

FIGURE 26: CONTRACT NEGOTIATION MATRIX – SAMPLE

Prospective Practice & Prospective New Associate

TOPIC	CURRENT OFFER	Suggestions
<u>1. PARTNERSHIP/BUY-IN</u> a. <i>Employment Start Date</i>		
b. <i>Track</i>		
c. <i>Amount</i> (1) <i>Hard assets</i> (2) <i>A/R</i> (3) <i>Goodwill</i>		
<u>2. PRACTICE DEVELOPMENT</u> a. <i>Marketing</i>		
b. <i>Office staff</i>		
c. <i>Billing/Coding assistance</i>		
<u>3. EVALUATION/PRACTICE PLANNING</u> a. <i>Regular conference</i>		
b. <i>Feedback</i>		
c. <i>Practice growth planning</i>		
<u>4. COMPENSATION</u> a. <i>Salary</i>		
b. <i>Bonus plan</i>		
<u>5. COMPENSATION BENEFITS</u> a. <i>Pension</i>		
b. <i>401(k)</i>		
c. <i>Profit-sharing</i>		

TOPIC	CURRENT OFFER	Suggestions
6. <u>PROFESSIONAL EXPENSES</u> <i>a. Licensing</i>		
<i>b. Dues</i>		
<i>c. Journals</i>		
<i>d. Books</i>		
<i>e. CME</i>		
<i>f. Disability – individual</i>		
<i>g. Other deductible expenses (car, phone, etc.)</i>		
7. <u>PROFESSIONAL LIABILITY INSURANCE</u> <i>a. Policy type & amount</i>		
<i>b. Tail</i>		
8. <u>BENEFITS</u> <i>a. Health Care</i>		
<i>b. Dental</i>		
<i>c. Life insurance</i>		
<i>d. Disability</i>		
<i>e. Time off</i>		
9. <u>MOVING/RELOCATION EXPENSES</u>		
10. <u>SIGNING BONUS/ADVANCE</u>		