

OREGON RHC FINANCIAL INDICATOR BENCHMARKING REPORT

INTRODUCTION

"This project is supported by the Health Resources and Services Administration (HRSA) of the U.S. Department of Health and Human Services (HHS), Rural Hospital Flexibility Program. This information or content and conclusions are those of the author and should not be construed as the official position or policy of, nor should any endorsements be inferred by HRSA, HHS, or the U.S. Government."



PRESENTER



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PURPOSE OF THE REPORT AND ANALYSIS

- Obtain data from Oregon RHC cost reports (as released by Medicare)
 - 2024 Report : 7/1/2022 6/30/2023 submitted cost reports (or most recent in some cases)

 Identified State baseline for benchmarking for each financial indicator and operational indicator.

Graphs created for each indicator indicating where each RHC ranks in comparison for the State



ABOUT THE DATA

- As noted, the data is gathered from the cost reports of Oregon RHCs
 - Freestanding RHC Cost Reports
 - Hospital Cost Reports for provider based RHCs

Cost report rules do allow for combined reporting of multiple RHCs as one on the cost report.
 When applicable, the individual RHC reports were utilized. Combined reports were used when necessary.



ABOUT THE DATA

The accuracy of the financial and operational data is only as accurate as the information submitted on the cost reports. In some situations, it was necessary to omit calculations that were significant outliers and/or appeared to contain inaccurate information. We encourage providers to work with their cost report preparers to address potential areas of concern and to address any additional inaccuracies the provider identifies through this process.



ABOUT THE DATA

Due to a lack of accurate data or only one reporting entity, the following financial indicators were not reported in this reporting cycle:

- CNM Visits per FTE
- Visiting Nurse Visits per FTE
- Clinical Psychologist Visits per FTE (Freestanding)
- CNM Cost per Provider FTE
- Visiting Nurse Cost per Provider FTE
- Clinical Psychologist Cost per Provider FTE (Freestanding)

These financial indicators should continue to be reviewed in any subsequent reporting periods for consideration to be reported and have benchmarks established.

BASELINES AND BENCHMARKS

Initial baseline averages, medians, 25th and 75th percentiles were identified. Initial benchmarks are at the 75th percentiles in first year. We recommended aggregate improvement goals be established for the next three reporting periods. Overall improvements in a Year 2 of reporting period would be expected to be minimal in nature as some reporting periods would be completed prior to the reporting for Year 1 while others only had a small window of time to implement improvement strategies.



INDIVIDUAL FACILITY IDENTIFIERS

- Each RHC has been assigned a nondescript identifier.
 - H's are for hospital-based providers
 - F's are for freestanding providers
 - Providers reported in a combined format on the cost report were assigned a single identifier
- Each facility has been sent their identifier





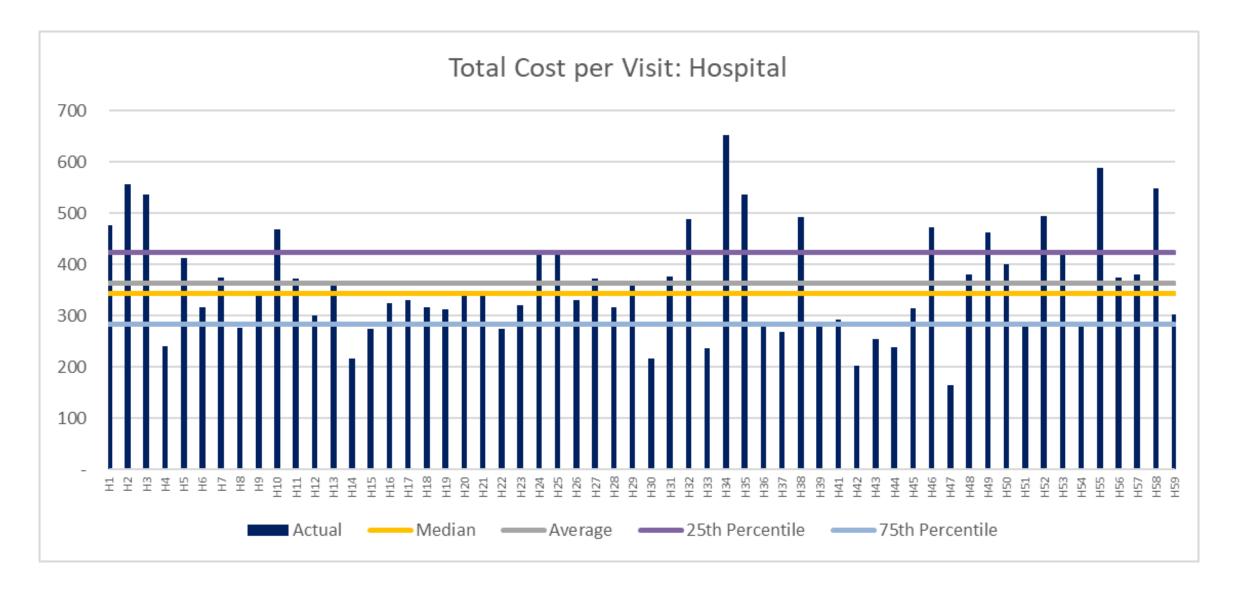
TOTAL COST PER VISIT

TOTAL COST PER VISIT

- Higher cost per visits lead to lower profitability for other payors
 - May also impact Medicaid
 - Remember the Medicare 80/20 calculation limitation
 - Costs over Medicare caps are not reimbursed by Medicare

- Lower cost is favorable over time
 - Initial impact on Medicaid

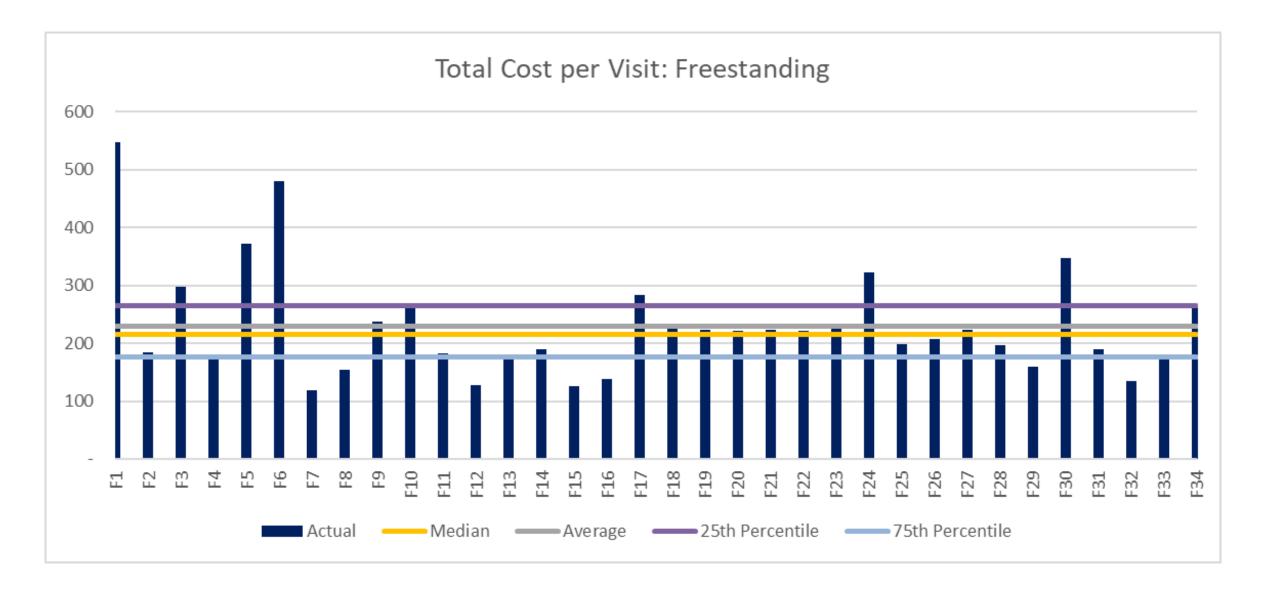




Max = 654 Median = 343

Min = 165 25th Percentile = 423

Average = 363 75th Percentile = 284



Max = 547

Median = 215

Min = 118

25th Percentile = 265

Average = 230

75th Percentile = 176

TOTAL COST PER VISIT — COMPARISON

	Hospital Based	Free Standing
Max	\$654	\$547
Min	\$165	\$118
Average	\$363	\$230
Median	\$343	\$215
25 th %	\$423	\$265
75 th %	\$284	\$176



COST PER VISIT STRATEGIES

- Employ strategies identified in
 - NP/PA FTEs to Total FTEs
 - Provider visits per FTE
 - Cost per FTE Provider
- Review other staffing levels for appropriateness
- Review overhead costs





HEALTHCARE STAFF COST PER VISIT

HEALTHCARE STAFF COST PER VISIT

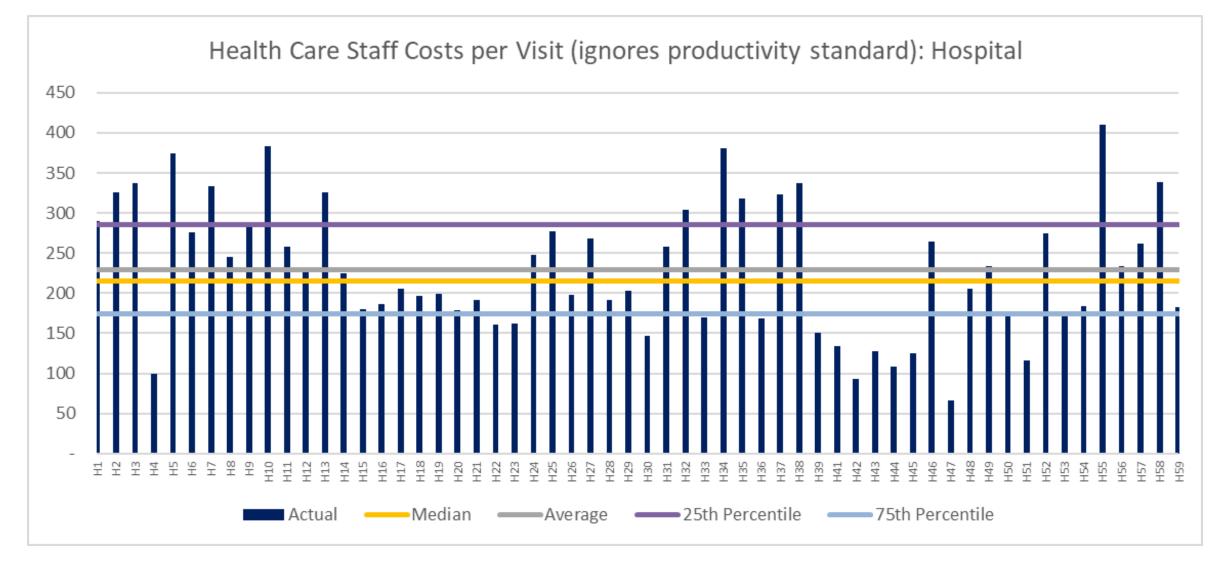
Includes

- Direct Staffing
 - Providers
 - Ancillary support
- Supplies
- Pharmacy
- Medical Equipment
- Professional Liability

Does not include

- Facility costs
- Administration
- Higher cost per visits lead to lower profitability for other payors
 - May also impact Medicaid
 - Remember Medicare 80/20 calculation limitation and impact of caps
- Lower cost is favorable over time
 - Initial impact on Medicaid Higher cost per visits lead to lower profitability for other payors





Max = 410

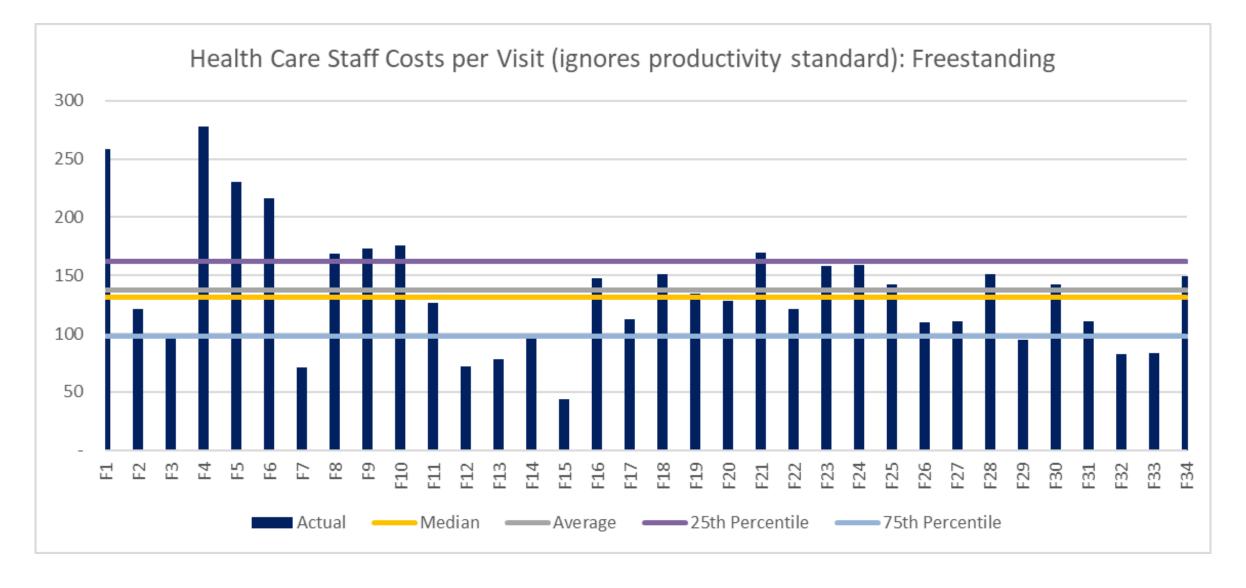
Median = 215

Min = 66

25th Percentile = 286

Average = 229

75th Percentile = 174



Max = 278

Min = 44

Average = 137

Median = 132

25th Percentile = 162

75th Percentile = 98

TOTAL HEALTHCARE COST PER VISIT — COMPARISON

	Hospital Based	Free Standing
Max	\$410	\$278
Min	\$66	\$44
Average	\$229	\$137
Median	\$215	\$132
25 th %	\$286	\$162
75 th %	\$174	\$98



HEALTHCARE STAFF COST PER VISIT STRATEGIES

- Employ strategies identified in
 - NP/PA FTEs to Total FTEs
 - Provider visits per FTE
 - Cost per FTE Provider
- Review other staffing levels for appropriateness
 - Nursing
 - Delicate balancing act
- Review department specific costs
 - Staff
 - Supplies
 - Pharmacy
 - Etc.



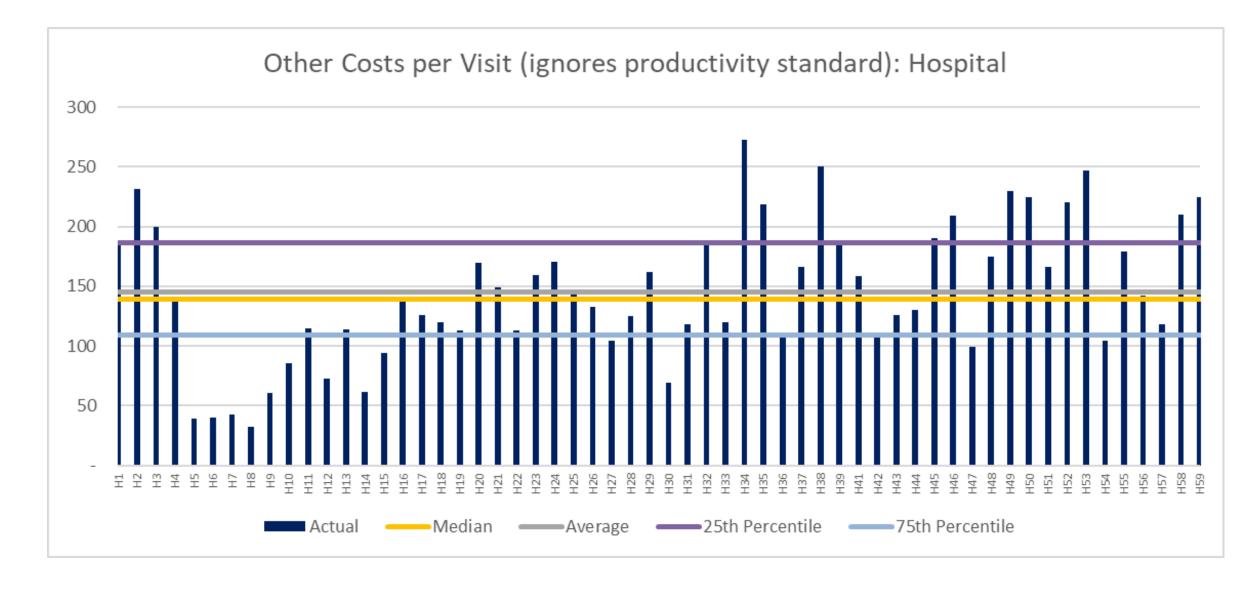


OTHER COST PER VISIT

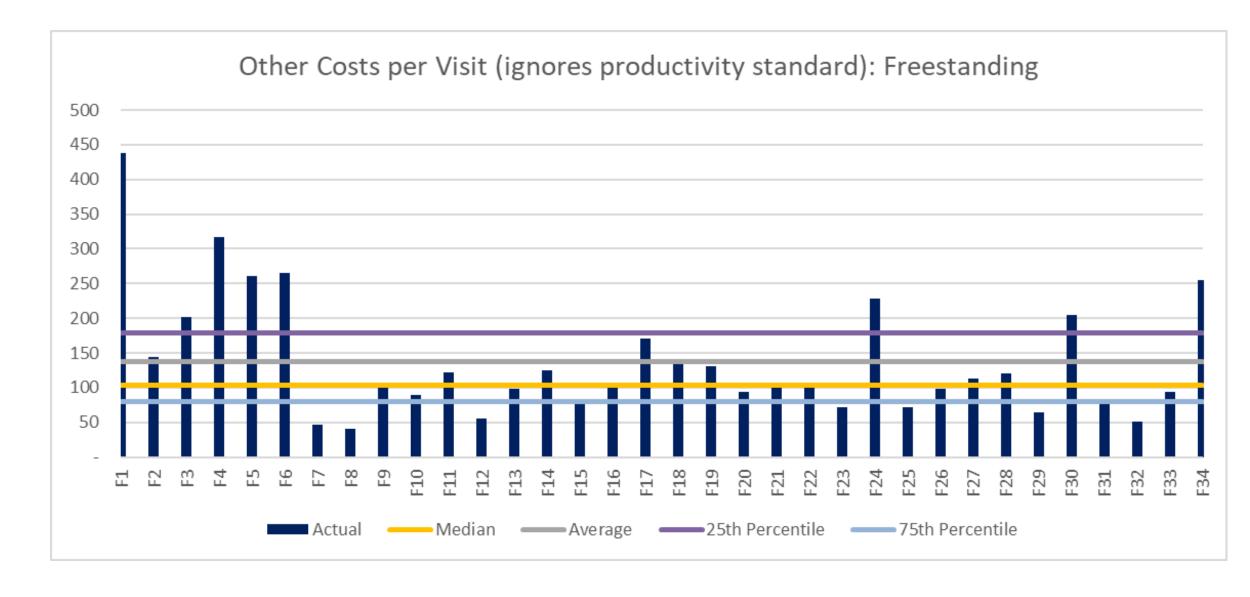
OTHER COST PER VISIT

- Includes
 - Facility costs
 - Administration
- Does not include
 - Direct Staffing
 - Supplies
 - Pharmacy
 - Medical Equipment
 - Professional Liability
- Higher cost per visits lead to lower profitability for other payors
 - May also impact Medicaid
 - Remember Medicare 80/20 calculation limitation and impact of caps
- Lower cost is favorable over time
 - Initial impact on Medicaid





Max = 273 Median = 139 Min = 32 25th Percentile = 186Average = 145 75th Percentile = 109



Max = 438 Median = 103 Min = 41 25th Percentile = 179Average = 138 75th Percentile = 80

TOTAL OTHER COST PER VISIT — COMPARISON

	Hospital Based	Free Standing
Max	\$273	\$438
Min	\$32	\$41
Average	\$145	\$138
Median	\$139	\$103
25 th %	\$186	\$1 <i>7</i> 9
75 th %	\$109	\$80



OTHER COST PER VISIT STRATEGIES

- Review overhead costs
 - Building cost
 - Utilities
 - Administrative and General
 - Often ignored
 - Housekeeping
 - Health Information Management



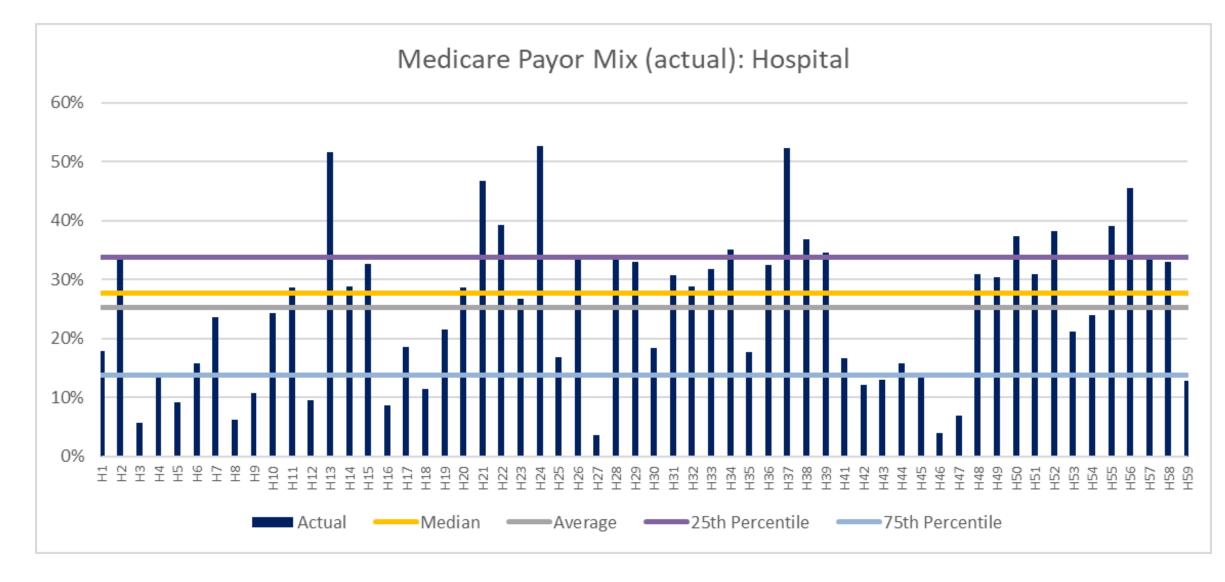


MEDICARE PAYER MIX

MEDICARE PAYER MIX

- May be an indication of profitability
- Lower Medicare payor mix may assist in improving financial performance
 - Impact will vary based on cost per visit versus commercial payment
 - Calculation can be impacted by high Medicare Advantage penetration
 - Higher Medicaid payor utilization may have bigger impact than higher Medicare





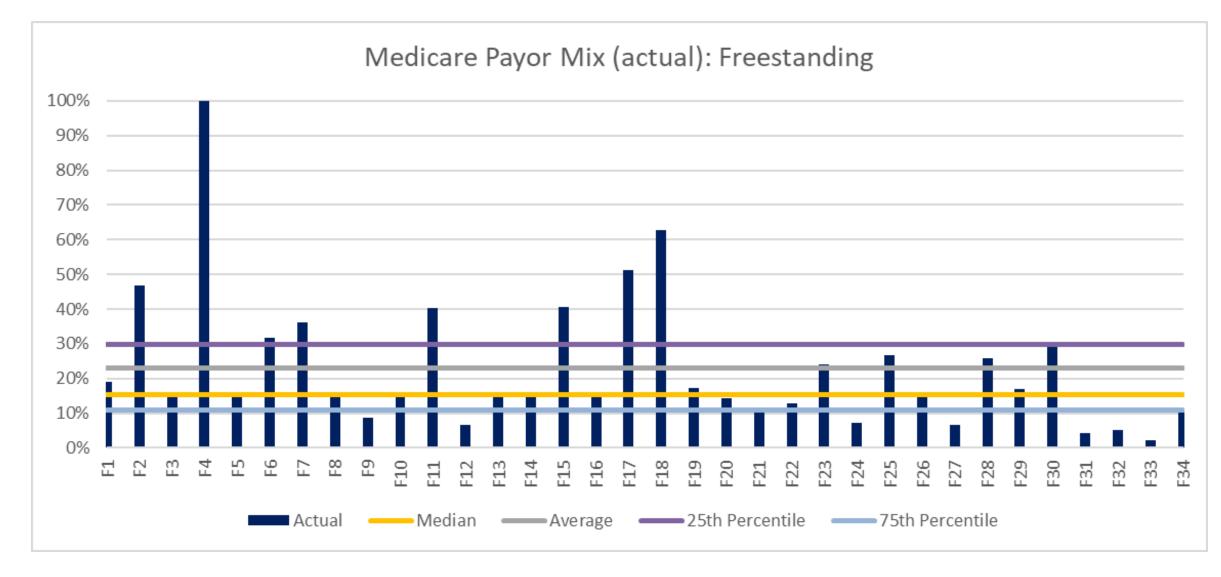
Max = 53%

Min = 4%

Median = 28%

25th Percentile = 34%

Average = 25% 75th Percentile = 14%



Max = 100%

Min = 2%

Median = 15%

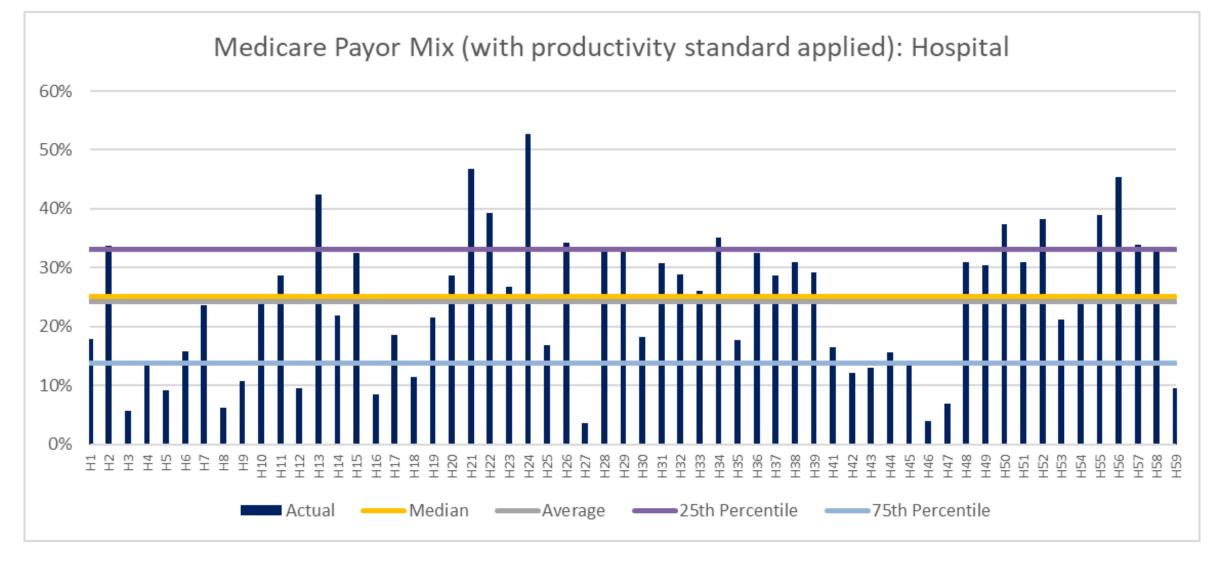
25th Percentile = 30%

Average = 23% 75th Percentile = 11%

MEDICARE PAYER MIX - COMPARISON

	Hospital Based	Free Standing
Max	53%	100%
Min	4%	2%
Average	25%	23%
Median	28%	15%
25 th %	34%	30%
75 th %	14%	11%





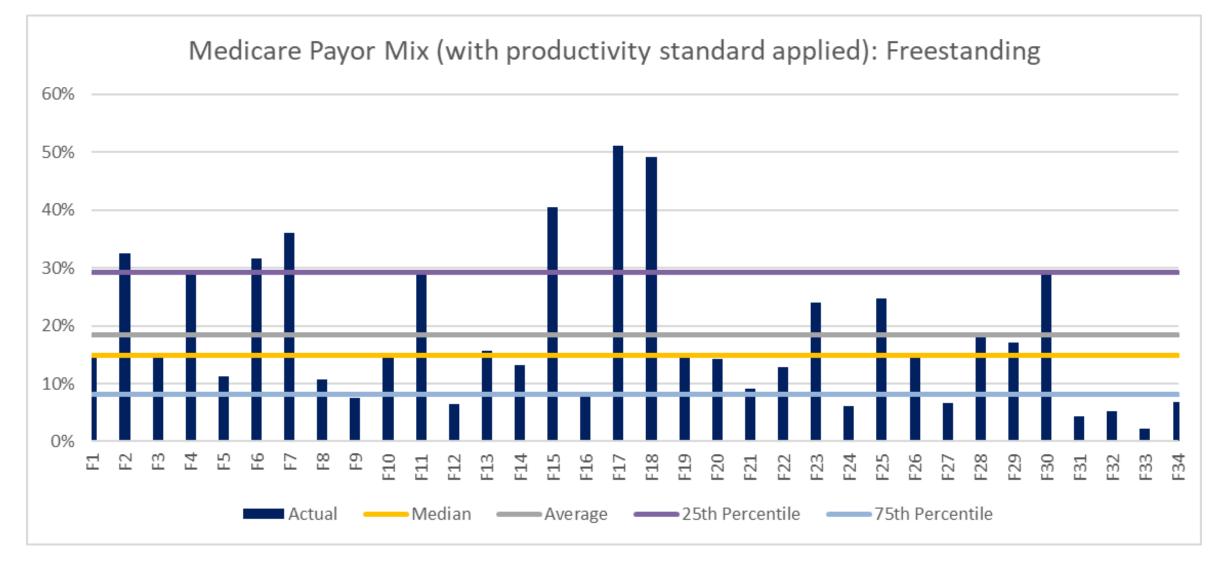
Max = 53%

Median = 25%

Min = 4%

25th Percentile = 33%

Average = 24% 75th Percentile = 14%



Max = 51%

Median = 15%

Min = 2%

25th Percentile = 29%

Average = 18% 75th Percentile = 8%

MEDICARE PAYER MIX — COMPARISON ADJUSTED FOR PRODUCTIVITY STANDARD

	Hospital Based	Free Standing
Max	53%	51%
Min	4%	2%
Average	24%	18%
Median	25%	15%
25 th %	33%	29%
75 th %	14%	8%



MEDICARE PAYER MIX STRATEGIES

Maximize non-Medicare volumes

- Do not focus on minimizing Medicare volumes
- Consider marketing efforts
- Promote wellness activities for all age groups
- Implement telehealth strategies
- Explore alternative clinic hours
- Think access

Important notes

- Higher Medicare percentage may appear to be beneficial is there is a high cost per visit
- Need to think long term versus short term strategy



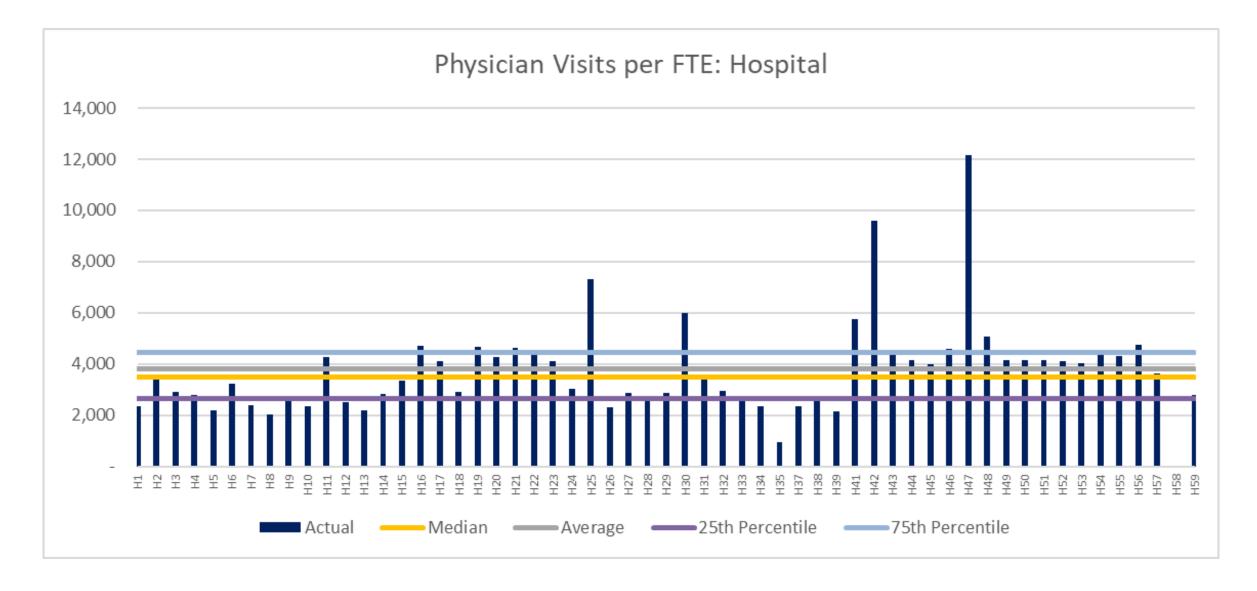


VISITS PER FTE PHYSICIAN NURSE PRACTITIONER PHYSICIAN ASSISTANT **CLINICAL SOCIAL WORKER** CERTIFIED NURSE MIDWIFE **VISITING NURSE CLINICAL PSYCHOLOGIST**

VISITS PER PROVIDER FTE

- Higher visit numbers are an indicator of greater productivity
 - Can lower cost per visit
 - Can improve profitability of services provided to other payors
- Cost per visit calculations are subject to productivity standard as applied by Medicare
 - 4,200 visits per Physician FTE
 - 2,100 visits per Nurse Practitioner/Physician Assistant
 - Applied in the aggregate
 - Productivity Standards do not apply to other providers
- Higher numbers are favorable

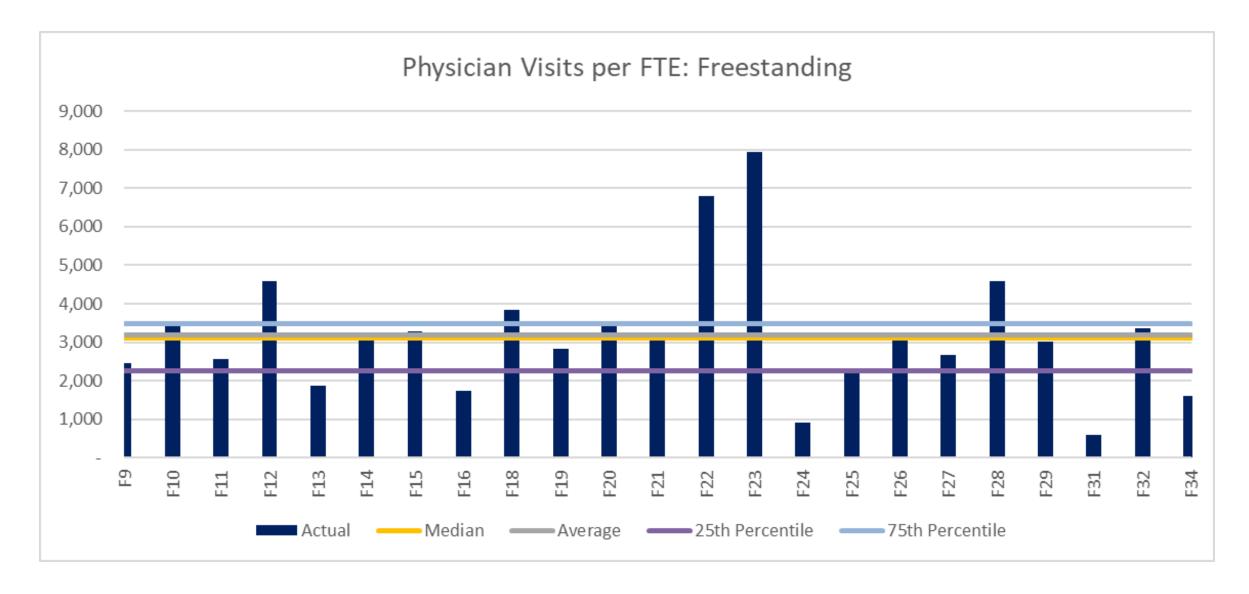




Max = 12,148 Median = 3,486

Min = 942 25th Percentile = 2,634

Average = 3,795 75th Percentile = 4,437



Max = 7,931 Median = 3,123

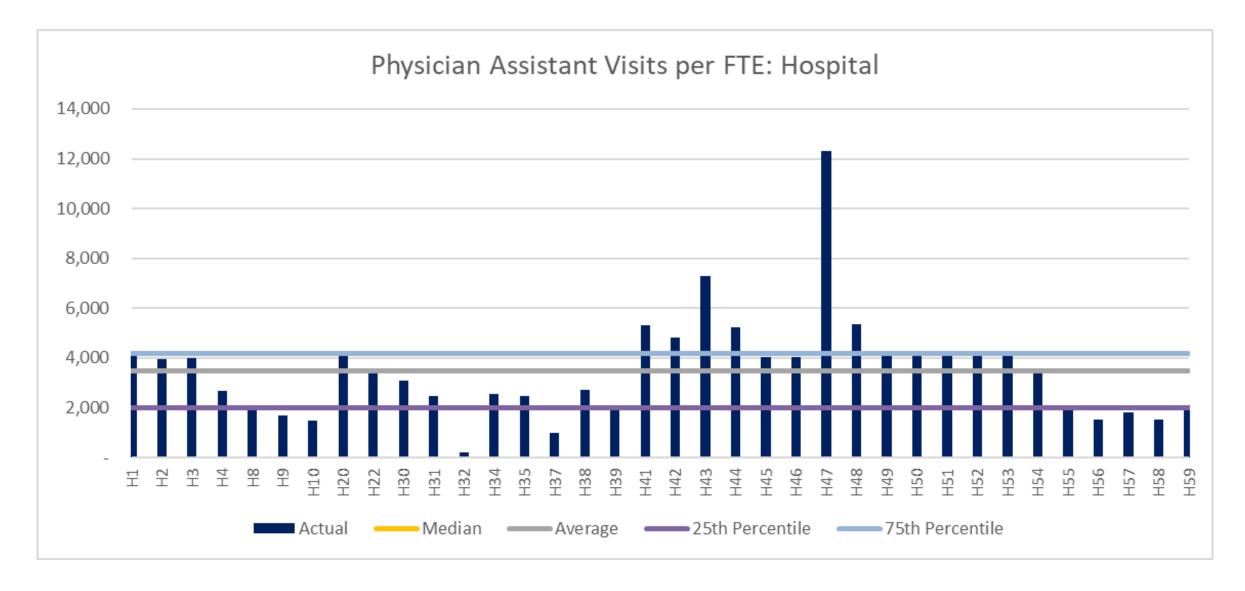
Min = 600 25th Percentile = 2,267

Average = 3,192 75th Percentile = 3,484

PHYSICIAN VISITS PER FTE — COMPARISON

	Hospital Based	Free Standing
Max	12,148	7,931
Min	942	600
Average	3,795	3,192
Median	3,486	3,123
25 th %	2,634	2,267
75 th %	4,437	3,484





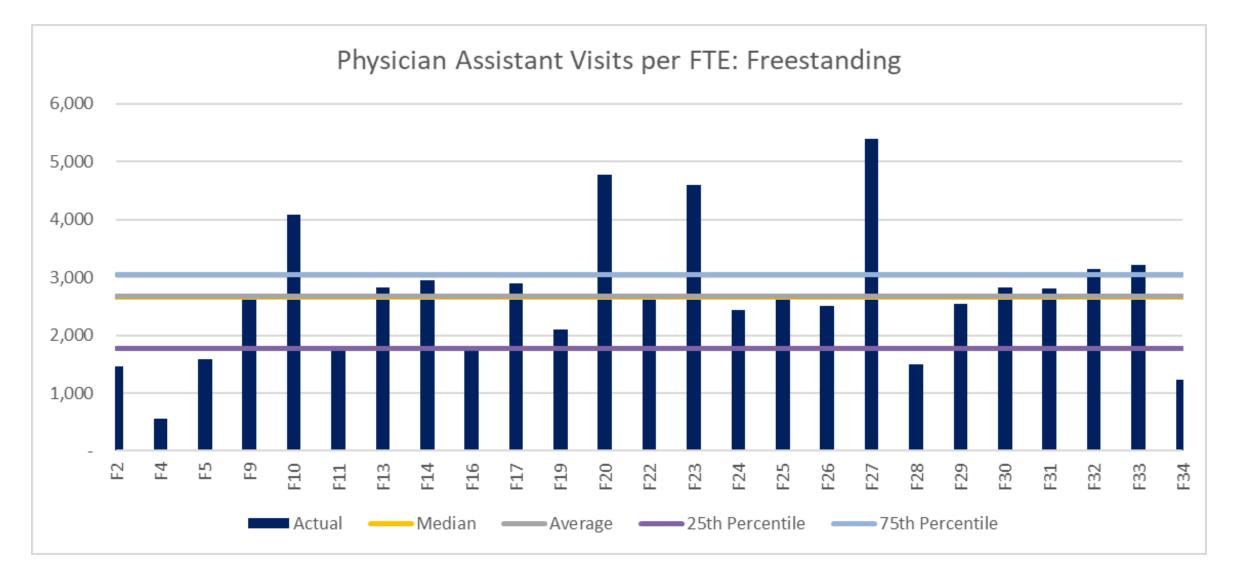
Max = 12,300

Median = 3,483

Min = 193

25th Percentile = 2,005

Average = 3,491 75th Percentile = 4,162



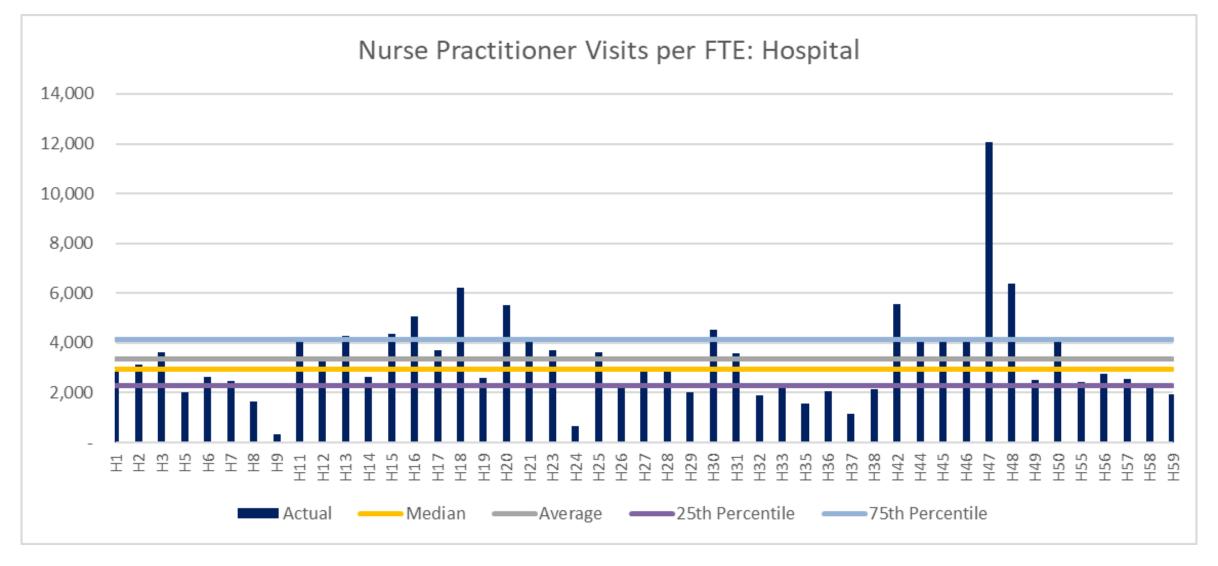
Max = 5,400 Min = 550 Average = 2,681

Median = 2,661 25th Percentile = 1,775 75th Percentile = 3,045

PHYSICIAN ASSISTANT (PA) VISITS PER FTE — COMPARISON

	Hospital Based	Free Standing
Max	12,300	5,400
Min	193	550
Average	3,491	2,681
Median	3,483	2,661
25 th %	2,005	1,775
75 th %	4,162	3,045





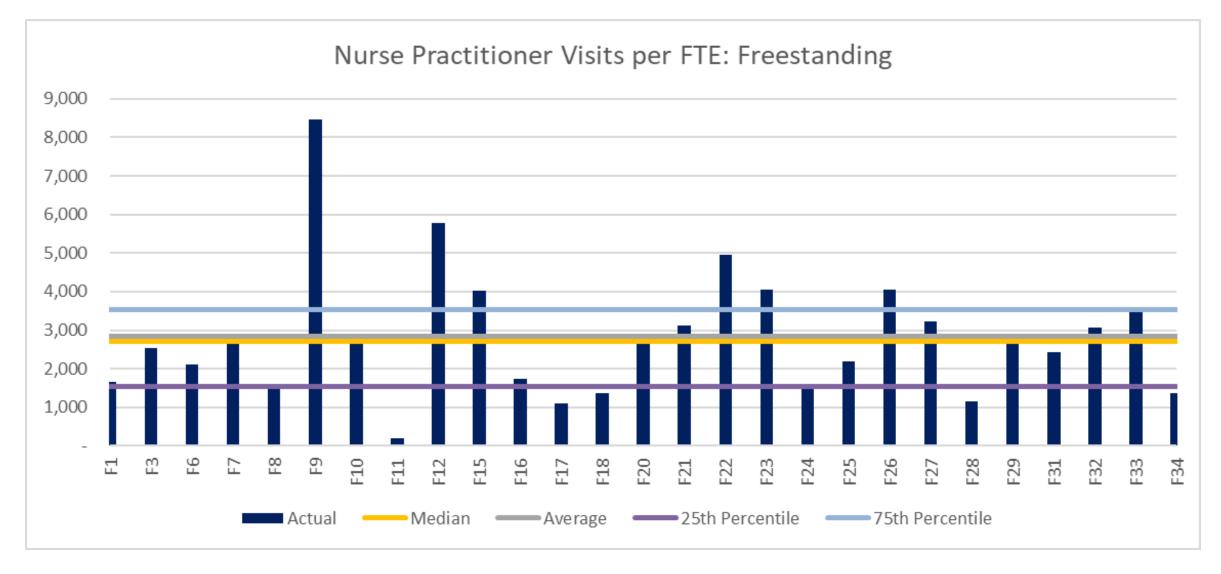
Max = 12,082

Median = 2,937

Min = 340

25th Percentile = 2,307

Average = 3,343 75th Percentile = 4,131



Max = 8,473

Median = 2,709

Min = 200

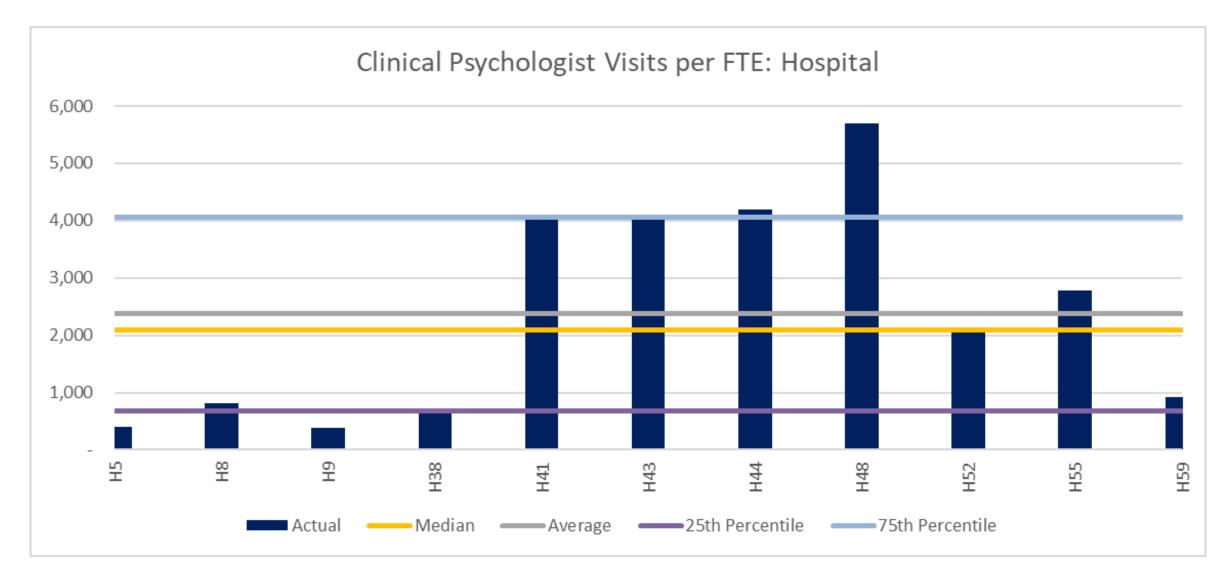
25th Percentile = 1,533

Average = 2,829 75th Percentile = 3,543

NURSE PRACTITIONER (NP) VISITS PER FTE — COMPARISON

	Hospital Based	Free Standing
Max	12,082	8,473
Min	340	200
Average	3,343	2,829
Median	2,937	2,709
25 th %	2,307	1,533
75 th %	4,131	3,543





Max = 5,695

Median = 2,100

Min = 380

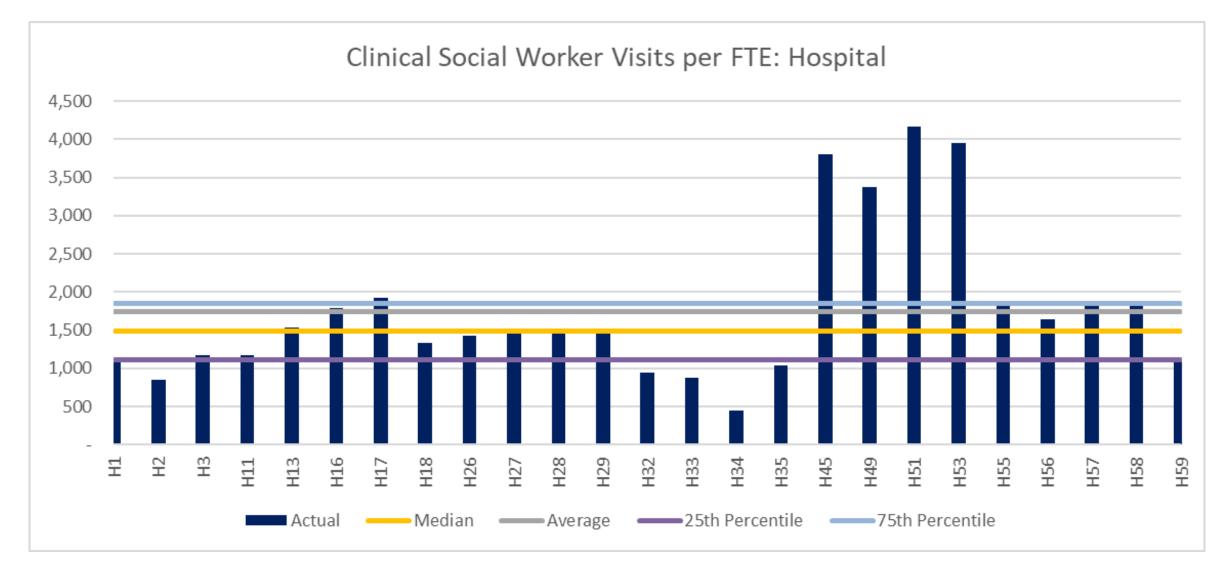
25th Percentile = 683

Average = 2,370 75th Percentile = 4,064

CLINICAL PSYCHOLOGIST (CP) VISITS PER FTE — COMPARISON

	Hospital Based	Free Standing
Max	5,695	_
Min	380	-
Average	2,370	-
Median	2,100	-
25 th %	683	-
75 th %	4,064	-





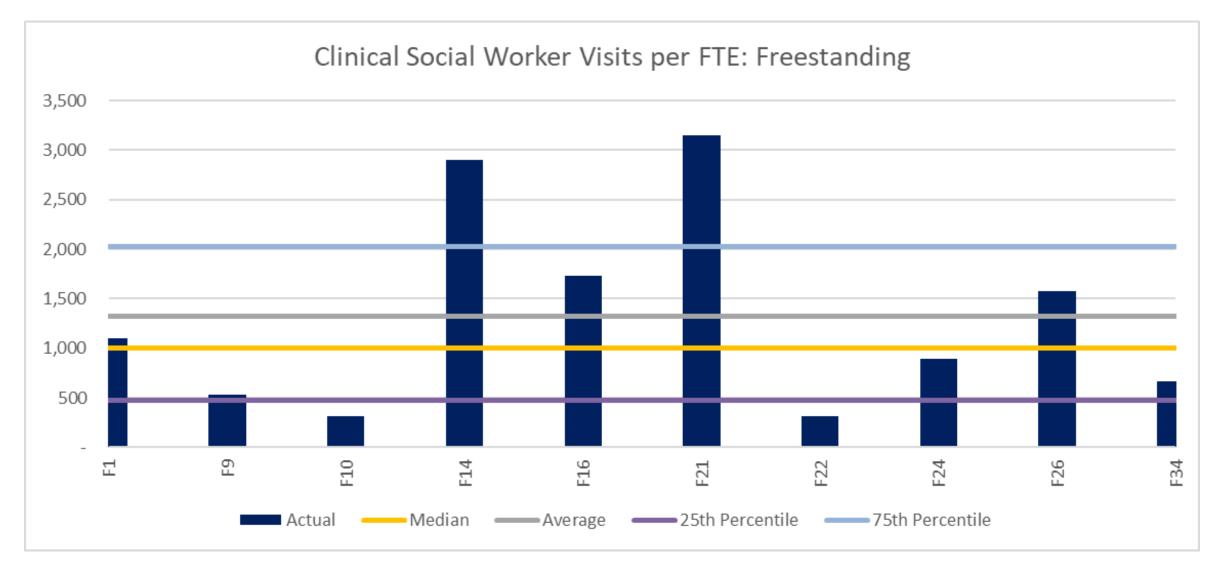
Max = 4,162

Median = 1,486

Min = 450

25th Percentile = 1,110

Average = 1,745 75th Percentile = 1,847



Max = 3,144 Median = 999

Min = 314 25th Percentile = 476

Average = 1,318 75th Percentile = 2,026

CLINICAL SOCIAL WORKER (CSW) VISITS PER FTE — COMPARISON

	Hospital Based	Free Standing
Max	4,162	3,144
Min	450	314
Average	1,745	1,318
Median	1,486	999
25 th %	1,110	476
75 th %	1,847	2,026



VISITS PER FTE STRATEGIES

- It is more about processes than working harder
 - Processes
 - Accountability
- Review scheduling strategies to ensure maximum number of visits available
 - Protocols vary significantly
 - Between practices
 - Between providers in same practices
 - Scheduled time per visit
 - Provider effort versus ancillary support effort
 - Be creative on hours of operation



VISITS PER FTE STRATEGIES

- Understand the FTE calculation and determine strategies
 - Supervision time
 - Paid Time Off/Continuing Medical Education
 - Emergency Room call
 - Medical directorships
- Determine appropriateness of support personnel
 - Adequacy of hours
 - Appropriate skillsets
- Review compensation strategy
 - Flat compensation
 - Base plus productivity
 - Productivity only
 - Focus on creating incentive to promote productivity
 - May lead to higher cost per FTE
 - Can drive down cost per visit



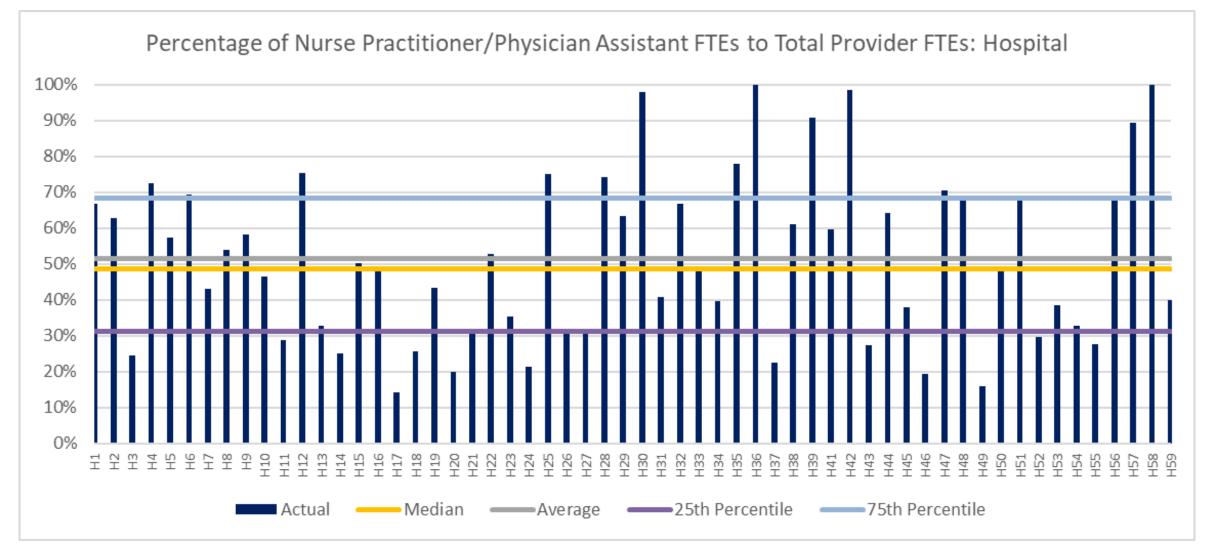


NP & PA FTE AS A PERCENTAGE OF TOTAL PROVIDER FTE

PERCENTAGE OF NP/PA FTES TO TOTAL PROVIDER FTES

- Requirement for minimum coverage by NP/PAs
- Compared to Physicians, NPs and PAs
- Percentage of total FTEs that are NP/PA varies significantly
 - Nationally
 - Statewide
- Potential benefits of higher percentage of NP/PA FTEs
 - Lower cost per FTE
 - Lower productivity standards for NP/PA
 - Control of cost to improve profitability of clinic services to other payors





Max = 100%

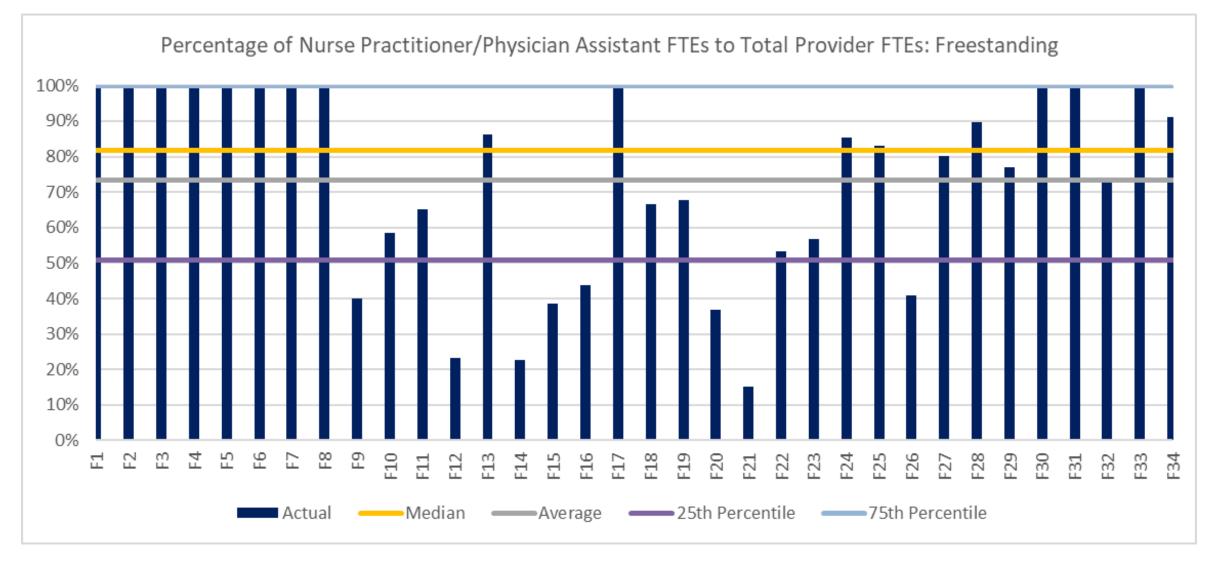
Median = 49%

Min = 14%

25th Percentile = 31%

Average = 51%

75th Percentile = 68%



Max = 100%

Median = 82%

Min = 15%

25th Percentile = 51%

Average = 73%

75th Percentile = 100%

NP & PA FTE AS A PERCENTAGE OF TOTAL PROVIDER FTE - COMPARISON

	Hospital Based	Free Standing
Max	100%	100%
Min	14%	15%
Average	51%	73%
Median	49%	82%
25 th %	31%	51%
75 th %	68%	100%



PERCENTAGE OF NP/PA FTES TO TOTAL PROVIDER FTES

- Changes in percentages may take a significant amount of time
- May require a change in mindset
 - Board
 - Physicians
 - Emergency Room Coverage
 - Community
- Requires internal discussion and marketing
- Need high level of engagement by NP/PA's



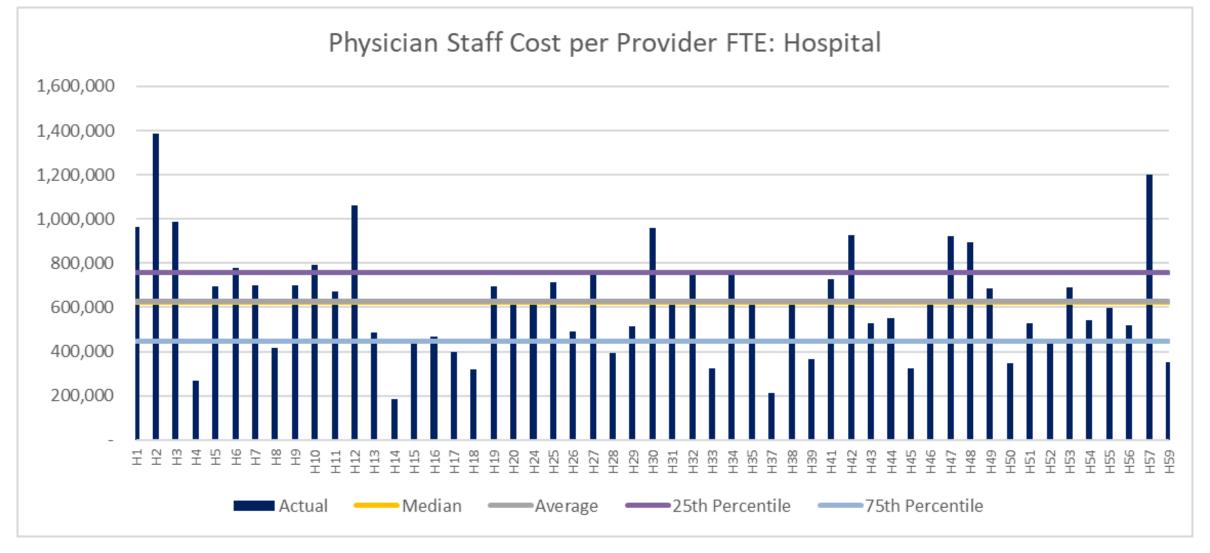


PROVIDER COST PER FTE

PROVIDER COST PER FTE

- Compensation levels vary significantly between RHCs
 - Market driven differences
 - Unknown.....
- Lower calculations may:
 - Demonstrate ability to control costs
 - Improve profitability of services to other payors





Max = 1,387,115

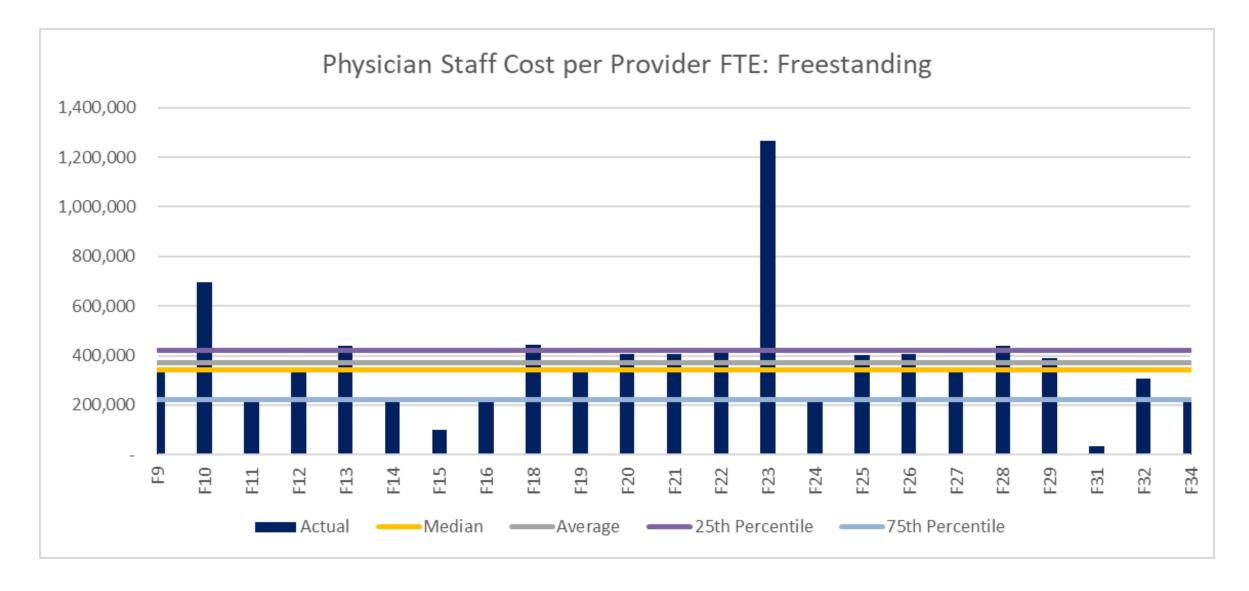
Median = 621,592

Min = 182,661

25th Percentile = 757,086

Average = 625,511

75th Percentile = 444,711



Max = 1,267,314

Median = 343,869

Min = 32,800

25th Percentile = 420,950

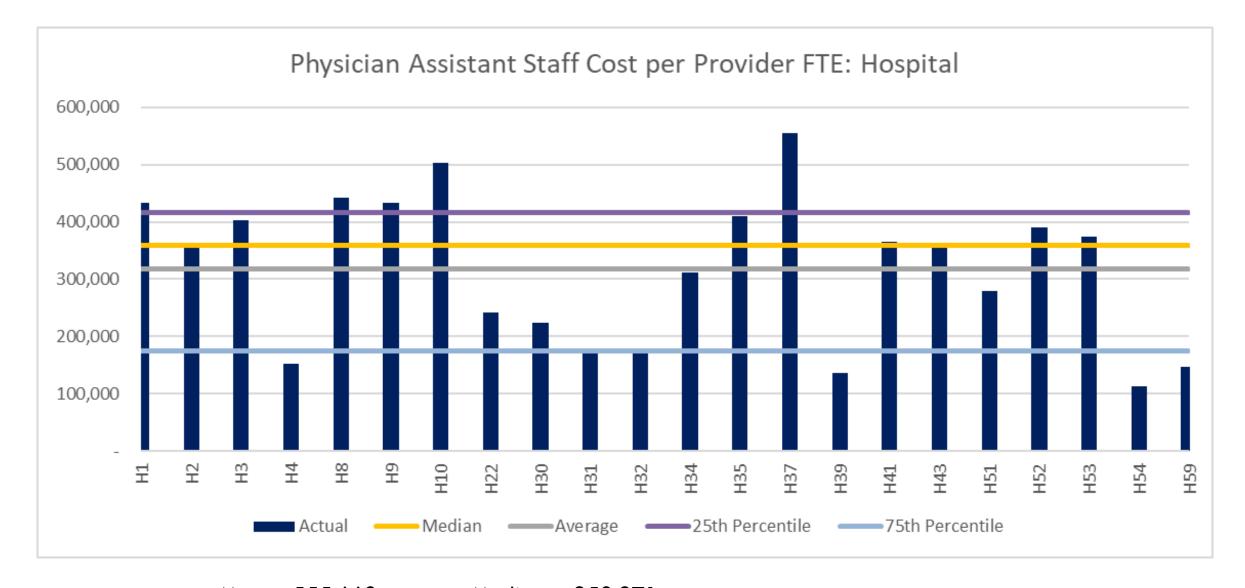
Average = 373,335

75th Percentile = 221,617

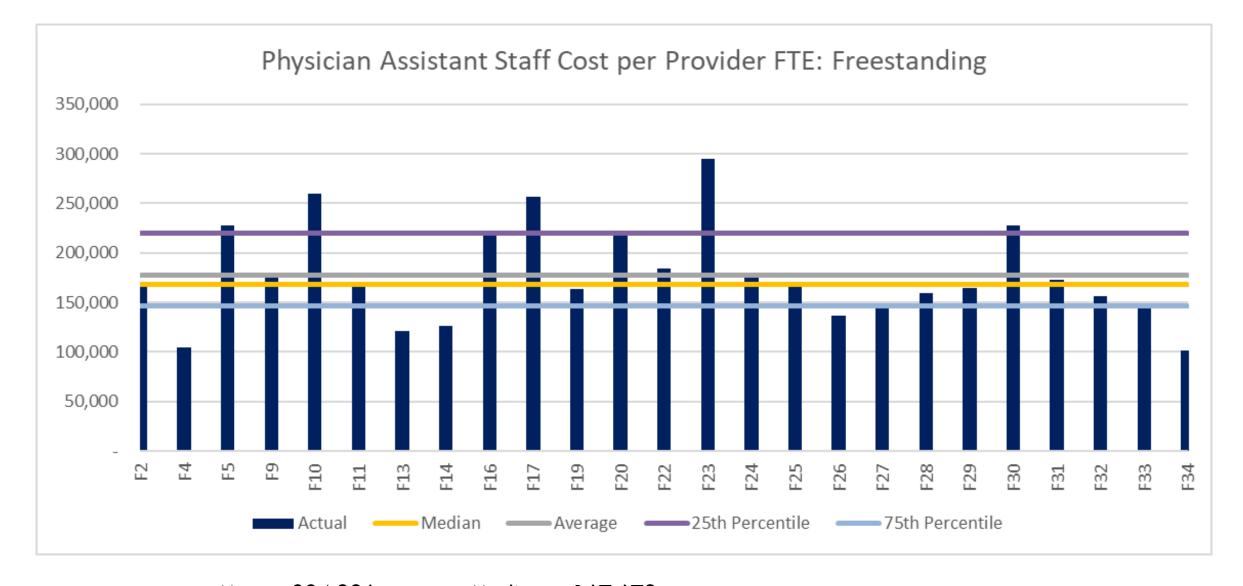
PHYSICIAN COST PER FTE — COMPARISON

	Hospital Based	Free Standing
Max	\$1,387,115	\$1,267,314
Min	\$182,661	\$32,800
Average	\$625,511	\$373,335
Median	\$621,592	\$343,869
25 th %	\$757,086	\$420,950
75 th %	\$444,711	\$221,617





Max = 555,662 Min = 113,851 Average = 317,194 Median = 358,971 25th Percentile = 415,590 75th Percentile = 173,936

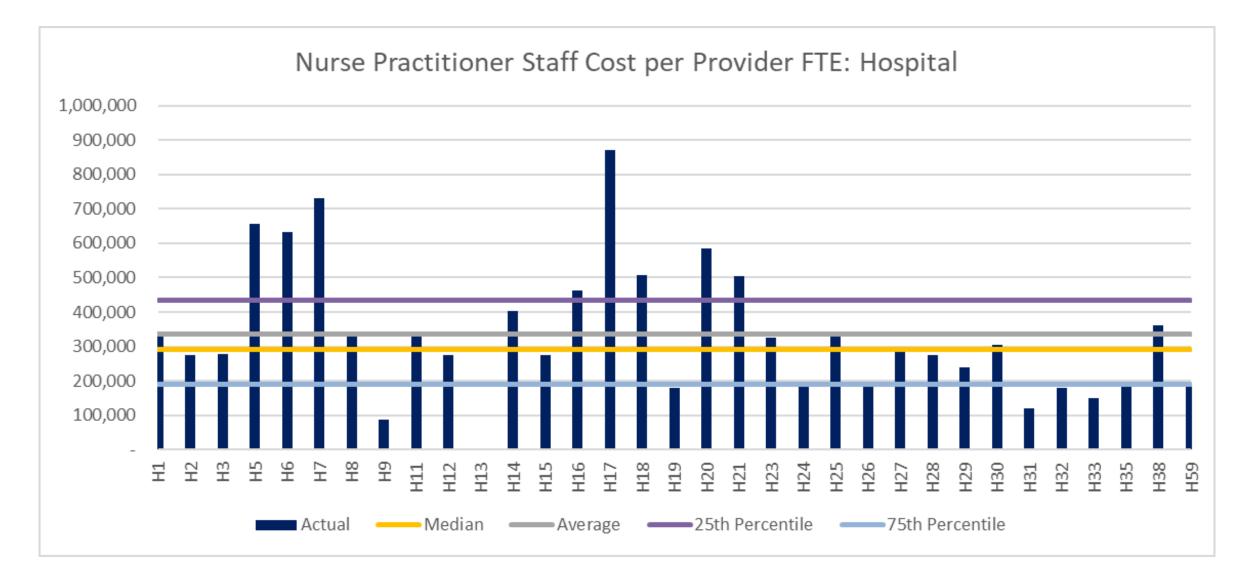


Max = 294,336 Min = 101,563 Average = 177,926 Median = 167,673 25th Percentile = 219,872 75th Percentile = 146,613

PHYSICIAN ASSISTANT COST PER FTE — COMPARISON

	Hospital Based	Free Standing
Max	\$555,662	\$294,336
Min	\$113,851	\$101,563
Average	\$317,194	\$177,926
Median	\$358,971	\$167,673
25 th %	\$415,590	\$219,872
75 th %	\$173,936	\$146,613





Max = 870,450

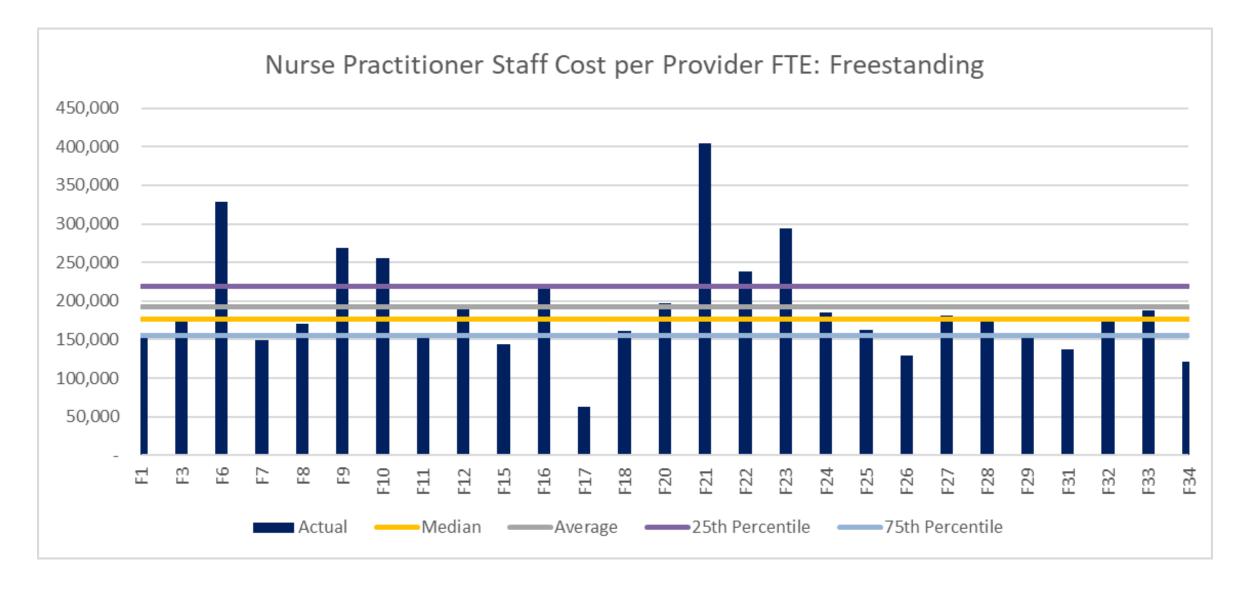
Median = 292,001

Min = 3,478

25th Percentile = 433,278

Average = 336,256

75th Percentile = 189,260



Max = 404,422

Median = 176,609

Min = 63,000

25th Percentile = 218,475

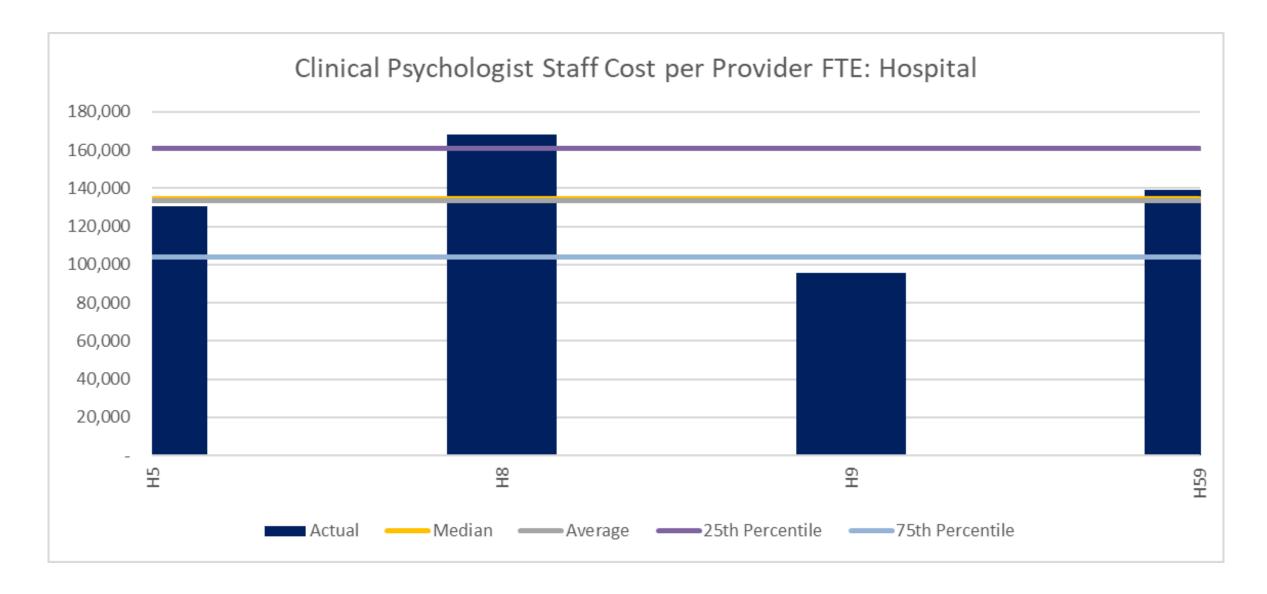
Average = 192,373

75th Percentile = 155,800

NURSE PRACTITIONER COST PER FTE — COMPARISON

	Hospital Based	Free Standing
Max	\$870,450	\$404,422
Min	\$3,478	\$63,000
Average	\$336,256	\$192,373
Median	\$292,001	\$176,609
25 th %	\$433,278	\$218,475
75 th %	\$189,260	\$155,800



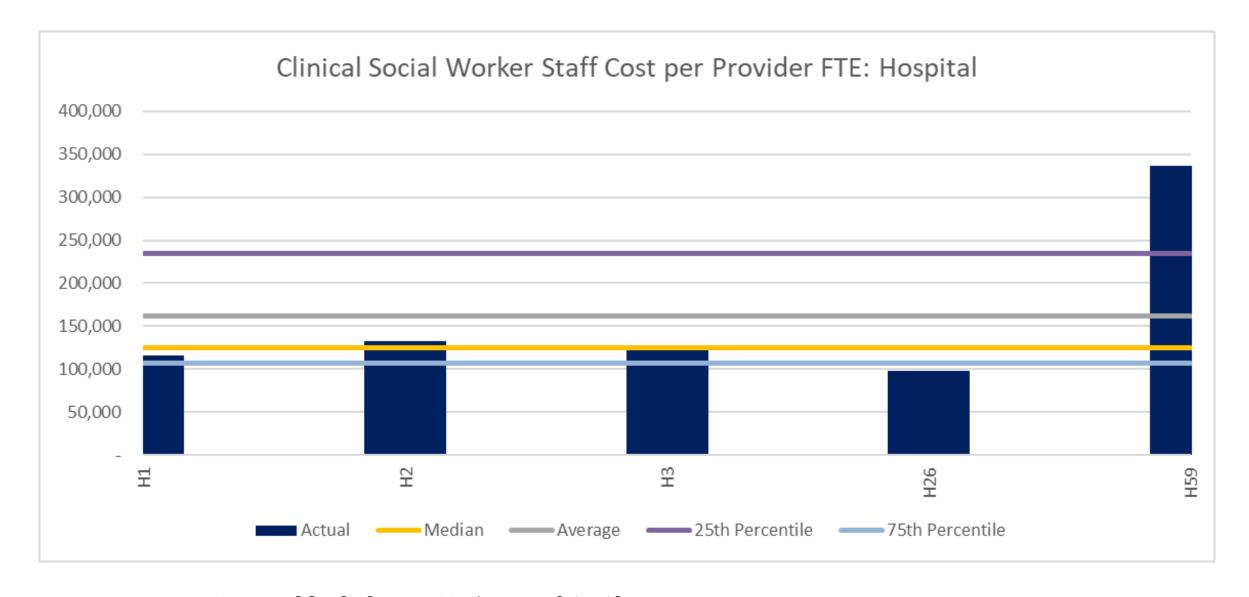


Max = 168,347 Median = 134,765 Min = 95,405 25th Percentile = 161,043 Average = 133,320 75th Percentile = 104,153

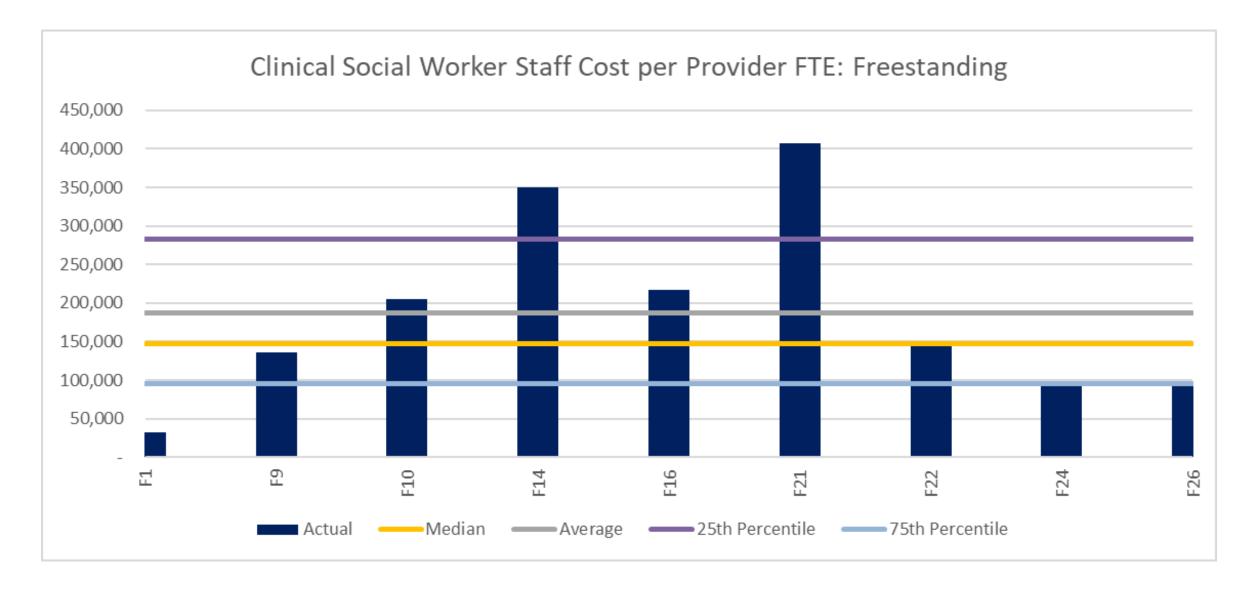
CLINICAL PSYCHOLOGIST (CP) COST PER FTE — COMPARISON

	Hospital Based	Free Standing
Max	\$163,347	-
Min	\$95,405	-
Average	\$133,320	-
Median	\$134,765	-
25 th %	\$161,043	-
75 th %	\$104,153	-





Max = 337,018 Median = 124,548 Min = 97,730 25th Percentile = 234,967 Average = 161,603 75th Percentile = 106,767



Max = 407,156 M Min = 32,600 25 Average = 187,187 7

Median = 1*47*,168

Min = 32,600 25th Percentile = 283,484

CLINICAL SOCIAL WORKER (CSW) COST PER FTE — COMPARISON

	Hospital Based	Free Standing
Max	\$337,072	\$407,156
Min	\$97,730	\$32,600
Average	\$161,603	\$187,187
Median	\$124,548	\$147,168
25 th %	\$234,967	\$283,484
75 th %	\$106,767	\$95,063



PROVIDER COST PER FTE STRATEGY

- Review compensation methodologies
 - Work to ensure compensation is based on fair market value
 - Access survey data
 - Can be a balancing act between cost per FTE, incentives to enhance productivity, and retention
 - May not be able to maximize performance in all indicators
 - Explore other reasons why your compensation may be higher





AVERAGE CHARGE PER MEDICARE VISIT

AVERAGE CHARGE PER MEDICARE VISIT

Charges matter!

- Medicare reimbursement is based on 80% cost and 20% charge
- Other payors frequently reimburse on lower of charge or fee schedule
- Higher values tend to be favorable

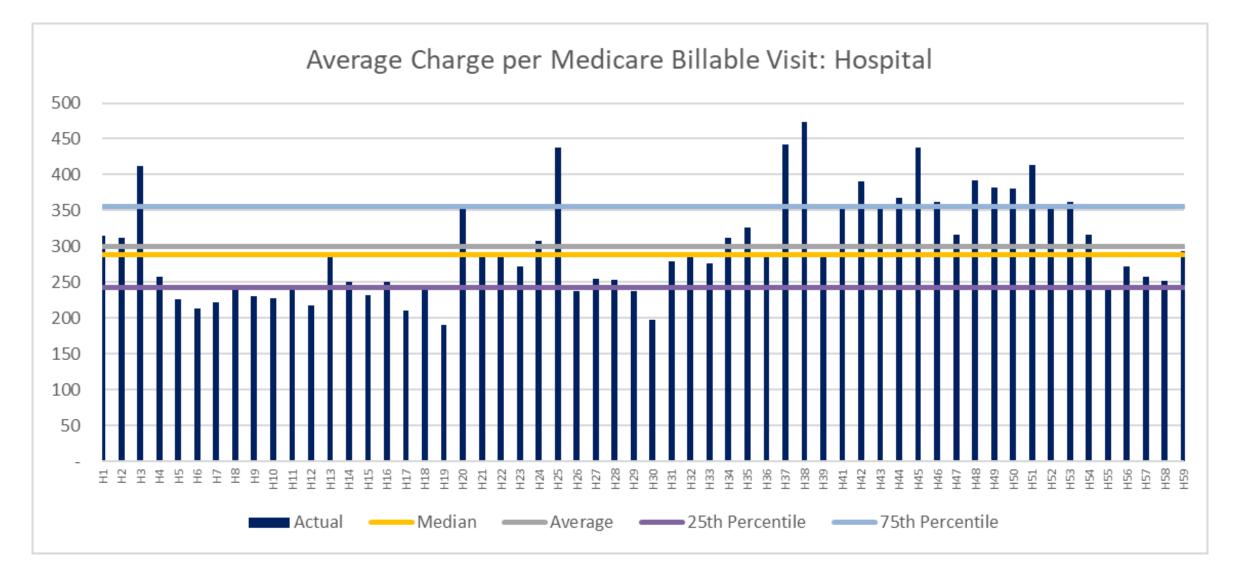
Higher values may indicate:

- Provider has appropriately priced services
- There is adequate documentation, coding and charge capture

Lower values may indicate:

- Pricing is below average
 - Think about other payors!
- Opportunities to improve documentation, coding and charge capture
- Less complex patients

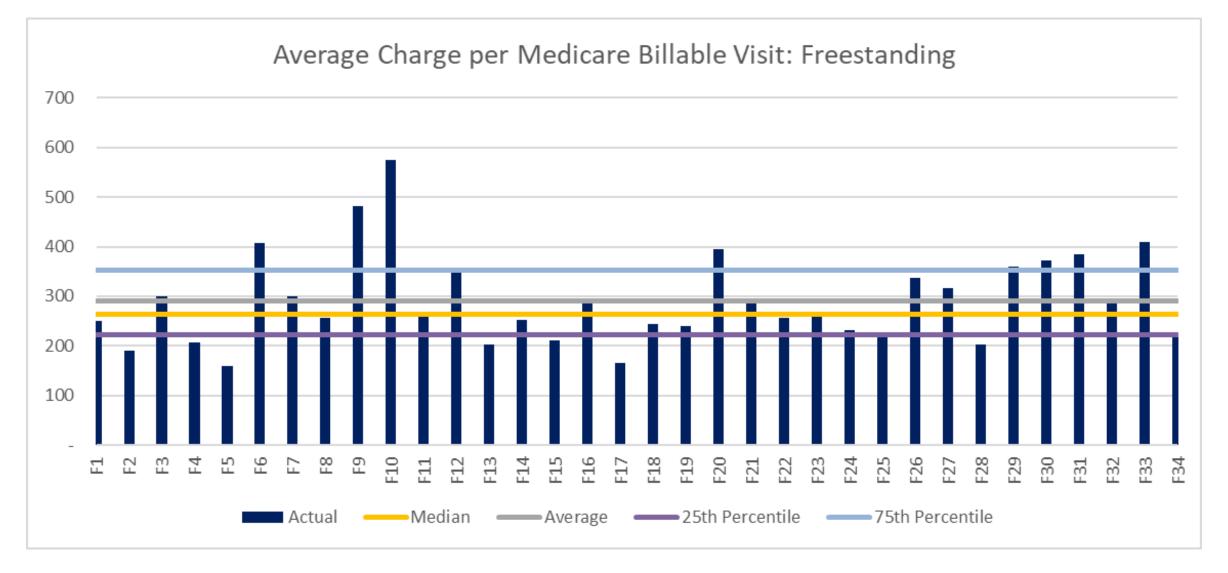




Max = 474 Median = 289

Min = 191 25th Percentile = 243

Average = 300 75th Percentile = 356



Max = 575

Median = 264

Min = 160

25th Percentile = 222

Average = 291

75th Percentile = 352

AVERAGE CHARGE PER MEDICARE VISIT — COMPARISON

	Hospital Based	Free Standing
Max	\$474	\$575
Min	\$191	\$160
Average	\$300	\$291
Median	\$289	\$264
25 th %	\$243	\$222
75 th %	\$356	\$352



AVERAGE CHARGE PER MEDICARE VISIT STRATEGIES

- Review and verify all services are being documented charges captured
- Review E/M documentation and coding guidelines
- Complete review of pricing against survey data
 - National
 - State
 - Focus is on developing market-based pricing



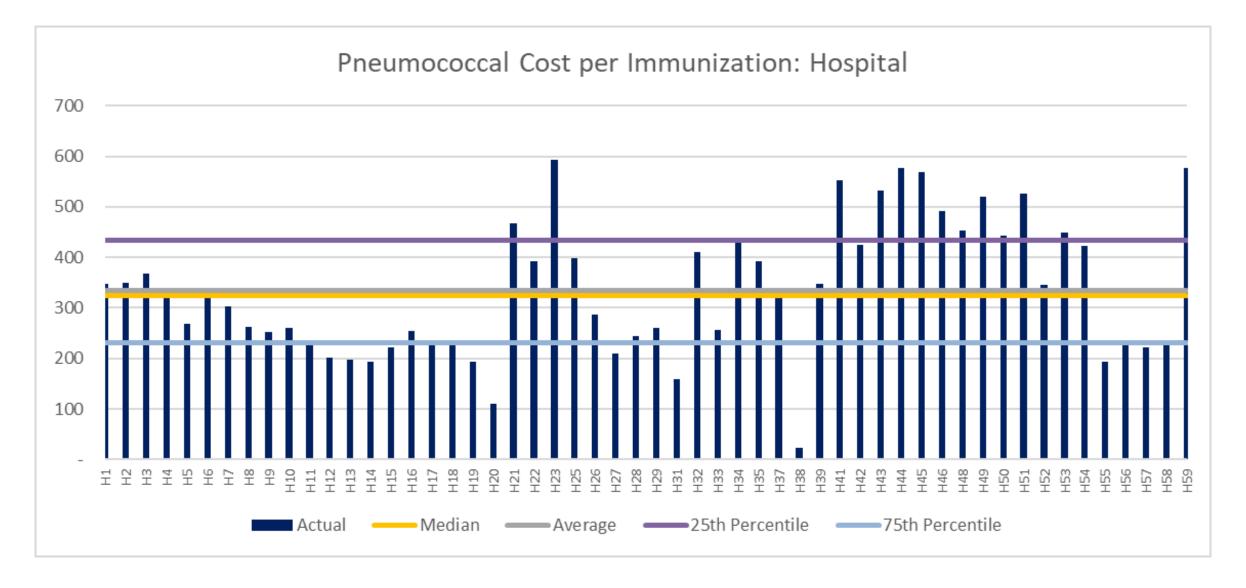


COST PER VACCINATION

COST PER VACCINATION

• Lower cost per vaccination is favorable as it allows the provider to be more profitable for vaccinations provided to non-Medicare and non-Medicaid patients





Max = 594

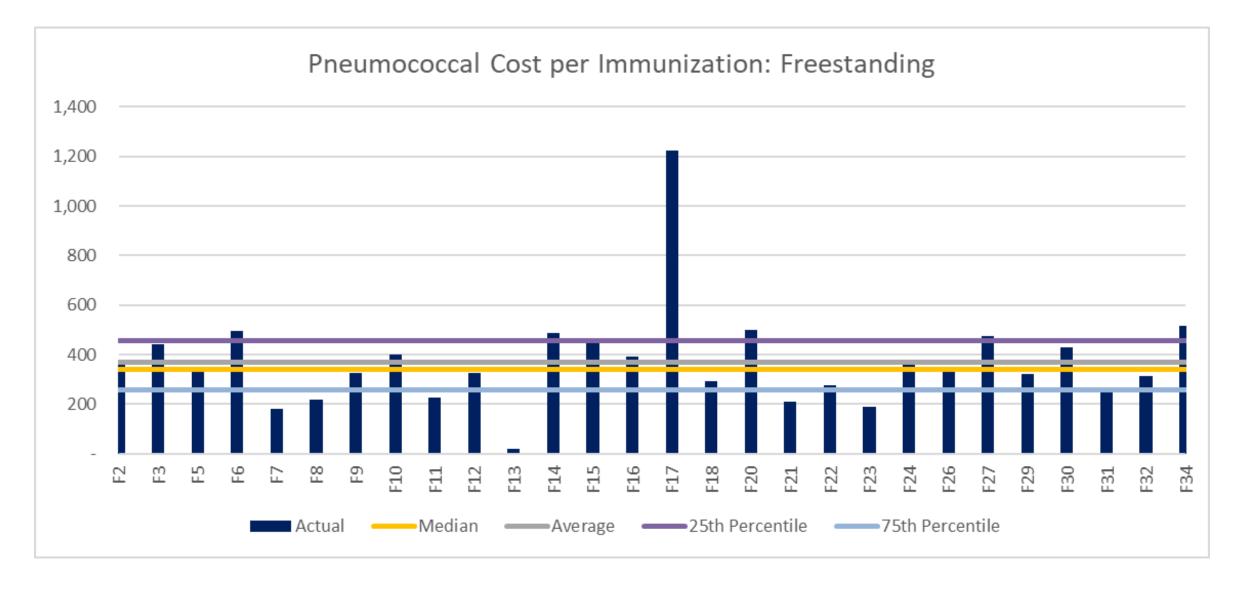
Median = 325

Min = 23

25th Percentile = 433

Average = 335

75th Percentile = 230



Max = 1,223

Median = 341

Min = 21

25th Percentile = 457

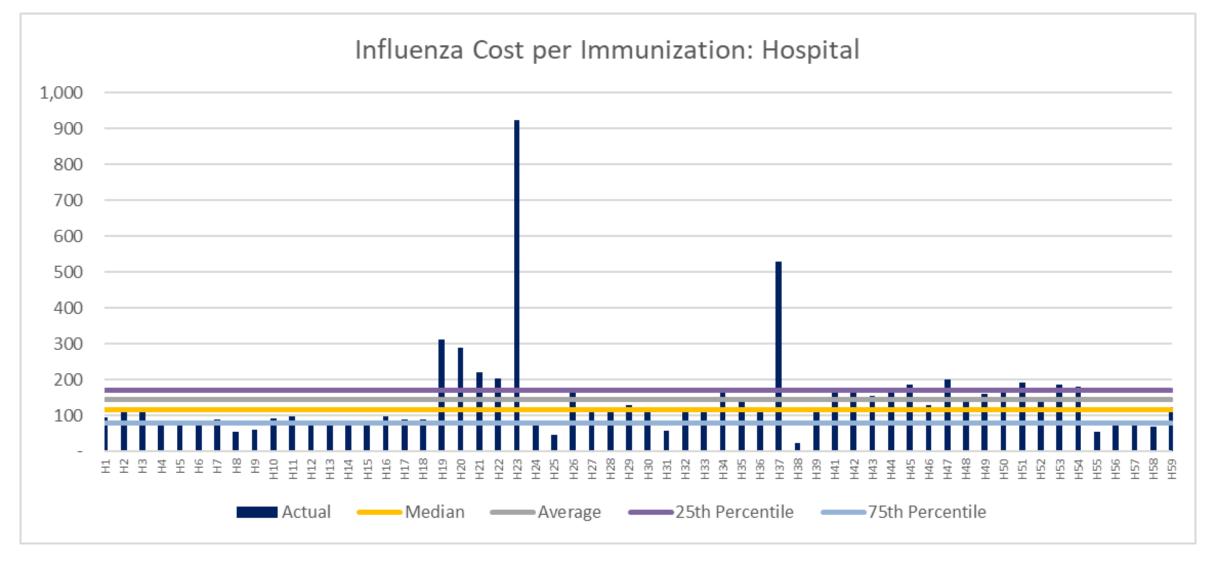
Average = 371

75th Percentile = 257

PNEUMOCOCCAL COST PER IMMUNIZATION — COMPARISON

	Hospital Based	Free Standing
Max	\$594	\$1,223
Min	\$23	\$21
Average	\$335	\$371
Median	\$325	\$341
25 th %	\$433	\$457
75 th %	\$230	\$257

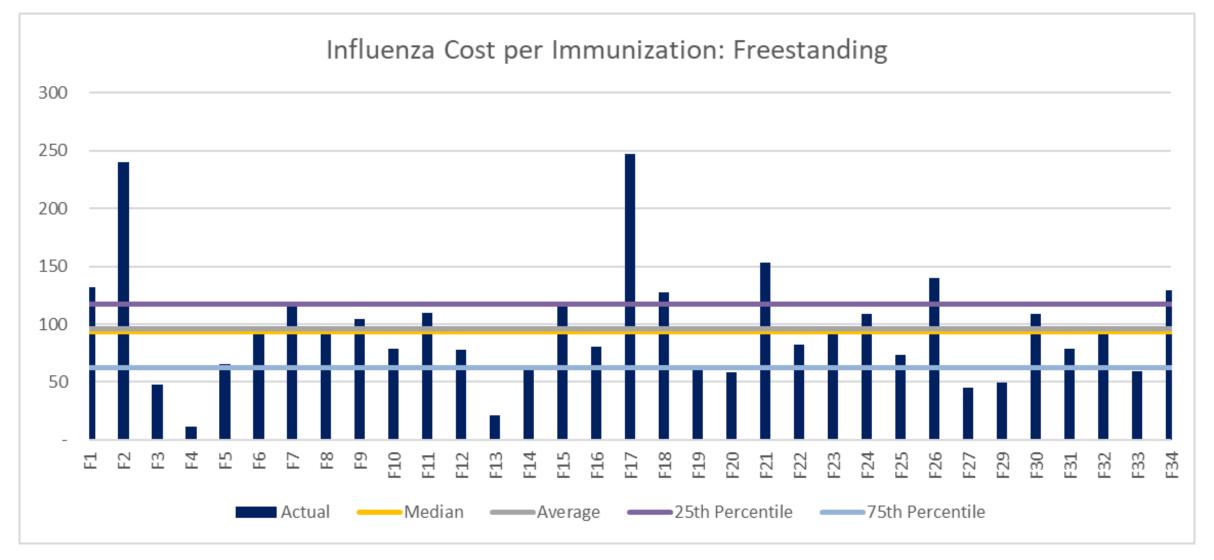




Max = 922 Median = 114

Min = 23 25th Percentile = 169

Average = 144 75th Percentile = 78



Max = 247

Min = 11

Average = 96

Median = 93

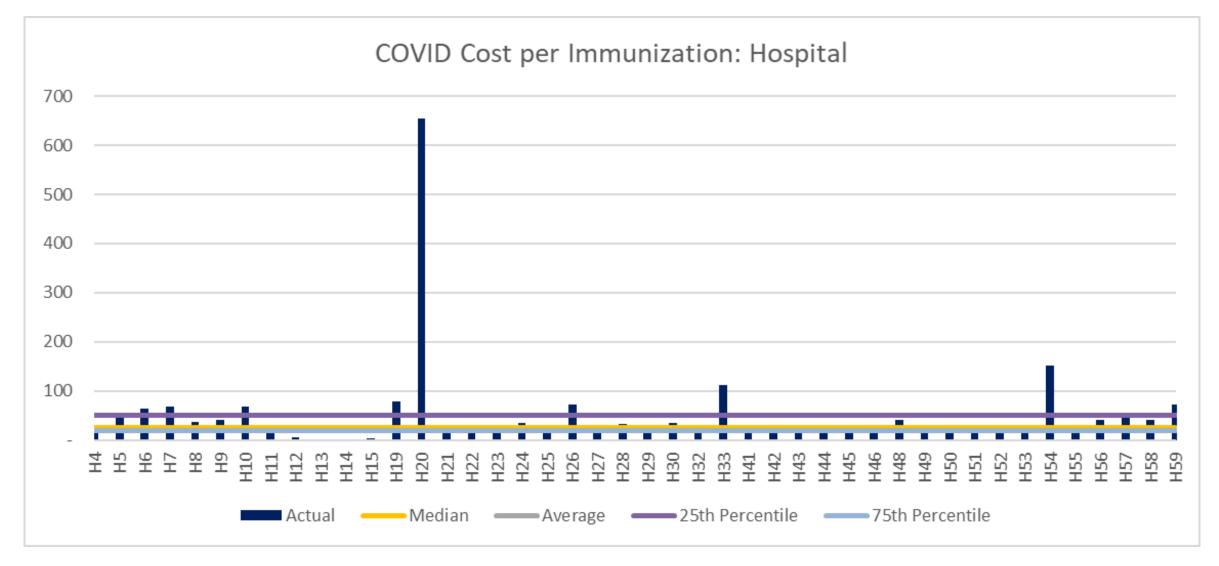
25th Percentile = 117

75th Percentile = 62

INFLUENZA COST PER IMMUNIZATION — COMPARISON

	Hospital Based	Free Standing
Max	\$922	\$247
Min	\$23	\$11
Average	\$144	\$96
Median	\$114	\$93
25 th %	\$169	\$11 <i>7</i>
75 th %	\$78	\$62





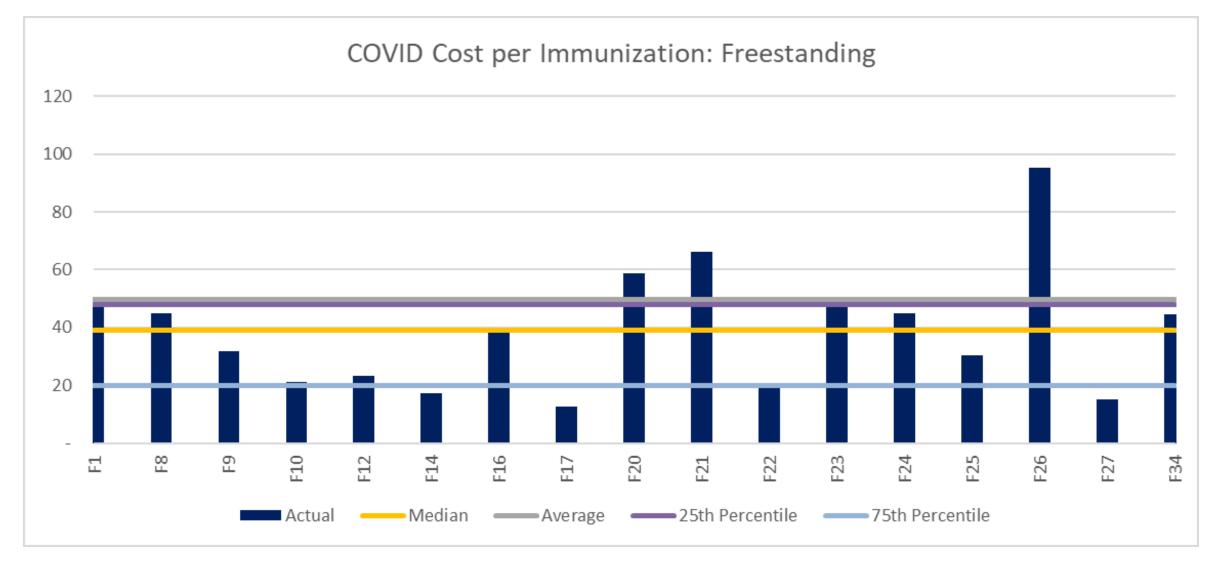
Max = 654

Median = 26

Min = 2

25th Percentile = 49

Average = 50 75th Percentile = 18



Max = 95

Median = 39

Min = 13

25th Percentile = 48

Average = 39 75th Percentile = 20

COVID COST PER IMMUNIZATION — COMPARISON

	Year 1	Year 2
Max	\$654	\$95
Min	\$2	\$13
Average	\$50	\$39
Median	\$26	\$39
25 th %	\$49	\$48
75 th %	\$18	\$20



COST PER VACCINATION

- Focus on lowering costs associated with vaccinations
 - Vaccination cost
 - Supply cost
 - Staff cost
 - Overhead costs



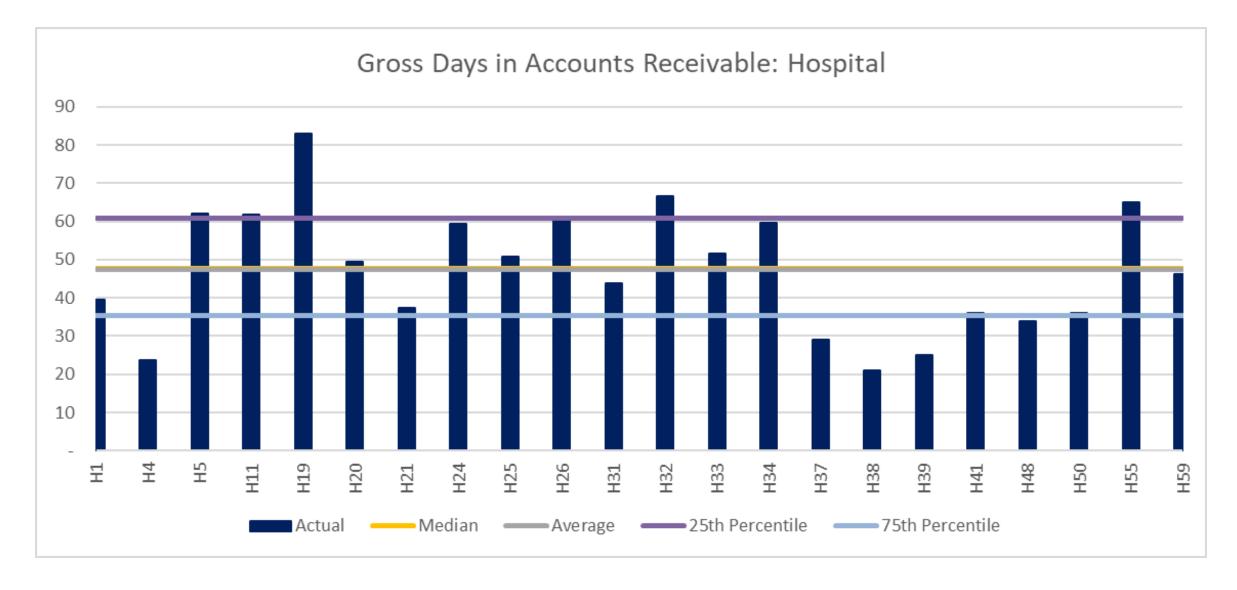


DAYS IN ACCOUNTS RECEIVABLE

DAYS IN ACCOUNTS RECEIVABLE (GROSS AND NET)

- For this review, was based on cost report data only.
 - Freestanding cost reports do not contain this data
 - Provider-based cost reports include this data at the facility level only
 - Hospital, RHC, nursing home, etc. combined
- Higher days in accounts receivable can be an indication of issues in
 - Chargemaster
 - Coding
 - Charge capture
 - Communications
 - Processes
- Lower values are favorable





Max = 83

83 Median = 48

Min = 21

25th Percentile = 61

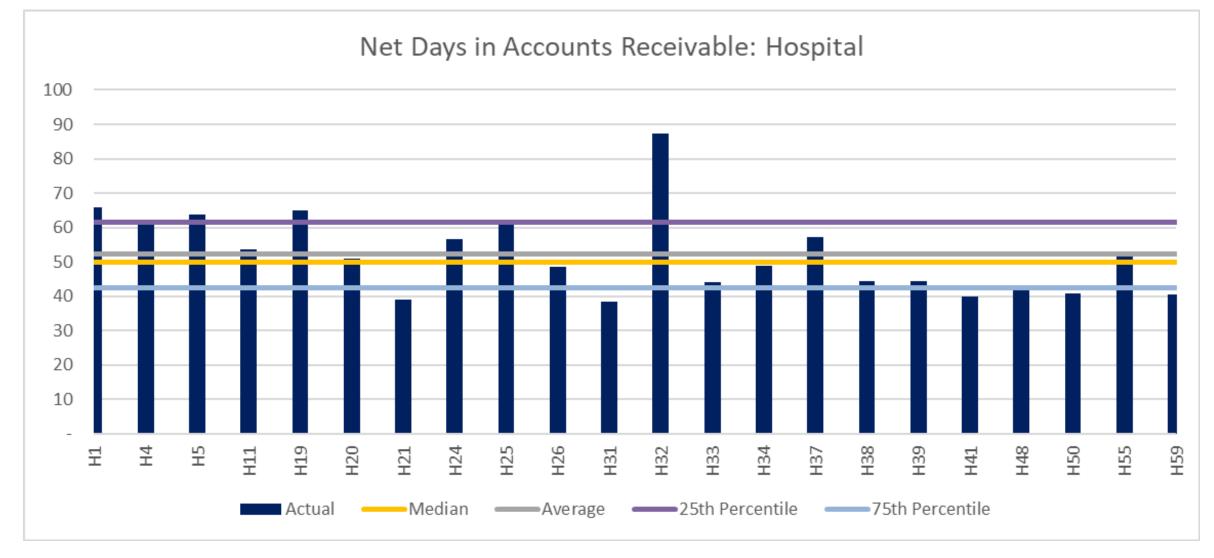
Average = 47

75th Percentile = 35

GROSS DAYS IN ACCOUNTS RECEIVABLE — COMPARISON

	Hospital Based	Free Standing
Max	83	_
Min	21	-
Average	47	-
Median	48	-
25 th %	61	-
75 th %	35	-





Max = 87

Median = 50

Min = 38

25th Percentile = 61

Average = 52

75th Percentile = 42

NET DAYS IN ACCOUNTS RECEIVABLE — COMPARISON

	Hospital Based	Free Standing
Max	87	-
Min	38	-
Average	52	-
Median	50	-
25 th %	61	-
75 th %	42	-



DAYS IN ACCOUNTS RECEIVABLE

• To manage Days in Accounts Receivable, the RHC must either decrease the accounts receivable balance and/or increase revenues



- Focus on the processes
 - Rework
 - Denials
 - Coding
 - Demographics

- Ongoing communication
 - Clinical
 - Non-clinical



Regular meetings

- Trending of accounts receivable reports
- Denial issues
- Dig into details and monitor trends

Utilization of EHR processes

- Work queues
- Claim edit builds
- Error identification
- Timely resolution
- Working with EHR vendor on automated solutions



Self pay management

- Early detection (60-90 days)
- Establishment of payment plans
- Identification of need for other financial services
- Watch for frequent flyers

Regular CDM reviews

- Confirm accuracy of CPT/HCPCS
- Monitor appropriateness of pricing



- Understand the capabilities of the billing system
 - Manual versus automated processes
 - Functionality varies by system
 - Understand the system invest in training
 - Hold vendor accountable to address and fix issues
 - Have seen success and failure on all systems
- Understand and manage your payor contracts
 - Payment methodology
 - Coverage issues
 - Timely filing limitations
 - Collection of copays



Turnover of Staff

- Strategies to reduce level of turnover
- Cross training for absences and eventual turnover
- Exercise care in outsourcing





COST REPORTING

COST REPORT DATA

The accuracy of the financial and operational data is only as accurate as the information submitted on the cost reports.

Inaccurate information input = Inaccurate calculations reported

Work with your cost report preparers to address potential areas of concern and to address any additional inaccuracies the provider identifies through this process.



COST REPORT STRATEGIES

- Incorrect cost report completion can have a significant negative impact
 - Know your cost report
 - Ask questions
- Areas of specific concern/opportunity
 - Calculation of FTEs Make sure to carve out hours for time not to be included
 - Non-RHC
 - Paid Time Off/Continuing Medical Education
 - Supervision
 - Medical Directors
 - Counting of visits
 - Remember the definition of a billable visit
 - Don't include non-RHC visits
 - Watch for classification of costs in the cost report
 - Pharmacy costs



COST REPORT STRATEGIES

- Areas of specific concern/opportunity
 - Understand Non-RHC services
 - Telehealth
 - Chronic Care Management
 - Hospital services





SUMMARY

Significant variance in financial and operational indicators have been reported

Financial and Operational improvements can occur when organizations can:

- Identify best practice facilities
- Share best practices in an open environment
- Adopt best practices
- Minimize variation





QUESTIONS?

This presentation is presented with the understanding that the information contained does not constitute legal, accounting or other professional advice. It is not intended to be responsive to any individual situation or concerns, as the contents of this presentation are intended for general information purposes only. Viewers are urged not to act upon the information contained in this presentation without first consulting competent legal, accounting or other professional advice regarding implications of a particular factual situation. Questions and additional information can be submitted to your Eide Bailly representative, or to the presenter of this session.

THANK YOU!

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CPAs & BUSINESS ADVISORS