quality," value, patient satisfaction, and workflow
- Trust
- Technological barriers and fear of change
- EMR learning curve
- Reengineering disruption
- Cost and ROI of technology investment



The High Fixed Cost Model



Consolidation requires efficient throughput



Requirements Gene Pascarella DPM, MBA **President IPS**

Requirements

- Solid Technical Foundation
- Operational Re-engineering
- Healthcare Executive Driver of Change
- Physician Acceptance

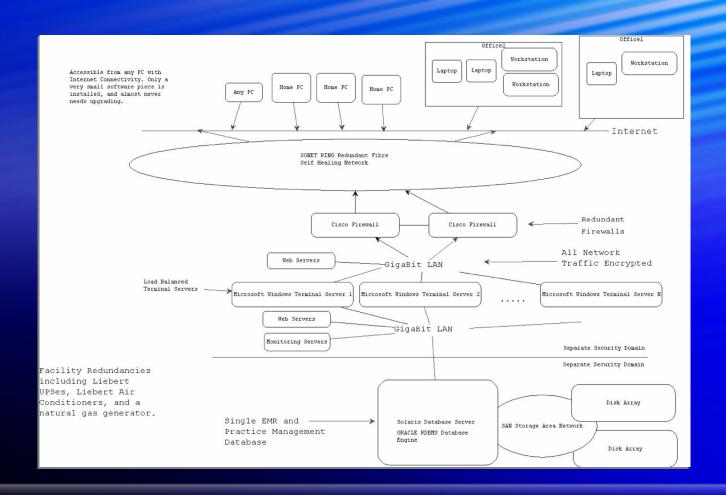


Technical Components

- ASP Model
- Oracle database
- Connectivity
- Electronic Medical Record
- Practice Management Software
- Business Intelligence Software



ASP Model





Electronic Medical Record

- Medcin
- Improve Patient Care
- Reduce Medical Errors
- Produce traceable data
- Physician adoption
- Increase efficiency



EMR One Piece of the Puzzle

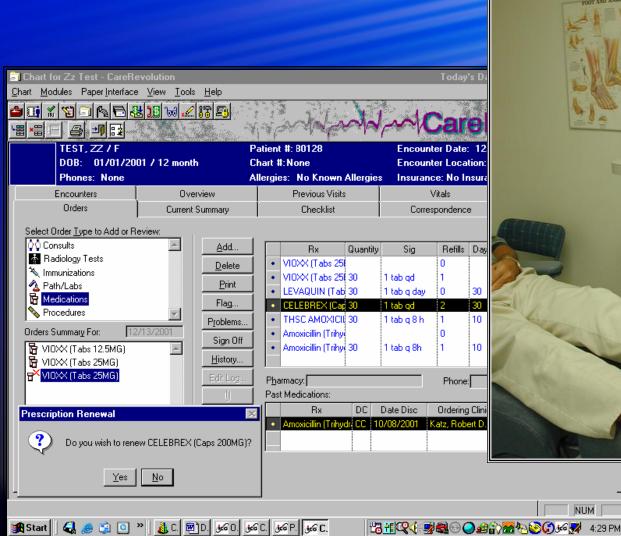
Practice Management

Electronic Medical Record

 The two must be fully integrated and work as one seamless system!



Clinical Data Entry





NUM



EMR Facilitates Data at the POC

- Diagnostic and billing codes (ICD-9,Cpt)
- Modifiers
- Clinical notes
- Patient return appointments
- Lab and radiography orders
- Surgical scheduling/routing forms



EMR Facilitates

- Access of patient data by clinical staff at any given location
- Accurate and complete claims processing by insurance companies
- Building automated checks for drug allergies and interactions
- Clinical note
- Prescriptions
- Scheduling
- Sending to and viewing by labs

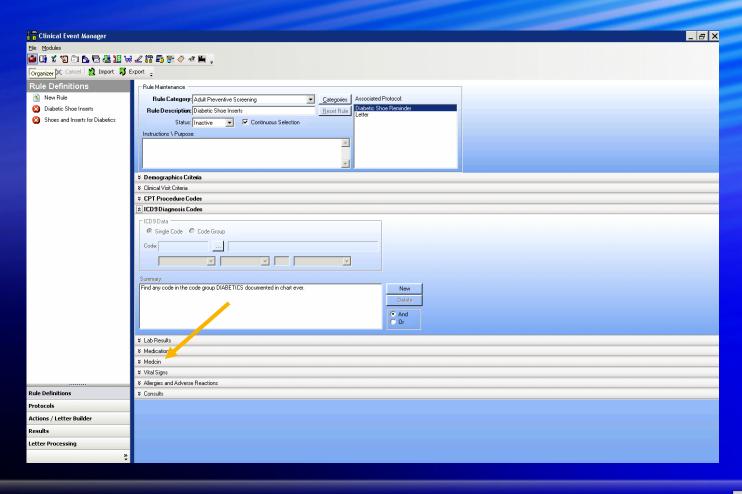


EMR Improve Patient Care

- Clinical Event Manager
 - Decision Support tool
 - Tracks Patient Compliance
 - Best Practice Guidelines
 - Clinical Protocols

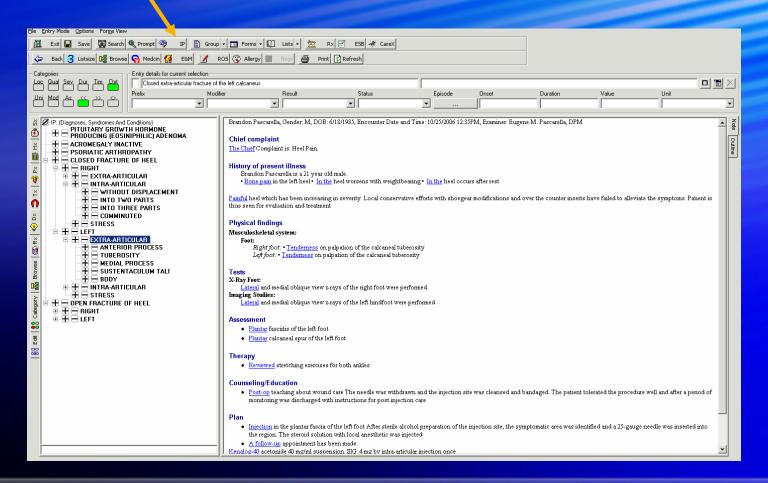


Clinical Event Manager



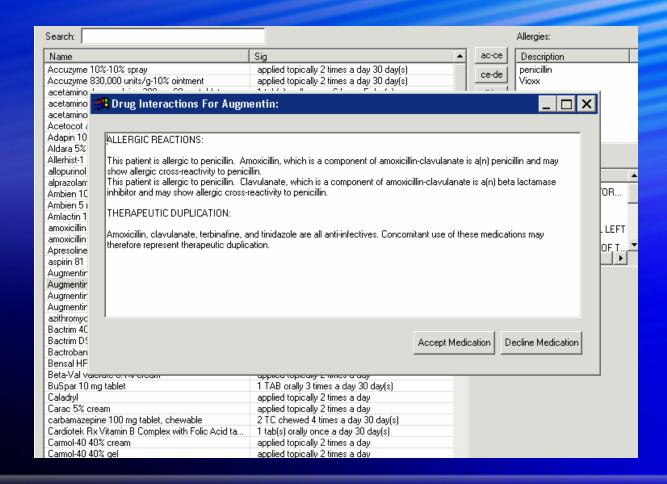


Electronic Medical Record Intelligence



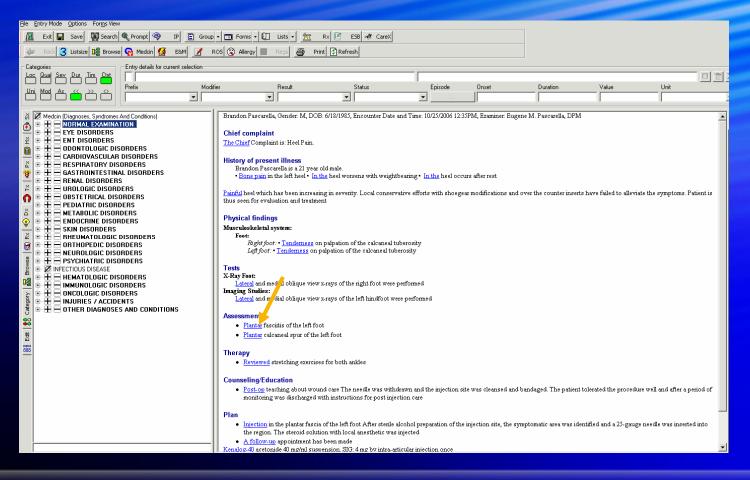


EMR Reduce Medical Errors





Electronic Medical Record Reportable Data





Transition to EMR The Good

- Easy to use medical records
- Never have to look for lost charts
- Quick creation of letters, handouts
- Easy prescribing
- Improved patient flow
- So easy a doctor can use it



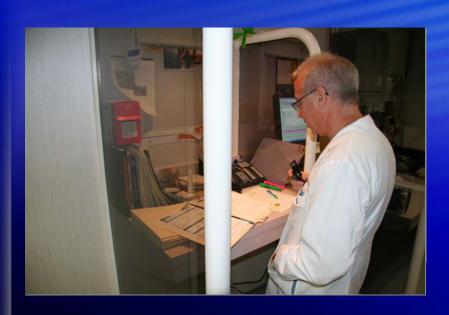
Transition to EMR The bad



- There is change...change is hard
- There is a learning curve
- Disruption of workflow...at first



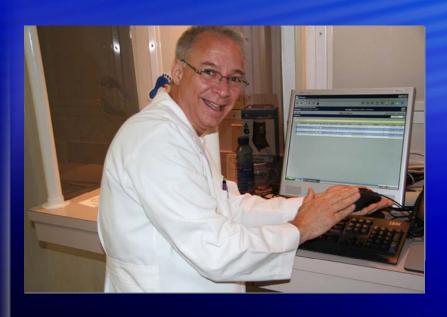
Transition to EMR The Ugly



- Dr. A uses the system, Dr. B refuses
- System failure with office full of patients
 - Where are the paper superbills
 - Why are you here anyway
 - Someone will call to make your appointment when the computers as back up

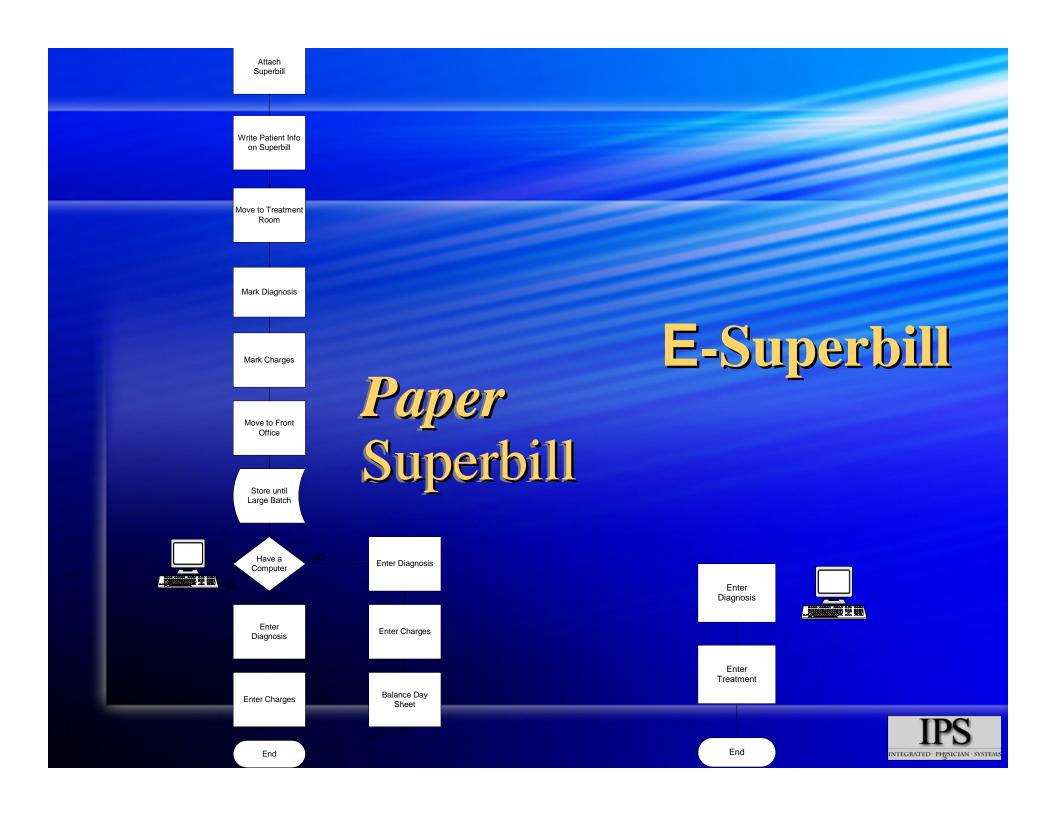


Improve your chances of success



- Build ownership from all stakeholders---from an early point
- This means conducting a workflow analysis
- Provide ample time for training
- Take small steps





Write Patient Info on Superbill

Move to Treatment Room

Mark Diagnosis

Mark Charges

Move to Front Office

Store until Large Batch

Have a Computer

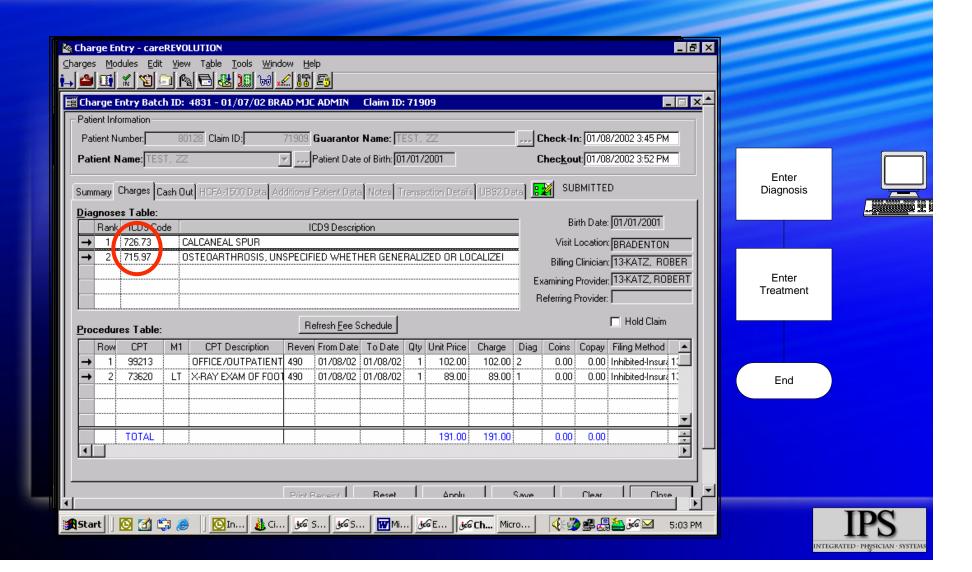
Enter Diagnosis

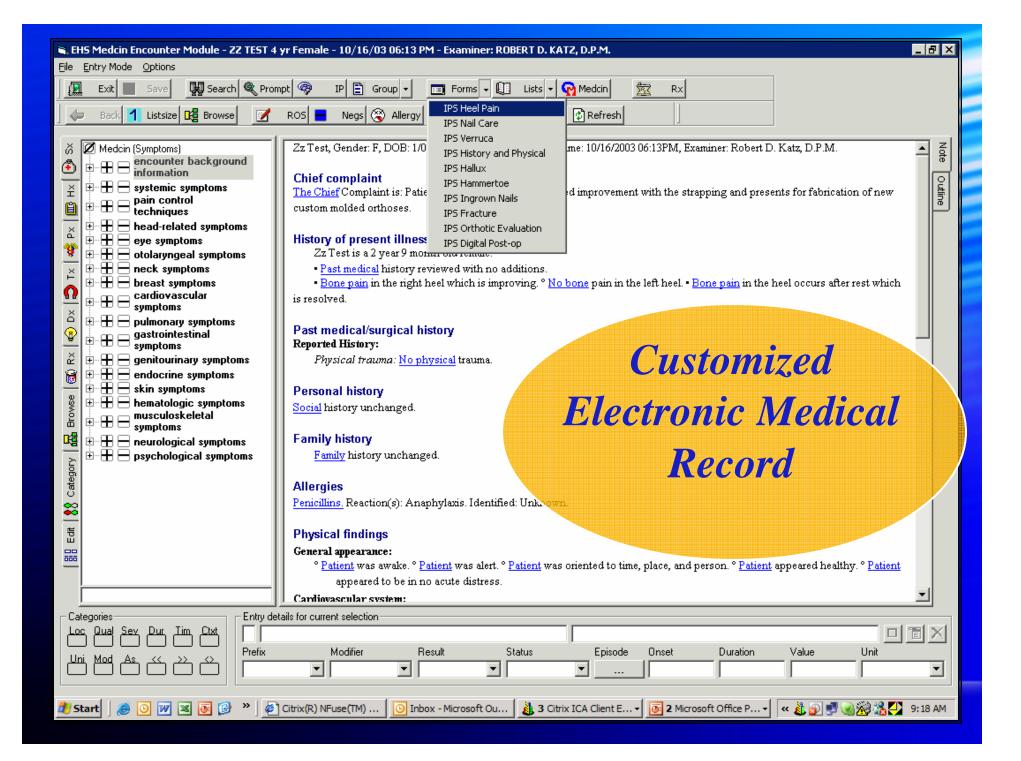
Enter Charges

The Paper Process



Echange Entry er bill





Select Treatment

Cc and HPI Physical Exam X-ray Diagnosis Treatment Follow-up Injections: Corticosteroids Flexor Tendons Y	Forms Input - IPS Heel Pain		
Injections:		□ ⇔	
Corticosteroids Flexor Tendons Corticosteroids Inj Sinus Tarsi Corticosteroids Inj Sinus Tarsi Corticosteroids Inj Achilles Bursa Post-Injection Wound Care Corticosteroids: - Use Multum Goals Goals Alleviate Joint Pain Goals - Alleviate Muscle Pain Physical Therapy Consults Physical Therapy Consults Ultrasound Soft Tissue MRI Foot Bone Scan Hydrotherapy Follow-Up Appointment Has Been Made Entry details for current selection Requested injection in the plantar fascia of the right foot Prefix Modifier Result Status Discussed Pankle Unna boot Unna boot Unna boot Unna boot Y N D Y N D Y N D Plan Recommend Reduced Physical Activity Piscussed Wear Appropriate Shoes Y N D Discussed Wear Appropriate Shoes Y N D Discussed Anti-Inflammatory Agents Exercises Both Ankles Stretching Y N D Entry details for current selection Requested injection in the plantar fascia of the right foot Prefix Modifier Porthopedic Footwear Y N D Discussed Activity Piscussed Anti-Inflammatory Agents Exercises Both Ankles Stretching Y N D Entry details for current selection Requested injection in the plantar fascia of the right foot Prefix Modifier Porthopedic Footwear Plan Recommend Reduced Physical Activity Piscussed Wear Appropriate Shoes Y N D Entry details for current selection Requested injection in the plantar fascia of the right foot Prefix Modifier Prefix Modifier Prefix Prefix	Injections: Left ligh	ht Strapping / Orthotics	
Corticosteroids: - Use Multum Goals Goals Alleviate Joint Pain	Corticosteroids Flexor Tendons Y Corticosteroids Inj Sinus Tarsi Y Corticosteroids Inj Achilles Bursa Y Corticosteroids Inj Achilles Bursa Y Corticosteroids Inj Achilles Bursa Corticosteroids Inj Achilles Corticosteroids	Y Orthopedic Strapping Ankle Unna boot Y Orthopedic Footwear Insert Ordered Soft Orthotic	
Referrals: Physical Therapy Consults Ultrasound Soft Tissue MRI Foot Bone Scan Hydrotherapy Follow-Up Appointment Has Been Made Entry details for current selection Exercises Both Ankles Stretching Patient Education Surgery Surgery Surgery Discussion Pre-Op Reinforcement Of Risks Benefits Of Procedure Extracorporeal Shock Wave Endoscopic Plantar Fasciotomy Therapy (Use For Free Text) Entry details for current selection Requested injection in the plantar fascia of the right foot Prefix Modifier Result Status Episode Onset Duration Value Unit	— Corticosteroids: - Use Multum — Goals Goals Alleviate Joint Pain Goals - Alleviate Skeletal Pain	Plan Recommend Reduced Physical Activity Discussed Wear Appropriate Shoes Discussed Orthopedic Footwear	
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Requested injection in the plantar fascia of the right foot Prefix Modifier Result Status Episode Onset Duration Value Unit		Endoscopic Plantar Fasciotomy	
	Requested injection in the plantar fascia of the right for Prefix Modifier Result	Status Episode Onset Duration Value	

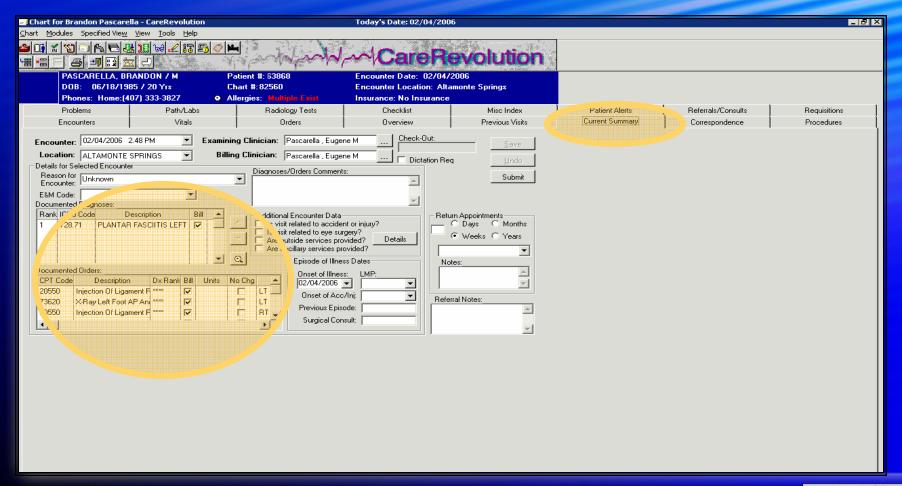


Charges Populate Chart And Billing Module

Shout for Dunadon Dunadon	H- Sava Davidution		T-d-u'- D-b 02/04/200				
Chart for Brandon Pascare Chart Modules Specified View			Today's Date: 02/04/2006	b ·			_ B ×
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		Later And Company	- Voaloni	3VUIUIUI I			
PASCARELLA, BF		atient #: 63868	Encounter Date: 02/04/2				
DOB: 06/18/19		hart #: 82560	Encounter Location: Alta				
Phones: Home:(4		llergies: Multiple Exist	Insurance: No Insurance				,
Problems	Path/Labs	Radiology Tests	Checklist	Misc Index	Patient Alerts	Referrals/Consults	Requisitions
Encounters	Vitals	Orders	Overview	Previous Visits	Current Summary	Correspondence	Procedures
Encounter: 02/04/2006 : Location: ALTAMONTE Details for Selected Encounter Reason for Encounter ExM Code: Documented Supposes: Rank Code Documented Supposes:	2.48 PM Examining SPRINGS Billing et Description Bill A R FASCIITIS LEFT V Dx Rank Bill Units Note the second se	dditional Encounter Data visit related to eye surger Are visitles services pro Co. Episode of Illness (02/04/2006 Conset of Acc. Previous Episcal Conset of A	ne M Check-Out: ne M Dictation Req ts: Int or injury? rgery? ovided? vided? vided? Not ses Dates ses Dates sey/inj: videa: Refer Refer	Save Undo Submit Im Appointments Days Months Weeks Years	(Control Control of the Control of t	Lotrespondence	Flocedures



Charges Populate Chart And Billing Module





Business Intelligence Software

- Business Objects
- Reporting



Reporting

- Clinical Data
- Financial Data
- Key performance indicators analysis
- Accounts receivable monitoring
- Peer review analysis in office practice utilization by doctor, monthly
- Peer review analysis among colleagues
- Financial Management cost benefit analysis, scenario simulations, cost savings measures as needed
- Ad hoc reporting



Patients checked in not check out

INTEGRATED PHYSICIAN SYSTEMS

Patients Checked In And Not Checked Out

Patient #- Name	Claim#	Check In Date/Time	/By	Bill	Provider	Location		Financial Group	Appt Date/Time	Coll Copay
288408- John Smith	330871	07/28/2004 10:43 AM	MCHAS	#	Welby, Marcus	Altamonte	17	- Foot & Ankle Specialists	7/28/2004 10:30 AM	-
292031- Patty Jones	331022	07/28/2004 02:35 PM	KESSEX	#	Fife, Barney	Altamonte	17	- Foot & Ankle Specialists	7/28/2004 02:30 PM	25.00
298874- Jane Doe	330997	07/28/2004 02:12 PM	LSKLAR	#	Clooney, George	Altamonte	17	- Foot & Ankle Specialists	7/28/2004 02:15 PM	15.00
299269- John Doe	330988	07/28/2004 02:05 PM	GVEGA	#	Kildare, Harry	Altamonte	17	- Foot & Ankle Specialists	7/28/2004 02:30 PM	-

Total # of Patients: 4 Total copay collections:



40.00

Weekly Analysis By Doctor

Weekly Analysis by Doctor

Weekly Payments	Marcus Welby	Barney Fife	Jack Kevorkian
8/18/2005	-\$11,229.74	-\$8,647.32	-\$2,992.41
8/25/2005	-\$5,839.32	-\$3,079.66	-\$677.35
9/1/2005	-\$8,879.95	-\$10,161.87	-\$750.53
9/8/2005	-\$6,914.94	-\$4,067.71	-\$606.16
9/15/2005	-\$11,388.91	-\$10,828.14	-\$930.89
9/22/2005	-\$12,711.62	-\$9,798.17	-\$1,085.17
9/29/2005	-\$9,450.27	-\$5,655.76	-\$128.18
10/6/2005	-\$21,733.58	-\$17,536.55	-\$706.85
Sum:	-\$88,148.33	-\$69,775.18	-\$7,877.54

Weekly Charges	Marcus Welby	Barney Fife	Jack Kevorkian
8/18/2005	14,429.00	12,295.00	1,500.00
8/25/2005	18,061.00	2,786.00	1,772.00
9/1/2005	29,884.00	26,817.00	3,095.00
9/8/2005	29,207.00	10,443.00	1,250.00
9/15/2005	28,609.00	26,559.00	1,700.00
9/22/2005	30,622.00	27,649.00	2,000.00
9/29/2005	30,483.00	10,007.00	2,500.00
10/6/2005	35,865.00	6,994.00	2,250.00
Sum	217,160.00	123,550.00	16,067.00



Revenue Per Visit/Procedure

IPS

Bevenue per Visit (with assoc sect period)	2004- January	2004-February	2004-March	2004-April	2004-May	2004-June	2004-July	Average
Welby, Marcus	\$139.90		\$121.67	\$126.78	\$112.36	\$102.21	\$31.24	\$108.96
Fife, Barney Clooney, George	\$127.37 \$122.40		\$124.88 \$125.83	\$122.00 \$126.26	\$118.07 \$156.08	\$89.69 \$108.77	\$31.93 \$46.50	\$105.77 \$117.28
Kildare, Harry	\$108.52		\$104.30	\$110.47	\$108.61	\$80.27	\$30.52	\$91.70
Washington, George	\$92.55	\$98.82	\$96.05	\$99.40	\$98.54	\$81.70	\$24.57	\$84.52
	\$118.15	\$117.63	\$114.55	\$116.98	\$118.73	\$92.53	\$32.95	\$101.64

Revenue per visit by associated accounting period tells how much money was actually received per each visit the doctor performed. It allows you to better understand the value of each visit as well as compare how each doctor is collecting compared to others in your group. It is shown by associated accounting period which means that the payments are associated with the months the charges were incurred (i.e. if the charge was in January and the payment was received in March, the payment is reflected in the month of January.

Revenue per procedure (with sesoc acct period)	2004- January	2004-February	2004-March	2004-April	2004-May	2004-June	2004-July	Average
Welby, Marcus	\$40.50	\$38.62	\$48,47	\$43.16	\$38.86	\$24.22	\$25.39	\$37.03
Fife, Barney	\$37.49	\$44.18	\$43.89	\$39.60	\$36.67	\$14.07	\$13.12	\$32.72
Clooney, George	\$45.46	\$42.39	\$53.27	\$44.12	\$57.21	\$21.57	\$19.25	\$40.47
Kildare, Harry	\$41.67	\$41.78	\$38.68	\$39.16	\$40.75	\$18.49	\$16.44	\$33.85
Washington, George	\$42.70	\$45.84	\$43.36	\$39.32	\$38.00	\$21.00	\$18.00	\$35.46
	\$41.56	\$42.56	\$45.53	\$41.07	\$42.30	\$19.87	\$18.44	\$35.91

Revenue per procedure by associated accounting period tells how much money was actually received per each CPT code billed. This calculation allows a more detailed understanding of the revenue per visit by showing the average of what is received for each procedure done. It is shown by associated accounting period which means that the payments are associated with the months the charges were incurred (i.e., if the charge was in January and the payment was received in March, the payment is reflected in the month of January.

Charge per Visit	2004- January 20	04-February	2004-March	2004-April	2004-May	2004-June	2004-July	Average
Welby, Marcus	\$209.93	\$180.62	\$165.57	\$185.99	\$157.21	\$166.43	\$183.30	\$178.44
Fife, Barney	\$222.59	\$197.61	\$195.91	\$173.60	\$176.34	\$205.67	\$241.30	\$201.86
Clooney, George	\$191.93	\$187.07	\$216.14	\$211.1B	\$217.33	\$218.07	\$174.23	\$202.28
Kildare, Harry	\$187.93	\$139.05	\$143.65	\$157.34	\$133.53	\$166.24	\$140.03	\$152.54
Washington, George	\$149.46	\$130.28	\$132.20	\$157.34	\$182.83	\$167.16	\$153.96	\$153.32
	\$192.37	\$166.93	\$170.69	\$177.09	\$173.45	\$184.71	\$178.56	\$177.69

Charge per visit the gross charges billed for each visit incurred. Although you typically do not receive the amounts charge, it allows for a comparison by doctor to further determine if you have different billing habits or to help the analysis of trends in total gross charges



Gross/Net Collection %

Gross Collection % with associacet							
period (by primary financial class)	2004-January	2004-February	2004-March	2004-April	2004-May	2004-June	Average
Aetne	64.8%	88.1%	87.3%	28.5%	58.4%	113.9%	73.2%
BC/BS	47.3%	48.2%	47.0%	43.1%	34.8%	35.1%	42.6%
Champus/Tricare	35.7%	29.4%	36.9%	32.1%	23.1%	18.6%	29.3%
Cigna	69.9%	57.9%	91.9%	87.0%	75,4%	5.2%	64.6%
Commercial	32.7%	53.8%	48.4%	40.2%	43,3%	30.7%	41.5%
Medicald	51.5%	35.9%	37,1%	45,8%	47.1%	41,6%	43.2%
Medicare	68.0%	51.1%	50.4%	43.2%	52.2%	48.2%	51.9%
Private Pay	40.5%	69.0%	72.3%	72.4%	72.4%	60.9%	64.6%
United Healthcare	52.4%	46.4%	38.2%	44.2%	40.4%	35.8%	42.9%
Workers Compensation	38.5%	33,6%	42.2%	23,9%	19,5%	20.1%	29.6%
-	50.1%	51.3%	55.2%	46.0%	46,5%	40.8%	48.3%

Gross Collection Percentage by associated accounting period shows the amount of payments received as a percentage of the gross charges incurred in that month. The higher this number is, the more money was actually collected (vs. contractual or other adjustments). It is shown by associated accounting period which means that the payments are associated with the months the charges were incurred (i.e., if the charge was in January and the payment was received in March, the payment is reflected in the month of January.

Net Collection % with assoc acct period (by primary financial class)	2004-January	2004-February	2004-March	2004-April	2004-May	2004-June	Average
Aetna	91.0%	89.0%	81.0%	53.2%	25.8%	25.0%	60.8%
BC/BS	97.9%	97.5%	95.4%	93.5%	87.1%	52.3%	87.3%
Champus/Tricare	103.5%	97,6%	95.2%	85,6%	71.1%	15.2%	78.0%
Cigna	85.7%	86.7%	95,1%	26.2%	13,9%	12,0%	53.3%
Commercial	93.7%	88.6%	91.4%	81.5%	46.3%	8.0%	68.3%
Medicald	91.8%	99.3%	100.0%	97.0%	58.4%	0.6%	74.2%
Medicare	99.8%	99.0%	94.9%	93.0%	85.4%	20.0%	82.0%
Private Pay	99.0%	98.3%	96.4%	98.4%	89.4%	41.8%	86.9%
United Healthcare	95,4%	87, 1%	89.8%	72.9%	44,8%	73.0%	77.2%
Workers Compensation	95.8%	99.2%	97.7%	95.0%	87.9%	44,1%	86.6%
-	95.4%	94.2%	93.7%	79.4%	60.8%	29.2%	75.5%

Net Collection Percentage by associated accounting period shows the amount of payments received and adjustments entered as a percentage of gross charges. The ultimate goal is to get this percentage to 100% meaning that these charges are fully collected. In the example above, in January there has been 95.4% of the total charges collected or adjusted and a remaining 4.2% left to collect or adjust. It is shown by associated accounting period which means that the payments are associated with the months the charges were incurred (i.e.



Comparative Analysis

FG#	1 - (adj + rev)/chrg	Visits	Proc	New Pt	Charge /Visit	Revenue /Visit	Revenue /NP	Revenue /Proc	Visits/ NP	Adi/Chg	CPT/Visit	\$//V/P/V	Orthotics	Orth/V	X-Rays	X-Ray/V	11750	Nail Proc/V	\$/day	A/R	Days in A/R
2	7.3%		75.089	6,163	\$256	\$94	\$557	\$46	5.9	56.2%	2.05	45.70	294		10.832	29.5%	1168	3.2%	\$25,705		
3	26.8%	33,103	84,340	3,545	\$250	\$116	\$1,079	\$45	9.3	27.1%	2.55	45.36	793	2.4%	8.694	26.3%	692	2.1%	\$22,716	\$812,195	35.8
7	9.0%	19,388	38,913	4,238	\$296	\$99	\$452	\$49	4.6	57.6%	2.01	49.26	435		3,146	16.2%	826	4.3%	\$15,744	\$837,219	53.2
10	20.2%	27,485	49,996	4,822	\$265	\$102	\$581	\$56	5.7	41.4%	1.82	56.00	648	2.4%	8,184	29.8%	975	3.5%	\$19,956	\$744,282	37.3
11	2.7%	5,479	8,834	1,520	\$246	\$85	\$308	\$53	3.6	62.6%	1.61	52.91	55	1.0%	1,871	34.1%	270	4.9%	\$3,697	\$153,095	41.4
12	16.7%	4,876	10,431	1,006	\$258	\$107	\$518	\$50	4.8	41.9%	2.14	49.97	36	0.7%	2,547	52.2%	255	5.2%	\$3,449	\$243,158	70.5
13	11.8%	6,566	13,267	854	\$347	\$158	\$1,215	\$78	7.7	42.6%	2.02	78.22	318	4.8%	1,584	24.1%	229	3.5%	\$6,244	\$226,249	36.2
14	24.7%	2,890	6,274	438	\$330	\$109	\$716	\$50	6.6	42.4%	2.17	49.99	132	4.6%	766	26.5%	45	1.6%	\$2,610	\$246,649	94.5
15	36.8%	2,249	9,205	336	\$1,157	\$222	\$1,487	\$54	6.7	44.0%	4.09	54.26	76	3.4%	364	16.2%	89	4.0%	\$7,132	\$624,441	87.6
16	19.3%	6,581	13,339	1,606	\$282	\$118	\$483	\$58	4.1	39.0%	2.03	58.11	219	3.3%	3,465	52.7%	105	1.6%	\$5,090	\$218,005	42.8
17	10.3%	7,055	11,903	1,032	\$216	\$102	\$700	\$61	6.8	42.4%	1.69	60.65	151	2.1%	1,296	18.4%	266	3.8%	\$4,180	\$255,424	61.1
18	30.6%	10,386	17,989	1,756	\$220	\$86	\$510	\$50	5.9	30.2%	1.73	49.78	244	2.3%	750	7.2%	146	1.4%	\$6,268	\$396,232	63.2
19	33.3%	10,954	17,128	1,841	\$172	\$58	\$343	\$37	6.0	33.2%	1.56	36.86	317	2.9%	1,955	17.8%	69	0.6%	\$5,168	\$318,427	61.6
20	34.2%	10,482	15,861	1,714	\$182	\$69	\$423	\$46	6.1	27.8%	1.51	45.77	195	1.9%	1,019	9.7%	127	1.2%	\$5,227	\$311,179	59.5
21	15.3%	3,746	9,151	888	\$249	\$144	\$606	\$59	4.2	26.9%	2.44	58.83	401	10.7%	392	10.5%	47	1.3%	\$2,551	\$127,315	49.9
22	30.0%	3,418	10,767	589	\$410	\$113	\$653	\$36	5.8	42.6%	3.15	35.75	33	1.0%	795	23.3%	141	4.1%	\$3,841	\$372,374	96.9
23	47.9%	3,384	5,799	448	\$246	\$98	\$737	\$57	7.6	12.5%	1.71	56.95	104	0.03	427	12.6%	82	2.4%	\$2,284	\$64,971	28.4
24	15.8%	4,812	7,860	681	\$221	\$86	\$611	\$53	7.1	45.1%	1.63	52.92	199	4.1%	951	19.8%	160	3.3%	\$2,910	\$200,281	68.8
25	17.6%	4,127	8,574	601	\$253	\$95	\$655	\$46	6.9	44.6%	2.08	45.93	124	3.0%	682	16.5%	49	1.2%	\$3,115	\$174,447	56.0
26	34.9%	4,918	11,657	1,430	\$475	\$137	\$472	\$58	3.4	36.2%	2.37	57.90	320	6.5%	2,290	46.6%	262	5.3%	\$6,825	\$511,767	75.0
28	19.6%	3,264	5,736	891	\$206	\$62	\$228	\$35	3.7	50.2%	1.76	35.35	6	0.00	1,117	34.2%	95	2.9%	\$2,455	\$124,287	50.6
29	35.7%	3,180	7,247	254	\$244	\$80	\$1,003	\$35	12.5	31.4%	2.28	35.17	139	0.04	717	22.5%	63	2.0%	\$3,706	\$203,996	55.1
30	65.9%	6,063	10,378	786	\$211	\$45	\$346	\$26	7.7	12.9%	1.71	26.17	119	0.02	526	8.7%	107	1.8%	\$10,252	\$551,552	53.8
31	80.8%	1,033	3,071	125	\$501	\$60	\$499	\$20	8.3	7.1%	2.97	20.31	32	0.03	421	40.8%	30	2.9%	\$4,979	\$240,300	48.3
32	81.7%	2,792	6,038	645	\$343	\$39	\$169	\$18	4.3	6.9%	2.16	18.06	69	0.02	536	19.2%	243	8.7%	\$13,895	\$372,858	26.8
37	90.2%	718	1,649	127	\$289	\$26	\$148	\$11	5.7	0.7%	2.30	11.42	21	0.03	196	27.3%	17	2.4%	\$7,676	\$127,330	16.6
4	1.2%	5,007	11,949	468	\$311	\$146	\$1,561	\$61	10.7	51.9%	2.39	61.13	140	0.03	620	12.4%	193	3.9%	\$8,753	\$257,818	29.5
	39.1%	230,615		38,804	\$402	\$126	\$812	\$59	\$8	45.6%	2.76	\$59.46		4.27%		31.2%		4.0%			53.2



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