

# Provider compensation Trends & tools of today.

Presented by: Andrew Walker

Vice President of Product Growth & Client Success



# introduction & background | nice to meet you

## Introduction

Trends

Components

Process

Resources

Simpliphy

## Andrew Walker

Vice President of Product Growth & Client Success at Simpliphy

### Previously:

- National Director of Organizational Membership at Medical Group Management Association (MGMA)
- Senior Director of Physician Recruitment & Contracting – CarePoint Health
- Director of Physician Recruitment & Contracting – Centura Health
- Manager of Physician Recruitment – HCA Physician Services Group (HCAPSG)



# introduction & background | nice to meet you

## Introduction

Trends

Components

Process

Resources

Simpliphy

## Andrew Walker

### A bit about me:

I grew up in the St. Louis area. I currently live in Denver, CO with my wife Heather, our 9-year-old son, Chase, and our twin 4-month-old daughters, Aubrie & Brielle. And our two mutts, Luke and Ellie.



# introduction & background | nice to meet you

## Introduction

Trends

Components

Process

Resources

Simplify



Let's take a look at  
**Total compensation trends.**



# provider compensation | a look at the trends

Introduction

Trends

Components

Process

Resources

Simpliphy

## What a Few Years ;)

Let's take a look at some facts and figures that show where we are. MGMA recently released a report titled "Provider Pay and the Pandemic: Realizing the Road to Recovery" which was launched as a supplemental item with the release of the MGMA's 2022/2021 Provider Compensation data set.

Let's take a quick look at  
**National compensation trends.**



# provider compensation | a look at the trends

Introduction

Trends

Components

Process

Resources

Simpliphy

**2.13%** Increase in primary care physician total compensation

Source: 2021 and 2022 MGMA DataDive Provider Compensation

\*Comparing 2022 Report to 2021 Report



# provider compensation | a look at the trends

Introduction

Trends

Components

Process

Resources

Simpliphy

**2.13%** Increase in primary care physician total compensation

**3.89%** Increase in surgical specialist total compensation

Source: 2021 and 2022 MGMA DataDive Provider Compensation

\*Comparing 2022 Report to 2021 Report



# provider compensation | a look at the trends

Introduction

Trends

Components

Process

Resources

Simpliphy

**2.13%** Increase in primary care physician total compensation

**3.89%** Increase in surgical specialist total compensation

**3.12%** Increase in nonsurgical specialist physician total compensation

Source: 2021 and 2022 MGMA DataDive Provider Compensation

\*Comparing 2022 Report to 2021 Report



# provider compensation | a look at the trends

Introduction

Trends

Components

Process

Resources

Simpliphy

**2.13%** Increase in primary care physician total compensation

**3.89%** Increase in surgical specialist total compensation

**3.12%** Increase in nonsurgical specialist physician total compensation

**3.98%** Increase in advanced practice provider (APP) total compensation

Source: 2021 and 2022 MGMA DataDive Provider Compensation

\*Comparing 2022 Report to 2021 Report



Now let's take a look at  
Regional compensation trends.



# provider compensation | a look at the trends

Introduction

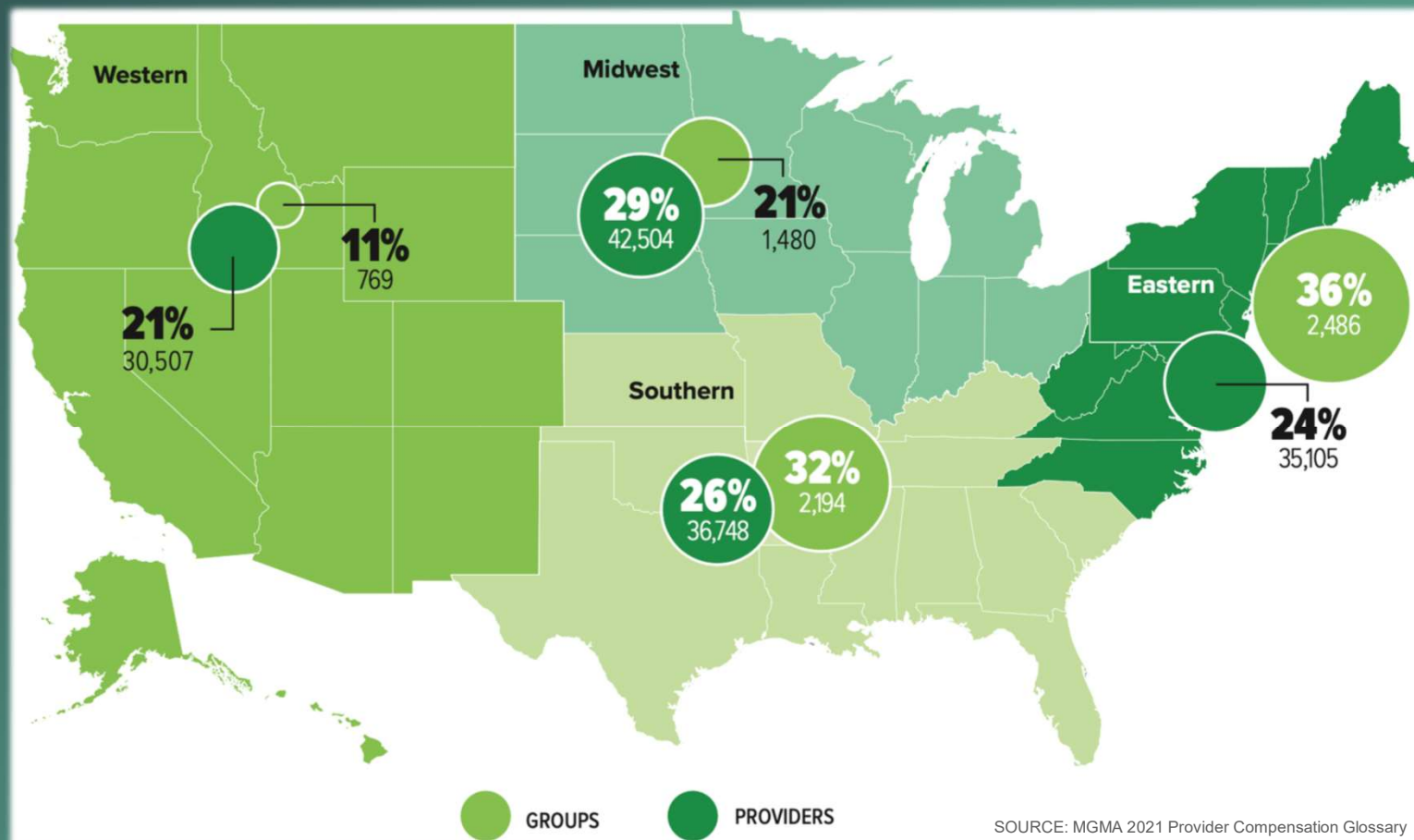
Trends

Components

Process

Resources

Simplify



SOURCE: MGMA 2021 Provider Compensation Glossary

# provider compensation | a look at the trends

Introduction

Trends

Components

Process

Resources

Simpliphy

## Eastern

Primary Care

Surgical  
Specialist

NonSurgical  
Specialist

APP

2.24%

0.46%

0.74%

5.79%

Source: 2021 and 2022 MGMA DataDive Provider Compensation

\*Comparing 2022 Report to 2020 Report



# provider compensation | a look at the trends

Introduction

Trends

Components

Process

Resources

Simpliphy

**Eastern  
Midwest**

| Primary Care | Surgical Specialist | NonSurgical Specialist | APP   |
|--------------|---------------------|------------------------|-------|
| 2.24%        | 0.46%               | 0.74%                  | 5.79% |
| 3.90%        | 4.58%               | -0.67%                 | 3.63% |

Source: 2021 and 2022 MGMA DataDive Provider Compensation  
\*Comparing 2022 Report to 2020 Report



# provider compensation | a look at the trends

Introduction

Trends

Components

Process

Resources

Simpliphy

**Eastern**  
**Midwest**  
**Southern**

Primary Care

Surgical  
Specialist

NonSurgical  
Specialist

APP

2.24%

0.46%

0.74%

5.79%

3.90%

4.58%

-0.67%

3.63%

7.29%

1.28%

1.65%

7.49%

Source: 2021 and 2022 MGMA DataDive Provider Compensation  
\*Comparing 2022 Report to 2020 Report



# provider compensation | a look at the trends

Introduction

Trends

Components

Process

Resources

Simpliphy

|          | Primary Care | Surgical Specialist | NonSurgical Specialist | APP   |
|----------|--------------|---------------------|------------------------|-------|
| Eastern  | 2.24%        | 0.46%               | 0.74%                  | 5.79% |
| Midwest  | 3.90%        | 4.58%               | -0.67%                 | 3.63% |
| Southern | 7.29%        | 1.28%               | 1.65%                  | 7.49% |
| Western  | 6.28%        | 4.26%               | 3.72%                  | 6.05% |

Source: 2021 and 2022 MGMA DataDive Provider Compensation

\*Comparing 2022 Report to 2020 Report



**Which specialties between 2019-2021  
Had the largest growth in total comp?**

# provider compensation | a look at the trends

Introduction

Trends

Components

Process

Resources

Simpliphy

**2.55%** Hospitalist – Internal Medicine

Source: 2021 and 2022 MGMA DataDive Provider Compensation

\*Comparing 2022 Report to 2020 Report



# provider compensation | a look at the trends

Introduction

Trends

Components

Process

Resources

Simpliphy

**4.66%** Gastroenterology

**2.55%** Hospitalist – Internal Medicine

Source: 2021 and 2022 MGMA DataDive Provider Compensation

\*Comparing 2022 Report to 2020 Report



# provider compensation | a look at the trends

Introduction

Trends

Components

Process

Resources

Simpliphy

**5.60%** Family Medicine – Without OB

**4.66%** Gastroenterology

**2.55%** Hospitalist – Internal Medicine

Source: 2021 and 2022 MGMA DataDive Provider Compensation

\*Comparing 2022 Report to 2020 Report



# provider compensation | a look at the trends

Introduction

Trends

Components

Process

Resources

Simpliphy

**6.88%** Orthopedic Surgery - General

**5.60%** Family Medicine – Without OB

**4.66%** Gastroenterology

**2.55%** Hospitalist – Internal Medicine

Source: 2021 and 2022 MGMA DataDive Provider Compensation  
\*Comparing 2022 Report to 2020 Report



# provider compensation | a look at the trends

Introduction

Trends

Components

Process

Resources

Simpliphy

**6.97%** Ophthalmology

**6.88%** Orthopedic Surgery - General

**5.60%** Family Medicine – Without OB

**4.66%** Gastroenterology

**2.55%** Hospitalist – Internal Medicine

Source: 2021 and 2022 MGMA DataDive Provider Compensation  
\*Comparing 2022 Report to 2020 Report



Now let's take a look at  
National productivity trends.

# provider productivity | a look at the trends

Introduction

Trends

Components

Process

Resources

Simpliphy

**70%** of medical practices reported that their provider productivity at least met expectations in 2021

Source: 2021 and 2022 MGMA DataDive Provider Compensation



# provider productivity | a look at the trends

Introduction

Trends

Components

Process

Resources

Simpliphy

**70%** of medical practices reported that their provider productivity at least met expectations in 2021

**35%** of medical practices reported that their provider productivity exceeded expectations in 2021

Source: 2021 and 2022 MGMA DataDive Provider Compensation



# provider productivity | a look at the trends

Introduction

Trends

Components

Process

Resources

Simpliphy

**6.06%** Increase in APP wRVUs

Source: 2021 and 2022 MGMA DataDive Provider Compensation

\*Comparing 2022 Report to 2020 Report



# provider productivity | a look at the trends

Introduction

Trends

Components

Process

Resources

Simpliphy

**6.06%** Increase in APP wRVUs

**1.16%** Increase in primary care physician wRVUs

Source: 2021 and 2022 MGMA DataDive Provider Compensation

\*Comparing 2022 Report to 2020 Report



# provider productivity | a look at the trends

Introduction

Trends

Components

Process

Resources

Simpliphy

**6.06%** Increase in APP wRVUs

**1.16%** Increase in primary care physician wRVUs

**-0.5%** Decrease in nonsurgical specialist physician & surgical specialist physician wRVUs

Source: 2021 and 2022 MGMA DataDive Provider Compensation

\*Comparing 2022 Report to 2020 Report



# provider productivity | a look at the trends

Introduction

Trends

Components

Process

Resources

Simpliphy

**6.06%** Increase in APP wRVUs

**1.16%** Increase in primary care physician wRVUs

**-0.5%** Decrease in nonsurgical specialist physician & surgical specialist physician wRVUs

**14.3%** Average increase across all provider types wRVUs from 2020-2021, primarily driven by APP increase of 16.58%

Source: 2021 and 2022 MGMA DataDive Provider Compensation

\*Comparing 2022 Report to 2020 Report



**Which specialties between 2019-2021  
Had the largest growth in total wVRUs?**

# provider productivity | a look at the trends

Introduction

Trends

Components

Process

Resources

Simpliphy

**2.44%** Internal Medicine - General

Source: 2021 and 2022 MGMA DataDive Provider Compensation



# provider productivity | a look at the trends

Introduction

Trends

Components

Process

Resources

Simpliphy

**3.57%** Cardiology - Invasive

**2.44%** Internal Medicine - General

Source: 2021 and 2022 MGMA DataDive Provider Compensation



# provider productivity | a look at the trends

Introduction

Trends

Components

Process

Resources

Simpliphy

**4.07%** Pulmonary Medicine - General

**3.57%** Cardiology - Invasive

**2.44%** Internal Medicine - General

Source: 2021 and 2022 MGMA DataDive Provider Compensation



# provider productivity | a look at the trends

Introduction

Trends

Components

Process

Resources

Simpliphy

**5.09%** Family Medicine – Without OB

**4.07%** Pulmonary Medicine - General

**3.57%** Cardiology - Invasive

**2.44%** Internal Medicine - General

Source: 2021 and 2022 MGMA DataDive Provider Compensation



# provider productivity | a look at the trends

Introduction

Trends

Components

Process

Resources

Simpliphy

**7.31%** Orthopedic Surgery - General

**5.09%** Family Medicine – Without OB

**4.07%** Pulmonary Medicine - General

**3.57%** Cardiology - Invasive

**2.44%** Internal Medicine - General

Source: 2021 and 2022 MGMA DataDive Provider Compensation



Let's talk about a few “must haves” for a  
Successful compensation program



# compensation programs | the key ingredients

Introduction

Trends

Components

Process

Resources

Simpliphy

## Data-Driven

Data leads to information.

Information leads to insights.

Insights lead to Actionable Items.

Actionable Items lead to Actual results.

- Someone awesome at the 2022 HLTH Conference



# compensation programs | the key ingredients

Introduction

Trends

Components

Process

Resources

Simpliphy

## Data-Driven

The power of current data is paramount. Providers are becoming more and more educated about current benchmarks.

More importantly, regulatory compliance is key. Is your FMV recent and do you follow it? If not, do you look good in orange?



# compensation programs | the key ingredients

Introduction

Trends

Components

Process

Resources

Simpliphy

## Competitive

If your FMV is current, how competitive are you in the marketplace? HINT: Think nationally, not just locally.

Based upon your ownership type, is your total package comparable or better than competitors of similar ownership? How about differing ownership types? Providers often cast a coast-to-coast net and are usually ownership-type agnostic. Be the bigger fish if possible.



# compensation programs | the key ingredients

Introduction

Trends

Components

Process

Resources

Simpliphy

## Transparency

How transparent is your compensation model? Providers need to see realistic total earning levels at varying productivity levels, if applicable. Be sure to be inclusive of all items that are of value to the provider.

In addition, it is never a good business practice to hide comp data from the providers. **SPOILER ALERT:** They can get it on their own. And they do.



# compensation programs | the key ingredients

Introduction

Trends

Components

Process

Resources

Simpliphy

## Consistency

Are you consistent in your total offering across providers of like specialty? Another **SPOILER ALERT:** Providers talk to each other.

A factor that can alter this would be productivity history. A factor that should never alter this would be years of experience alone. Require productivity history to justify scaling your compensation offerings by provider.

THINK: Just because a provider has experience does not always mean that they are a high producer.



# compensation programs | the key ingredients

Introduction

Trends

Components

Process

Resources

Simpliphy

## It Starts at the Hire

As previously mentioned, be transparent at the time of recruitment. The market demands it. The providers expect it. The providers deserve it.

Open the kimono. Provide data to recruits showing what realistic total earnings are over varying increments of time, based upon your own provider productivity or salary data. Don't have that? Get access to it. Show them your FMV study.

Show recruits your recent FMV study & explain your organization's compensation philosophy. I hope you have one, and I hope you know it.



# compensation programs | the key ingredients

Introduction

Trends

Components

Process

Resources

Simpliphy

## Regular Reporting & Review

A paycheck isn't enough. The providers expect and deserve more.

How often are you meeting with your providers to review their earnings and productivity? Bi-weekly? Monthly? Quarterly? Annually? Never?

Who owns the responsibility of compiling and providing those reports? And who reviews them with the providers?

How painful is that report generation?  
It doesn't have to be. I promise.



# compensation programs | the key ingredients

Introduction

Trends

Components

Process

Resources

Simpliphy

## Plan Assessments

How often are you visiting your compensation plan & philosophy? Is your philosophy “It’s not a problem until it’s a problem” or are you a fierce competitor that re-evaluates your plans every 2-3 years? If you are the latter, we can be friends.

A best practice is to refresh your data that feeds your comp plans as often as possible. Monitor your own organization’s monthly & annual comp and productivity data, as well as the overall market’s.



# compensation programs | the key ingredients

Introduction

Trends

Components

Process

Resources

Simpliphy

## Plan Assessments

A few ideas: Talk to your “competitors” to see what they are doing. Afterall, providers occasionally are 100% location focused. Make sure you are the most comprehensive offering in town.

Providers will tell it like it is. Talk to your turned-over providers. Talk to your lost recruits. Talk to your new providers. Talk with providers in the community that don’t work for your organization.

Information is also data.



# compensation programs | the key ingredients

Introduction

Trends

Components

Process

Resources

Simpliphy

## Plan Assessments

A few ideas: Talk to your “competitors” to see what they are doing. Afterall, providers occasionally are 100% location focused. Make sure you are the most comprehensive offering in town.

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Information is also data.



# compensation programs | resources available

Introduction

Trends

Components

Process

Resources

Simpliphy

## How Do you Get There?

Let's talk about a few resources that are available to help your organization be a leader in provider compensation.



# compensation programs | resources available

Introduction

Trends

Components

Process

Resources

Simpliphy

## Benchmarking Data

- Medical Group Management Association (MGMA)
- American Medical Group Association (AMGA)
- Sullivan Cotter
- Gallagher
- COMING SOON: simpliphy – Real-time Benchmarks



# compensation programs | resources available

Introduction

Trends

Components

Process

Resources

Simpliphy

## Comp Model Assistance

- MGMA Consulting [mgma.com/consulting](http://mgma.com/consulting)
- FTI Consulting [fticonsulting.com](http://fticonsulting.com)
- FORVIS [forvis.com/](http://forvis.com/)
- ECG Consultants [ecgmc.com/health-systems/finance](http://ecgmc.com/health-systems/finance)



compensation programs | resources available

Introduction

Trends

Components

Process

Resources

Simpliphy

# A Solution Offering

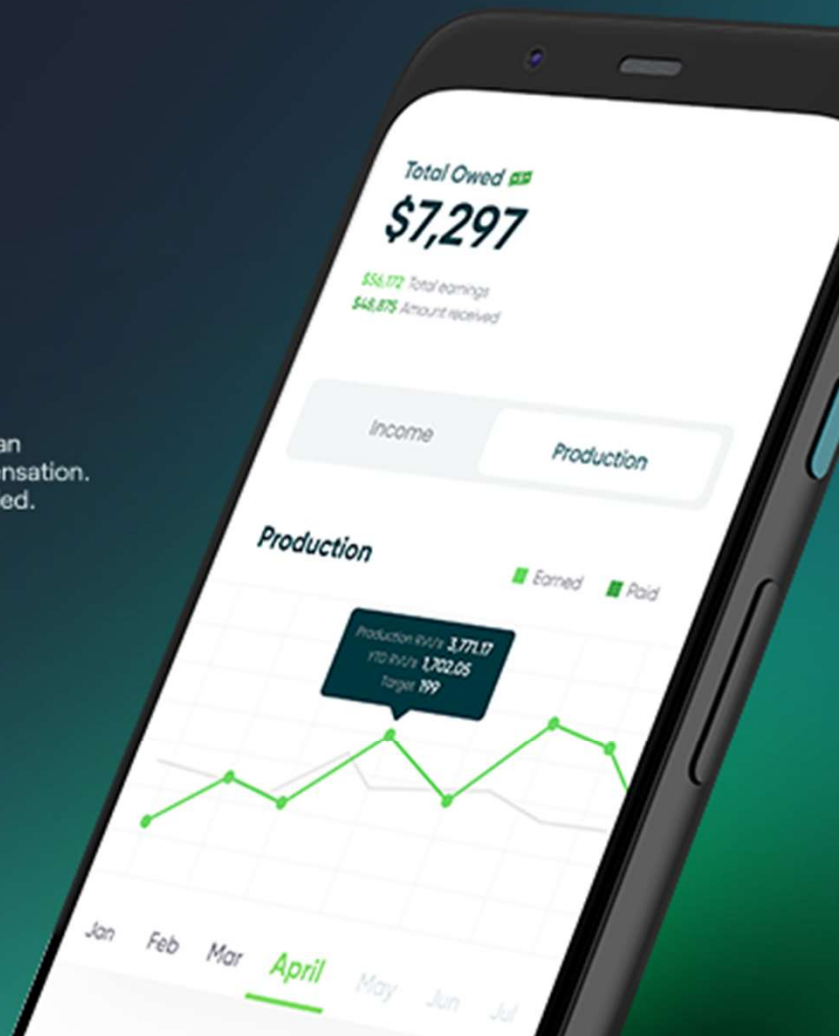
Stick around to learn a little bit about simpliphy: a revolutionary platform to help your organization solve many of the issues discussed here today.





# simpliphy

Physician  
Compensation.  
Simplified.



# We work hard To make things easy.

Simpliphy started in 2014 with a simple goal: to take the complexity out of physician compensation.



who simpliphy is | about us

History

Who

Where

Our Philosophy

Our Clients

Our Future

## Our Beginning

Designed by a physician compensation analyst in 2014 with the input of multiple physicians and dozens of healthcare organizations, our innovative software transforms healthcare operations with a comprehensive, easy-to-use solution that makes physician compensation clear for everyone.



who simpliphy is | about us

History

Who

Where

Our Philosophy

Our Clients

Our Future

# Healthcare Experience Technical Expertise

Simpliphy's team includes physician compensation analysts, healthcare data experts, software engineers, SQL reporting analysts, and a former hospital Chief Medical Officer and Neurosurgeon.



# who simpliphy is | about us

History

Who

Where

Our Philosophy

Our Clients

Our Future



## Location Matters

Simpliphy is headquartered in beautiful Greenville, SC. Our team travels coast-to-coast to provide best-in-class service to our clients.



who simpliphy is | about us

History

Who

Where

Our Philosophy

Our Clients

Our Future

# What We Do Matters

We are committed to compensation clarity. Simpliphy's cloud-based software leverages the power of technology to make managing physician compensation fast, easy, and accurate.



who simpliphy is | about us

History

Who

Where

Our Philosophy

Our Clients

Our Future

# Every Client Matters

At simpliphy, we work with organizations of all types and sizes, from small independent medical practices, to academic institutions, to large integrated delivery systems. We build customized solutions to meet your needs.



who simpliphy is | about us

History

Who

Where

Our Philosophy

Our Clients

Our Future

# You Make simpliphy Better

We are always learning from our clients and evolving our product offerings to meet you where you are. We are incredibly excited about what is on the horizon for simpliphy.



who simpliphy is | our partnerships

**FORV/S**



**FTI**<sup>TM</sup>  
CONSULTING



**MANAGEMENT  
CONSULTANTS**

LEADING HEALTHCARE FORWARD

 **simpliphy**

# Healthcare is complex. Paying doctors shouldn't be.

Our cloud-based software simplifies your physician compensation process.



# what simpliphy does | features & benefits

## Accuracy

Communication

Compliance

Simplicity

Scalability

Insight

## Increase Accuracy

By replacing spreadsheets and automating manual calculations, Simpliphy removes opportunities for costly compensation errors.



# what simpliphy does | features & benefits

Accuracy

Communication

Compliance

Simplicity

Scalability

Insight

## Streamline Communication

The simpliphy mobile app enables physicians to view pay and productivity data on demand, and its built-in messaging feature makes it easy for health systems to communicate with providers, who are often hard to reach.



# what simpliphy does | features & benefits

Accuracy

Communication

Compliance

Simplicity

Scalability

Insight

## Ensure Compliance

Physician compensation errors pose a high regulatory risk and complicate professional relationships. Simpliphy continually reconciles and reports what was earned with what was paid, accelerating the flow of information.



# what simpliphy does | features & benefits

Accuracy

Communication

Compliance

**Simplicity**

Scalability

Insight

## Reduce Complexity

Spend less time juggling multiple data sources. Simpliphy makes it possible to manage essential compensation details in a single application.



# what simpliphy does | features & benefits

Accuracy

Communication

Compliance

Simplicity

**Scalability**

Insight

## Scale to Any Size

Simpliphy standardizes calculations and physician communication for hospitals of all sizes, saving valuable time and providing refreshing transparency.



# what simpliphy does | features & benefits

Accuracy

Communication

Compliance

Simplicity

Scalability

Insight

## Gain Insight

Simpliphy provides early warning flags for critical categories like fair market value, deficits, and administrative hour caps and integrates market survey data to provide real-time benchmarking detail and management oversight that is difficult to achieve using a manual process.



# Simplicity is key. Here is how it works.

Simpliphy makes it surprisingly easy to calculate, reconcile, and track physician compensation.



# how simpliphy works | admin view

## Provider Setup

Contract Setup

Comp Models


Data Upload

Statements

Insights

Communication

Benchmarks



- Statements
- Data
  - Providers
    - New Provider
    - Active Providers
    - Inactive Providers
    - Choose Provider...
- Practices
- Documents
- Reports
- Benchmarks NEW
- Messages
- Time Entries

Andrew Walker ▾

## Provider Profile

Save

### Personal Information

First Name

Last Name

Email

NPI

Employee ID

Position Code

Department

Location

### Status


Specialty

Choose... ▾


Level

Choose... ▾

Hire Date



Benchmark Review



Group

Profile Notes

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# how simpliphy works | admin view

Provider Setup

Contract Setup

Comp Models


Data Upload

Statements

Insights

Communication

Benchmarks



Statements

Data

**Providers**

New Provider

Active Providers

Inactive Providers

Choose Provider...

Practices

Documents

Reports

Benchmarks NEW

Messages

Time Entries

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## Provider Profile

Save

Delete

Generate Provider's Statements

### Personal Information

First Name

Last Name

Hugh

Barley

Email

jetarala@gmail.com

NPI

Employee ID

1000000002

1002

Position Code

Department

1828

Location

User Account

Active

### Status

Specialty

Orthopedic Surgery: Spine

Level

Physician

Hire Date

Benchmark Review

07/01/2021

Group




JET

Profile Notes

### Contract Years

+ New Contract Year

Duplicate Last Contract Year

| START DATE | END DATE   | MODEL   |
|------------|------------|---|
| 01/01/2022 | 12/31/2022 |    |
| 01/01/2021 | 12/31/2021 |  |
| 10/02/2020 | 12/31/2020 |  |

Statements

Documents

# how simpliphy works | admin view

Provider Setup

Contract Setup

Comp Models


Data Upload

Statements

Insights

Communication

Benchmarks



Statements

Data

**Providers**

New Provider

Active Providers

Inactive Providers

Choose Provider...

Practices

Documents

Reports

Benchmarks NEW

Messages

Time Entries

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Compensation Model

Barley, Hugh ID 1002 Dept 1828 Orthopedic Surgery: Spine

Save

Terms

Start Date

End Date

Contract Amendment

Choose...

Payroll

Choose...

Reconciliation

Choose...

Annual Compensation Cap

\$

Annual Draw

\$

Target RVUs

Clinical FTE

Academic FTE

Ancillary FTE

Departments to Exclude ⓘ

Pay Codes to Exclude ⓘ

Production Tiers

Choose...

Notes

Custom Flags

Payments Due

Statement Notes

Term Notes

# how simpliphy works | admin view

Provider Setup

Contract Setup

Comp Models

Data Upload

Statements

Insights

Communication

Benchmarks

**simpliphy**

- Statements
- Data
- Providers**
  - New Provider
  - Active Providers
  - Inactive Providers
  - Choose Provider...
- Practices
- Documents
- Reports
- Benchmarks NEW
- Messages
- Time Entries

### Production Tiers

2

Tier Model ⓘ

Choose...

| Compensation Category | Description | Incentive Period | Incentive Cap |
|-----------------------|-------------|------------------|---------------|
| Choose...             |             | Choose...        | \$            |

| Department | Position Code | Departments |
|------------|---------------|-------------|
|            |               | Choose...   |

| Tier Rate | Annual Production |
|-----------|-------------------|
| \$        |                   |
| Tier Rate | Annual Production |
| \$        |                   |

Production Tiers (Secondary)

Choose...

### Earnings

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# how simpliphy works | admin view

Provider Setup

Contract Setup

Comp Models

Data Upload

Statements

Insights

Communication

Benchmarks

The screenshot displays the Simpliphy Admin View interface. On the left is a dark sidebar with the Simpliphy logo and a menu. The 'Providers' menu item is highlighted in green, with an orange arrow pointing to it. Below it are sub-items: 'New Provider', 'Active Providers', 'Inactive Providers', and 'Choose Provider...'. Other menu items include 'Statements', 'Data', 'Practices', 'Documents', 'Reports', 'Benchmarks' (marked with a 'NEW' badge), 'Messages', and 'Time Entries'. The main content area is titled 'Earnings' and contains a table with columns: 'Compensation Category', 'Description', 'Rate Per Unit', 'Max Units', and 'Max Amount'. The first row of the table has a dropdown menu for 'Compensation Category' with an orange arrow pointing to it, and a dropdown menu for 'Time Entry Eligible'. A modal window is open over the 'Compensation Category' dropdown, showing a list of options: 'Choose...', 'Administrative', 'Base', 'Base: Administrative', 'Base: Teaching', and 'Call'. Below the table is a section titled 'Value Based Incentives' with a dropdown menu for 'Choose...' and an orange arrow pointing to it. In the top right corner, there is a user profile icon and the name 'Andrew Walker'.

**simpliphy**

Statements

Data

**Providers**

- New Provider
- Active Providers
- Inactive Providers
- Choose Provider...

Practices

Documents

Reports

Benchmarks **NEW**

Messages

Time Entries

**Earnings**

| Compensation Category | Description   | Rate Per Unit | Max Units | Max Amount          |
|-----------------------|---------------|---------------|-----------|---------------------|
| 2                     |               |               |           |                     |
| Choose...             |               | \$            |           | \$                  |
| Department            | Position Code | Start Date    | End Date  | Time Entry Eligible |
|                       |               |               |           | Choose...           |

**Value Based Incentives**

Choose...

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# how simpliphy works | admin view

Provider Setup

Contract Setup

Comp Models


Data Upload

Statements

Insights

Communication

Benchmarks



Statements

Data

**Providers**

New Provider

Active Providers

Inactive Providers

Choose Provider...

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Profile Notes

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+ New Contract Year

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| 01/01/2021 | 12/31/2021 |  |
| 10/02/2020 | 12/31/2020 |  |

### Statements

### Documents

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# how simpliphy works | admin view

Provider Setup

Contract Setup

Comp Models

Data Upload

Statements

Insights

Communication

Benchmarks



Statements

Data

Providers

New Provider

Active Providers

Inactive Providers

Choose Provider...

Practices

Documents

Reports

Benchmarks NEW

Messages

Time Entries

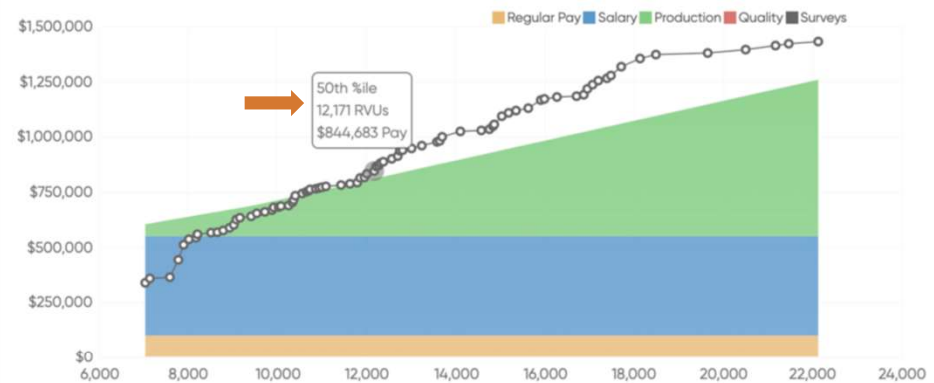
## Compensation Model

Barley, Hugh ID 1002 Dept 1828 Orthopedic Surgery: Spine

### Contract Details

|                     |                      |
|---------------------|----------------------|
| Start Date          | 01/01/2021           |
| End Date            | 12/31/2021           |
| Target Production   | 12,000               |
| Annual Salary       | \$450,000            |
| Salary Model        | Fixed Salary         |
| Location Stipend    | \$100,000            |
| Production Tiers    | 3                    |
| Tier Model          | Annualized Step RVUs |
| Tier Rate 1         | \$0.00               |
| Annual Production 1 | 5,500                |
| Tier Rate 2         | \$35.00              |
| Annual Production 2 | 9,500                |
| Tier Rate 3         | \$45.00              |
| Annual Production 3 | 0                    |

### Total Pay & RVUs



# how simpliphy works | admin view

Provider Setup

Contract Setup

Comp Models

Data Upload

Statements

Insights

Communication

Benchmarks

The screenshot displays the Simpliphy Admin View interface. On the left is a dark sidebar with the Simpliphy logo and a menu. The 'Data' menu item is highlighted in green. The main content area is titled 'Data Upload' and features four upload boxes for 'Payroll', 'Production', 'Earnings', and 'Ledger Totals'. Each box contains a cloud upload icon and the text 'Click or drag & drop to upload'. Arrows point from the 'Upload & Generate' option in the sidebar to the 'Payroll' box, and from the 'Benchmarks' option to a 'Generate Statements' button. The top right corner shows the user profile 'Andrew Walker'.

**simpliphy**

- Statements
- Data**
  - Upload & Generate
  - Setup
  - Pay Codes
  - Payroll
  - Procedures
  - Earnings
- Providers
- Practices
- Documents
- Reports
- Benchmarks NEW
- Messages
- Time Entries

## Data Upload

Payroll ⓘ

Production ⓘ

Earnings ⓘ

Ledger Totals ⓘ

Click or drag & drop to upload

Generate Statements

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# how simpliphy works | admin view

Provider Setup

Contract Setup

Comp Models

Data Upload

Statements

Insights

Communication

Benchmarks

**simpliphy**

**Statements**

246 statements have been generated.

**Statements**

For Selected Statements: Choose... **Continue**

Displaying 12 Records

Search:

|                          | PROVIDER       | DATE  | SPECIALTY                        | GROUP | LOC | DEPT | ANN PAY     | PAY % | ANN RVUS  | RVU % | PAY/RVU | PAY/RVU % | MONTH | BALANCE     | ALERTS                         |
|--------------------------|----------------|-------|----------------------------------|-------|-----|------|-------------|-------|-----------|-------|---------|-----------|-------|-------------|--------------------------------|
| <input type="checkbox"/> | Barley, Hugh   | 12/31 | Orthopedic Surgery: Spine        | JET   |     | 1828 | \$835,955   | 49    | 11,980    | 48    | \$70    | 56        | 12    | \$121,523   | MGMA 75%<br>END REC<br>RVU PMT |
| <input type="checkbox"/> | Brocks, Paul   | 12/31 | Surgery: Bariatric               | NBG   |     | 1248 | \$370,552   | 10    | 12,306    | 82    | \$30    | < 10      | 12    | (\$125,402) | END REC                        |
| <input type="checkbox"/> | Cloud, Christy | 12/31 | Family Medicine: Sports Medicine | GJS   |     | 1838 | \$100,000   | < 10  | 12,008    | 90    | \$8     | < 10      | 12    | (\$218,438) | END REC                        |
| <input type="checkbox"/> | Emma, Haddie   | 12/31 | Surgery: Trauma                  | GJS   |     | 1828 | \$701,248   | 90    | 11,783    | 90    | \$60    | 34        | 11    | \$155,786   | END PMT                        |
| <input type="checkbox"/> | Franklin, Jeff | 12/01 | Cardiology: Noninvasive          | JET   |     | 1828 | \$354,898   | 20    | 12,519    | 90    | \$28    | < 10      | 9     | \$3,072     | END                            |
| <input type="checkbox"/> | Joyce, Leah    | 12/31 | Anesthesiology: Pain Management  | GJS   |     | 2838 | \$636,371   | 74    | 12,472    | 90    | \$51    | 17        | 12    | \$108,258   | END REC                        |
| <input type="checkbox"/> | Ross, Wes      | 12/31 | Allergy/Immunology               | SGEP  |     | SGEP | \$1,293,625 | 90    | 2,183,049 | 90    | \$1     | < 10      | 6     | \$570,721   | END                            |
| <input type="checkbox"/> | Smith,         |       | Family                           |       |     |      |             |       |           |       |         |           |       |             |                                |

Statement Date: December 2021

# how simpliphy works | admin view

Provider Setup

Contract Setup

Comp Models

Data Upload

Statements

Insights

Communication

Benchmarks

**simpliphy**

Statements

Data

Providers

Practices

Documents

Reports

Benchmarks NEW

Messages

Time Entries

Statements have been updated.

**Statement**

For Selected Statements:

Displaying 12 Records

Cancel Send Emails

Statement Date: December 2021

Search:

| PROVIDER       | DATE  | SERVICE                          | STATUS | 1828 | \$835,955   | 49   | 11,980    | 48 | \$70 | 56   | 12 | \$121,523   | MGMA | 75% |
|----------------|-------|----------------------------------|--------|------|-------------|------|-----------|----|------|------|----|-------------|------|-----|
| Barley, Hugh   | 12/31 | Surgery: Spine                   | JET    | 1828 | \$835,955   | 49   | 11,980    | 48 | \$70 | 56   | 12 | \$121,523   | END  | REC |
| Brocks, Paul   | 12/31 | Surgery: Bariatric               | NBG    | 1248 | \$370,552   | 10   | 12,306    | 82 | \$30 | < 10 | 12 | (\$125,402) | END  | REC |
| Cloud, Christy | 12/31 | Family Medicine: Sports Medicine | GJS    | 1838 | \$100,000   | < 10 | 12,008    | 90 | \$8  | < 10 | 12 | (\$218,438) | END  | REC |
| Emma, Haddie   | 12/31 | Surgery: Trauma                  | GJS    | 1828 | \$701,248   | 90   | 11,783    | 90 | \$60 | 34   | 11 | \$155,786   | END  | PMT |
| Franklin, Jeff | 12/01 | Cardiology: Noninvasive          | JET    | 1828 | \$354,898   | 20   | 12,519    | 90 | \$28 | < 10 | 9  | \$3,072     | END  |     |
| Joyce, Leah    | 12/31 | Anesthesiology: Pain Management  | GJS    | 2838 | \$636,371   | 74   | 12,472    | 90 | \$51 | 17   | 12 | \$108,258   | END  | REC |
| Ross, Wes      | 12/31 | Allergy/Immunology               | SGEP   | SGEP | \$1,293,625 | 90   | 2,183,049 | 90 | \$1  | < 10 | 6  | \$570,721   | END  |     |

- Provider Setup
- Contract Setup
- Comp Models
- Data Upload
- Statements
- Insights**
- Communication
- Benchmarks

[illegible]

# how simpliphy works | admin view

Provider Setup

Contract Setup

Comp Models


Data Upload

Statements

Insights

Communication

Benchmarks



- Statements
- Data
- Providers
- Practices
- Documents
- Reports**
- Benchmarks NEW
- Messages
- Time Entries

Andrew Walker

## Simpliphy Reports

★ Featured

➔ Trending  
This report is a powerful tool for accessing and visualizing your data. It's basically a dynamic pivot table with selectable measures and groupings.

➔ File Generator  
Creates a production or other earnings adjustment file OR a custom flat file report based on client specific needs.

➔ Data Quality Checks  
Use this report to find actual or potential data issues that require additional research.

➔ Pay Variance & Caps  
The Pay Variance report was created to help identify providers that are potentially over/under paid when comparing the Base max amount in Other Earnings vs. Payroll (Base paycodes). Pay periods that overlap a contract start/end will be prorated according to number of business days.

➔ LOA Generator  
Creates a production adjustment file for LOA (leave of absence) related needs.

➔ User Engagement Summary  
See the percentage of active users that are utilizing Simpliphy (Desktop or Mobile app) over a specified timeframe (90-days default). The report only shows production providers by default but can be toggled to show all users.

➔ Variance to Budget, PY, & Survey  
Compare the total earned or RVUs (by month or YTD) vs. the Budget (if provided), or prior year (PY), or vs. Survey. Let the Simpliphy team know if the fiscal year start/end dates need to be adjusted.

➔ Monthly Checklist  
This report is a step by step list of recommended actions for finalizing and distributing provider statements. Some of the items in the list are informational only while others are pulling in data to calculate the current status.

# how simpliphy works | admin view

Provider Setup

Contract Setup

Comp Models

Data Upload

Statements

Insights

Communication

Benchmarks

 simpliphy

 Statements

 Data

 Providers

 Practices

 Documents

 Reports

 Benchmarks NEW

 Messages

 Time Entries

## Messages

 Andrew Walker



This month's payroll has been submitted. Let us know if you have any additional questions.



Thank you! Everything looks correct.



# how simpliphy works | admin view

Provider Setup

Contract Setup

Comp Models

Data Upload

Statements

Insights

Communication

Benchmarks



Statements

Data

Providers

Practices

Documents

Reports

Benchmarks NEW

Messages

Time Entries



## Real-Time Benchmarks NEW!

Welcome to Simpliphy Benchmarks! We're excited about the new components added and planned for this real-time benchmarking product. As we continue to add features and reports, we would appreciate your feedback to ensure our presentations meet your needs.



### Pay Percentiles (Coming Soon)

Access provider compensation and production by pay categories, specialty, and other key fields.



### E&M Opportunity

Compare how providers code for E&M (specifically, the office or outpatient type) versus peers within the same specialty. Opportunity is calculated by multiplying the selected provider's total charge count by the distribution curve of the peers within the same specialty.



### Quartiles & Scatter Plot

Identify a group or provider's quartile performance (with pay percentiles across the y-axis and wRVU percentiles on the x-axis) and compare the group or provider to the benchmark distribution.



### CPT Usage

See CPT trends and sort results based on volume or change percentage over time. The primary metrics are volume, percentage of total, and indexing compared to prior month and prior year.

### Features Coming

- 1) Pay Percentiles Report
- 2) Compare to CMS data
- 3) Compare to National data
- 4) Compare by Region
- 5) Coding Profiler
- 6) Charge Lag Report

FOR PHYSICIANS

# See your pay structure On a single screen.

With Simpliphy's intuitive mobile app, you can view a summary of your current compensation and ensure you're on pace to hit your performance goals.



# how simpliphy works | physician view

## Overview

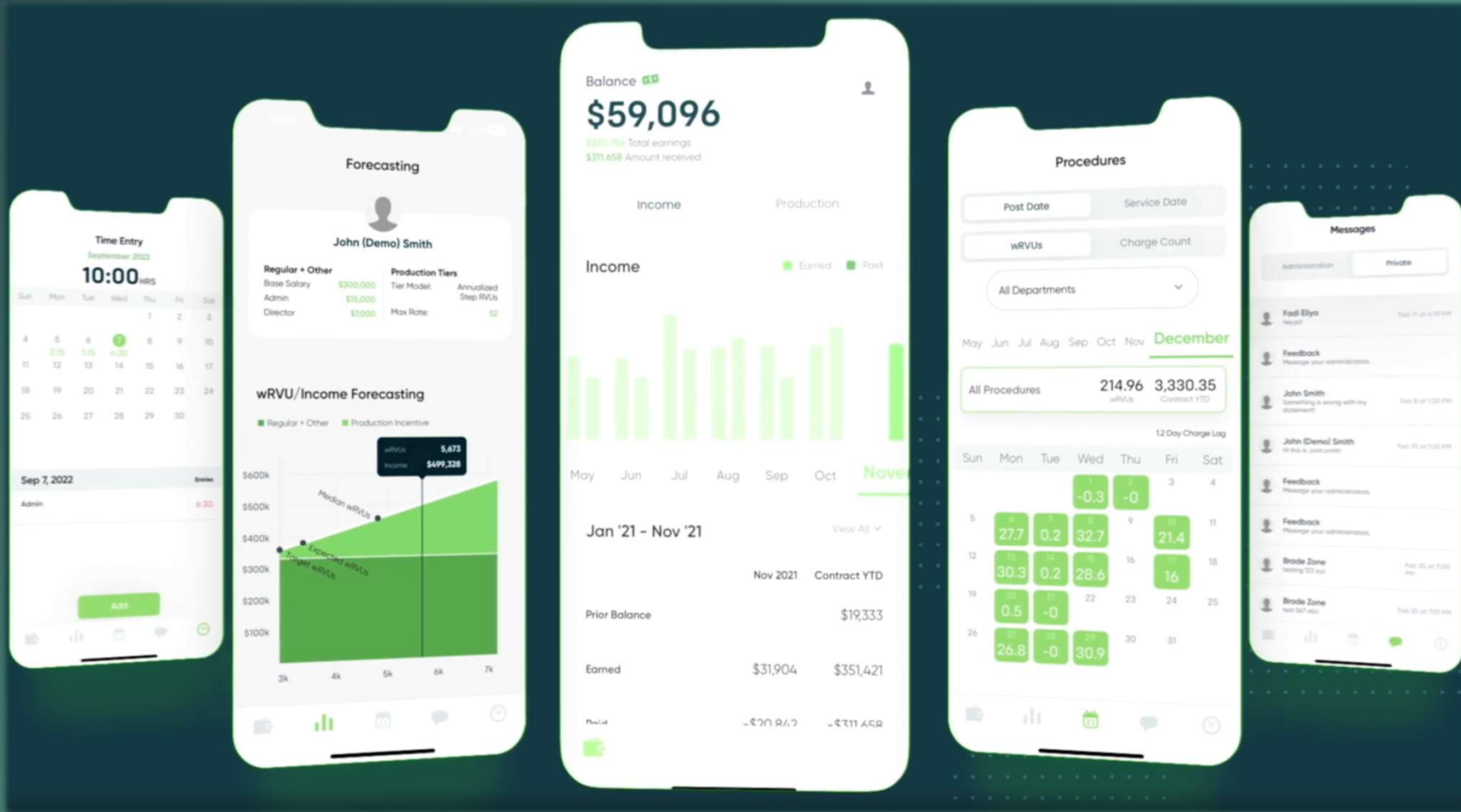
Production

Forecast

Communicate

Visibility

Tracking



# how simpliphy works | physician view

Overview

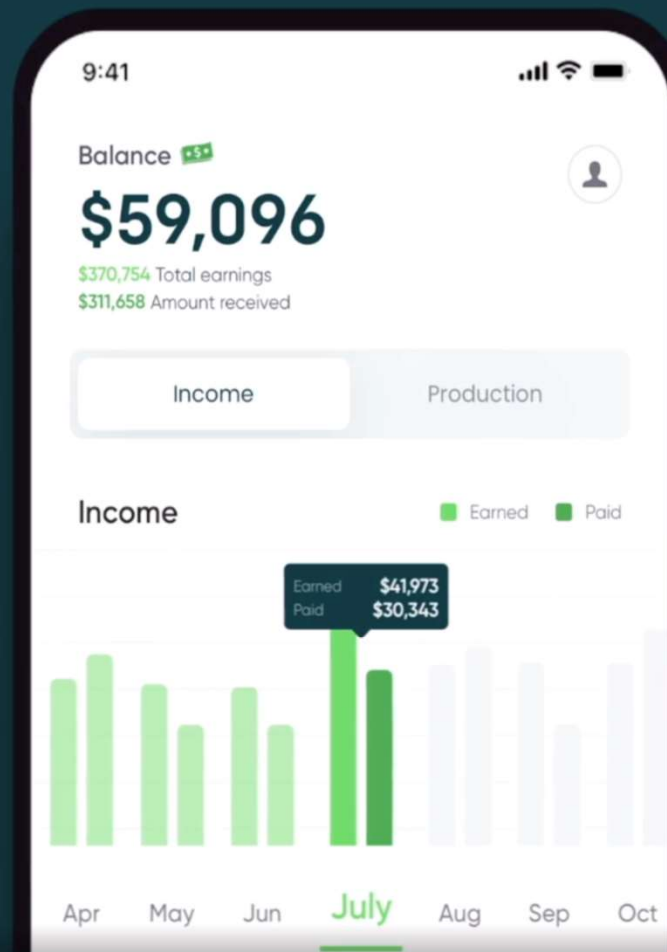
Production

Forecast

Communicate

Visibility

Tracking



 BALANCE

## See an income and production summary

# how simpliphy works | physician view

Overview

Production

Forecast

Communicate

Visibility

Tracking

 FORECASTING

## Estimate performance and incentives



# how simpliphy works | physician view

Overview

Production

Forecast

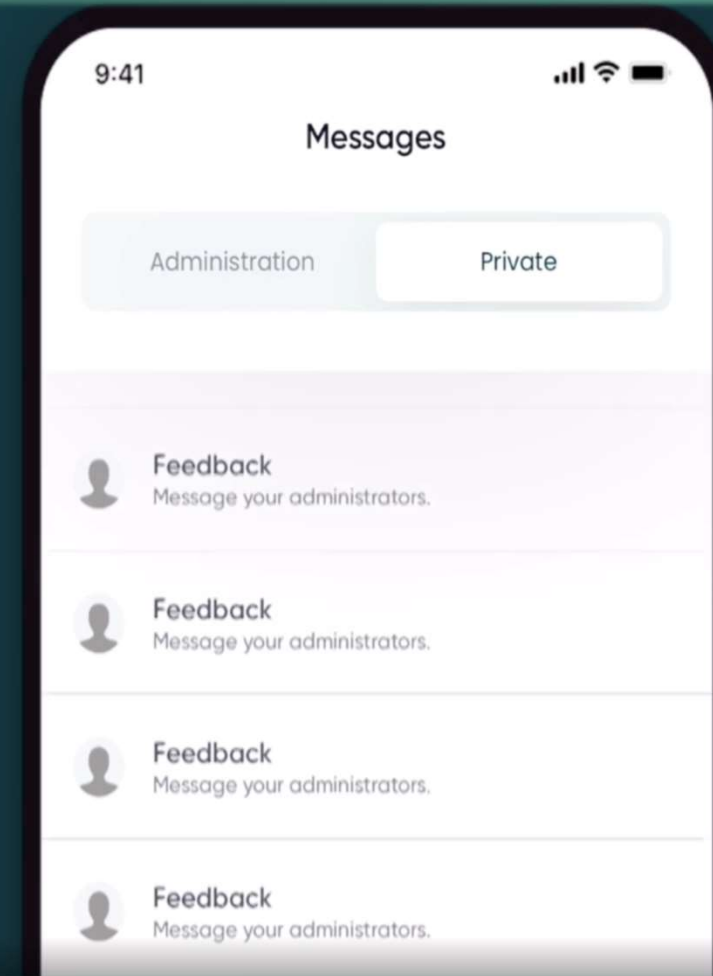
Communicate

Visibility

Tracking



Communicate  
with colleagues



# how simpliphy works | physician view

Overview

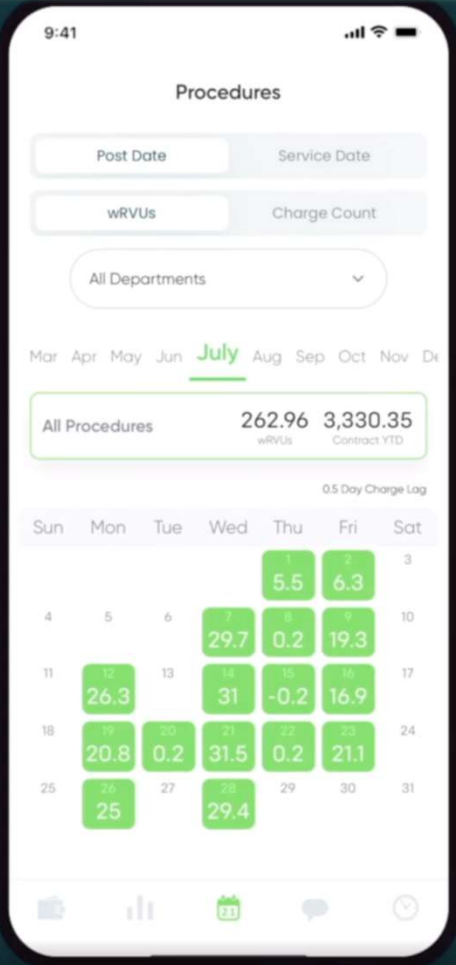
Production

Forecast

Communicate

Visibility

Tracking



21 PROCEDURES

## Review procedures and services

# how simpliphy works | physician view

Overview

Production

Forecast

Communicate

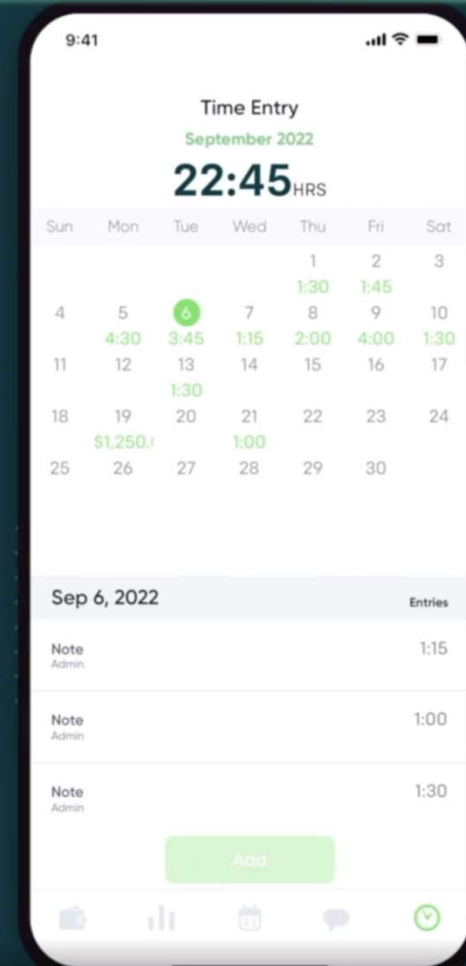
Visibility

Tracking



TIME SUBMISSION

## Record and track your time



“I had to ask my practice manager for this information.  
It is awesome that I can now see it any time on my phone.  
This is exactly the type of tool physicians need.”

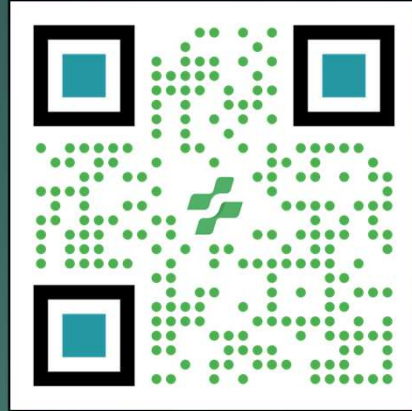
Physician | Simpliphy User

**Our clients love simpliphy.**  
**And we love them back.**

“With Simpliphy, our physician compensation management  
has dramatically improved. The application has made our  
process more efficient and accurate”

Brenda P | Finance Department





Interested in learning more about simpliphy?  
**Schedule a private demo.**

Thank you for your time today!

