



NorthShore University HealthSystem Medical Group

Physician-led,
physician-driven.



We are a large and growing team of medical professionals who are invested in each other's futures and devoted to the highest standards of patient care.



 **NorthShore**
University HealthSystem
Medical Group

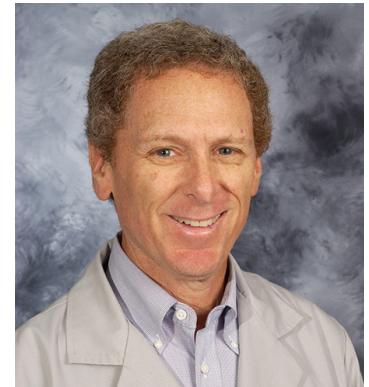
Join the NorthShore team and be a part of truly exceptional healthcare.

NorthShore University HealthSystem Medical Group—Physician-Led, Physician-Driven

NorthShore University HealthSystem (NorthShore) Medical Group combines the support of a financially sound, well-managed integrated healthcare system with the autonomy of a private practice-like model to advance the success of our physician members.

Among the advantages our physicians enjoy:

- **Relief from the everyday hassles and headaches** of running a practice, with a full complement of administrative, financial and technology resources.
- **A completely integrated electronic health records (EHR) system** that keeps all your patients' information at your fingertips and expedites communication with all those involved in their care.
- **Affiliation with a thriving healthcare system** that provides long-term security and affords ready access to an extensive network of specialists and services to help deliver the best in patient care.
- **Independence in medical decision-making** combined with a collaborative, supportive atmosphere designed to help you succeed.
- **Strong personal economics** with a competitive compensation system, comprehensive benefits and a system that supports work/life balance.



“It’s so much easier to function as part of this group. I can be a doctor instead of having to be a businessman, worried about hiring and firing people, paying rent, and all those issues that make running a practice so time consuming and difficult.”

– Robert Minkus, M.D.

A Strong Partner

You're backed by a premier healthcare institution and a full network of experts.

Be part of an organization that's financially successful, well-managed, and has resources to invest in technology and capital equipment for our members.



"The great thing about our EHR system is it's essentially a multi-specialty group without walls. You function as if everyone's together in the same building, getting real-time information, from test results to specialist visits—instantly."

– Norman Gutmann, MD

- **Long-term stability.** Since our founding in 1993, NorthShore Medical Group has grown from 35 physicians to nearly 1,000. And we've grown profitably, with steady improvements in year-over-year net revenue and a compounded annual growth rate that's among the best in the industry.
- **University of Chicago Pritzker School of Medicine affiliation.** NorthShore is committed to excellence in its academic mission and supports teaching and research as the principal teaching affiliate of the University of Chicago Pritzker School of Medicine. The NorthShore University HealthSystem Research Institute focuses on clinical and translational research, including leadership in outcomes research and clinical trials. And we rank ninth in the nation among multispecialty independent research hospitals.
- **Managed care contracting.** We've negotiated solid, multiple-year contracts with all the major health plans, all of whom recognize the value NorthShore Medical Group provides to patients and the communities we serve. As a result, we're able to secure appropriate compensation for the services our physicians provide.
- **Access to specialists.** Our network of nearly 1,000 primary care and specialist physicians, practicing in more than 100 offices, provides patients with significant depth of expertise, a range of choices, timely appointments and services conveniently located throughout an expansive geography. As part of our group, you and your patients will have access to experts doing pioneering work in a variety of fields and representing virtually every medical specialty.
- **Access to capital.** As the growth engine for NorthShore University HealthSystem, we have ready access to capital funds to invest in state-of-the-art clinical equipment and modern facilities (both inpatient and outpatient).

"Physicians in the NorthShore Medical Group work together as partners and colleagues. I have real opportunities to make leadership decisions with my associates from other specialties. I know that this strengthens our entire group and that my patients especially benefit from this."

– Neil Freedman, MD

Reduced Hassles

Focus on what you're trained for—the practice of medicine.

We relieve you of many of the day-to-day burdens of running a practice and give you tools that enhance efficiency for you and your staff.

- **Electronic health records.** Our EHR system, Epic, is the gold standard in the industry. It provides all patient information, from anywhere in the system, at the touch of a button, expediting communication and access among physicians and improving patient care. Epic is fully integrated, so all services—from all of our hospitals, inpatient and outpatient clinics, emergency rooms, medical testing labs and specialist consultations—are on a single system. With Epic, all the information you need to provide seamless patient care is instantly available to you and your staff—in your office, at the hospital and from your home—at no cost to you.
- **Best practice billing and collection system.** Spend time caring for your patients instead of dealing with billing hassles and insurance companies. We've negotiated excellent contracts and enjoy strong relationships with all the major health plans. Our "best practices" billing department leads the industry in high collection rates, fewer days in accounts receivable and very low denial rates. Coding expertise is provided to our physicians on an individual basis by certified coders. A fully automated charge entry process and a rigorous charge review system mean claims are submitted "clean" the first time and errors are minimized. As a result, payments are received faster and physicians collect fully for the value they provide.
- **Malpractice coverage.** The burdens associated with securing and maintaining malpractice coverage are handled at the corporate level. Premiums are significantly lower, and coverage is often greater than one can achieve by negotiating individually with carriers.
- **HR support.** The challenges associated with screening, interviewing, training and managing staff are handled by practice management professionals. Our strong reputation in the community allows us to attract and retain top candidates, and we provide ongoing learning and development programs to support and advance staff skills. We also free you of the burden of procuring and maintaining benefits for your staff.



"Everyone in the network is really responsive and reliable. If I want a test or a picture done, I pick up the phone and it's scheduled right away. That makes my day easier and more pleasurable, because I'm able to help my patients, and that's what I'm here for."—

—Elaine Wade, MD

"Being part of NorthShore Medical Group means I'm relieved of the burden and risk of having my own business, so I can practice medicine as I've been trained to do. I'm also reimbursed better for the work I perform."

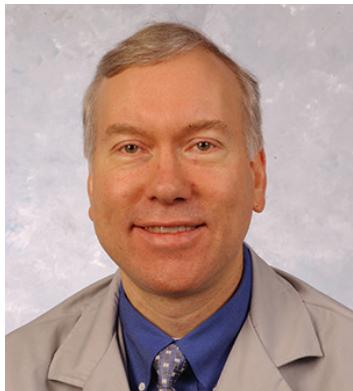
—David Soo, MD

Autonomy and Support

Retain the independence in your clinical practice while getting the support you need to thrive.

We respect your independence and foster a system that preserves it. At the same time, we offer a collaborative, collegial environment to help you thrive.

- **Physician-led, physician-driven.** Business decisions are made with the impact on patient care top of mind. Physician leadership permeates every level of the organization, from the President's office to the individual clinical leaders to the many physician-driven committees that address key organizational issues.
- **Collegial, supportive environment.** Accounting for more than half of all system admissions, NorthShore Medical Group physicians are recognized and valued as key drivers of growth, new programs and clinical expertise. We foster a strong culture of collegiality that emphasizes and rewards service throughout all levels of the organization.
- **Growth and development.** We provide extensive tools and resources to help our physicians and their staff throughout their careers. From the New Physician/Provider Orientation offered to new physicians building a practice to the Leadership Development Series offered to established physicians, NorthShore Medical Group is committed to each and every physician's success.



“It’s such a great improvement over being in solo practice. I actually have less time on call and get to spend more time with my family. And having less responsibility for day-to-day operations and administration means I’m enjoying practicing medicine more.”

– Robert Tanney, DO

Enviable Personal Economics and Lifestyle

Enjoy enhanced financial success and long-term security.

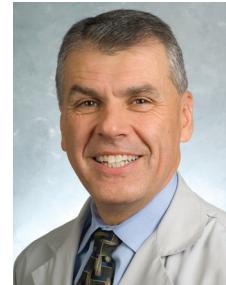
We offer a total compensation and benefits package that exceeds what most physicians can earn in private practice and advances your financial success.

- **Competitive compensation.** Physician compensation plans are designed to be externally competitive and internally equitable. They reward individual productivity, outstanding patient care, and customer service with patients and colleagues.
- **Comprehensive benefits.** Our benefit plan boasts extensive coverage and options afforded only by large institutions. We offer several retirement options, including a 403(b) corporate match and contribution plan along with term life insurance, excellent short- and long-term disability coverage, generous Continuing Medical Education allowance and vacation leave.
- **Flexibility and improved lifestyle.** To grow and retain patients, we place strong emphasis on patient access and extended hours. However, being part of a group means coverage is spread among more physicians, creating a more lifestyle-friendly environment.
- **Location.** With hospitals in Evanston, Glenview, Highland Park and now Skokie, plus more than 100 offices located throughout the North Cook and Lake County suburbs, we offer expansive geographic coverage and services close to where your patients live and work.

“If you’d like to learn more about NorthShore University HealthSystem Medical Group, we would welcome the opportunity to discuss the many advantages of membership with you.”

Joseph Golbus, M.D.

President, NorthShore Medical Group



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