

***Providing Proven
Solutions in:***

Practice Management Consulting

Practice Integration
& Mergers

Practice Valuation
& Brokerage

Practice Privatization

Strategic Planning

Physician Manpower Assessments

Physician Recruitment

Human Resource
Management

Physician Dispute Resolution

Hospital Contract Negotiations

Payer Audits & Negotiations

Payer & Hospital Contract
Negotiations

Litigation Support

Clinical Laboratory Consulting

Hospital Management Consulting

Nursing Home Management
Consulting



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FIRM PROFILE

Cynergy is a nationally recognized health care consultancy specializing in providing cost effective, expert solutions for the strategic and operational challenges in health care management.

For over thirty-five years, our senior consultants have functioned as a resource to hospital and medical practice CEOs. We routinely handle those strategic and political challenges that CEOs choose to outsource to an external "buffer".

We focus our efforts in the areas of medical practice management, medical practice transitions and integrations, medical staff relations, physician manpower consulting, dispute resolutions, clinical laboratory management, hospital management, and long-term care management.

Our senior consultants are seasoned professionals, each having over twenty-five years of experience in health care management and consulting. Collectively, we have completed assignments in all fifty states and internationally.

We appreciate the opportunity to confidentially discuss your needs and challenges, and to present our credentials, capabilities, and references.

OUR DELIVERABLES

- ❖ **VALUE:** We offer proven and economically prudent solutions in healthcare management.
- ❖ **INTEGRITY:** We render honest assessments and ethical guidance with confidence.
- ❖ **TENACITY:** We are ardent advocates for our clients and their interests.

OUR SERVICE COMMITMENT

- ❖ *We provide* straight-forward written contracts with a fair cancellation clause;
- ❖ *We generate* detailed monthly invoices for hourly based assignments;
- ❖ *We guarantee* complete candor, full disclosure, and no conflicts of interest;
- ❖ *We furnish* a comprehensive list of references to all potential clients; and,
- ❖ *We endeavor* to add tangible value to all projects and assignments.

OUR SERVICES

Please see our webpage for a listing of all services and descriptions.

- ❖ **MEDICAL PRACTICE TRANSITION SERVICES**
 - Medical Practice Valuation
 - Intermediary Services (Practice Brokerage)
 - Practice Merger & Acquisition
 - Practice Privatization
- ❖ **MEDICAL PRACTICE INTEGRATION**
 - IPA Development
 - MSO Development
 - Full Integration
- ❖ **PRACTICE MANAGEMENT CONSULTING**
 - Practice Start-Up, Interim, and Crisis Management
 - Practice Management Reviews
 - Strategic Planning Facilitation
 - Physician Governance & Compensation Plans
 - Revenue Cycle Management, Payer Negotiations & Audits
 - Practice Management Systems & EMR Selection and Implementation
- ❖ **HEALTHCARE LITIGATION SUPPORT SERVICES**
 - Industry Research & Data Analysis
 - Analysis of Medical Practice & Hospital Financial Information
 - On-Site Inspection and Assessment of the Subject Practice
 - Valuations, Projections, Forecasts, Damage & Loss Analyses
 - Attendance at Depositions and Trials
 - Expert Witness Testimony
 - Evaluation of Opposing Expert Witness Testimony
- ❖ **PHYSICIAN MANPOWER CONSULTING SERVICES**
 - Physician Search and Placement & Locum Tenens Services
 - Physician Manpower Assessments
 - Physician Retention and Stabilization Services
- ❖ **DISPUTE RESOLUTION SERVICES**
 - Physician Partner Dispute Resolution
 - Physician Practice & Hospital Dispute Resolution
- ❖ **CLINICAL LABORATORY CONSULTING**
 - Feasibility Assessments
 - Planning, Start-Up, and Expansion Consulting
 - Management & Quality Reviews
 - Interim & Crisis Management Services
- ❖ **HOSPITAL MANAGEMENT CONSULTING**
 - *Management Services*
 - Interim & Crisis Management
 - Strategic Alignments
 - Board & Leadership Education / Leadership Development & Mentoring
 - *Operational Improvements*
 - Labor Productivity & Staffing Consulting
 - Financial Performance & Revenue Cycle Review
 - Compliance Reviews & Audits
- ❖ **NURSING HOME MANAGEMENT CONSULTING**
 - *Operational Improvements*
 - Interim & Crisis Management
 - Regulatory & Financial Turn-Around
 - Benchmarking & Margin Improvement Plans
 - Compliance Reviews & Audits
 - *Strategic Planning & Alignment Services*
 - Facility and Program Enhancement Options
 - New Revenue Source Development Options
 - Facility Closure Assistance

OUR SENIOR STAFF

Please see our webpage for complete staff profiles and curricula vitae.



CHARLES R. CIMASI, MBA

President

Mr. Cimasi has over 37 years of hands-on experience with healthcare administration, finance, management, and consulting. He has worked with hundreds of medical practices and hundreds of hospital systems in all fifty states and internationally.



JAMES E. SINNER, MHA, FACHE

Senior Vice President

Mr. Sinner has over 40 years of senior healthcare management experience, and over 20 years of experience as the CEO for NYS hospital systems. He is also a NYS-licensed nursing home administrator. Mr. Sinner brings not only decades of executive experience at hospitals and nursing homes, but also expertise in physician relations, staff management, strategic planning, and financial management.



PAUL CAVARETTA

Senior Vice President for Practice Management

Mr. Cavaretta has 40 years of experience in medical practice management and consulting experience. He is an expert on revenue cycle management, analysis, and optimization.



PATRICIA R. FATTA, MBA

Senior Vice President for Human Resource Management

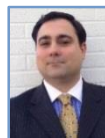
Ms. Fatta has over 35 years of experience as a senior human resource manager for healthcare organizations, and as a consultant for medical practices, hospitals, and human services organizations.



MARY E. VARNUM, MT (ASCP), NYS CLT

Senior Vice President for Laboratory Consulting & Management

Ms. Varnum, a NYS certified Medical Technologist, has over 20 years of experience in medical laboratory management. She is experienced with the planning, start-up, and development of sophisticated laboratory facilities including the effective marketing and growth of new services.



MICHAEL CHARLES CIMASI, ESQ.

Senior Vice President

Mr. Cimasi, a NYS licensed attorney, has 8 years of experience in healthcare management consulting and several years of experience as a state benefits administrator. He is a skilled negotiator, and principally focuses on medical practice sales, dispute resolutions, strategic planning projects, and litigation support services.



SHERRY A. WOLFFER

Vice President for Practice Management

Ms. Wolffer has 20+ years of experience managing specialty and sub-specialty medical practices. She has built, developed, and turned-around troubled practices. Her primary skill sets include strategic planning, project management, operations management, staff development, and physician relations.

RECENT ENGAGEMENTS

Complete letters of reference are available upon request.

- ❖ **TRANSITIONAL SERVICES**
 - Valuation of Solo-Physician Retinal Practice
 - Valuation & Sale of Solo-Physician Internal Medicine Practice
 - Structured & Negotiated Initial Buy-In Arrangements for Employed Physicians in a Sub-Specialty Group Practice
 - Valuation of a Multi-Facility, High-Volume, Sub-Specialty Practice with Ancillaries
 - Valuation & Sale of Solo Community Physician Practice to Multi-Specialty Group
 - Valuation & Sale of 3-Office FP & OccMed Practice to Regional Medical Group
 - Merger Consulting for Merger of 3 Specialty Surgical Practices
 - Valuation & Sale of Solo-Physician Family Practice to a Regional Hospital System
 - Valuation & Sale of Multi-Facility IM Practice to Large Regional Medical Group
 - Multiple Practice Acquisition for Large Regional Ophthalmology Practice
- ❖ **MANAGEMENT SERVICES**
 - Crisis Management of a Multi-Provider, Sub-Specialty Practice with Multiple Locations, Extenders, and Ancillary Services
 - Corporate Restructuring of 4-Physician Specialty Practice
 - Comprehensive Practice Start-up for 2-Physician Sub-Specialty Practice
 - Crisis Intervention & Interim Management of Regional, Multi-Specialty Practice
 - Comprehensive Practice Start-up for a Surgical Sub-Specialty Practice
 - Interim Management of 7-Physician Specialty Practice
 - Strategic Planning Facilitation for Rural Hospital & Health System
 - Audit & Renegotiation of Payer Contracts for a Large Urban Specialty Practice
 - EMR Selection & Implementation in 3 Medical Practices (Family Practice, Specialty Surgery, and Sub-Specialty)
 - Crisis Intervention, Dispute Resolution, and Restructure of 12-MD Specialty Group
 - Valuation & Acquisition Search for large Sub-Specialty Group
- ❖ **LITIGATION SUPPORT**
 - Strategic Management of Settlement Negotiations with Terminated Practice Manager
 - Valuation Report & Expert Analysis for Healthcare Commercial Litigation
 - Practice Valuation & Assessment of Opponent's Expert Valuator for Divorce Proceeding
- ❖ **PHYSICIAN MANPOWER CONSULTING**
 - Recruitment of Multiple Sub-Specialists for Growing, High-Volume, Urban Practice
 - Recruitment and Placement of 2 Sub-Specialty Physicians at Rural Hospital
 - Physician Manpower Assessments for Primary Service Areas of 2 Regional Rural Hospital Systems
 - Recruitment & Placement of 2 OB-GYNs at Rural Hospital
 - Recruitment & Placement of FP Residency Director at Urban Hospital
- ❖ **DISPUTE RESOLUTION SERVICES**
 - Dispute Resolution between 6-Hospital Healthcare System and 18 Academic Medical Groups with 500+ Physicians
 - Internal Dispute Resolution for Multi-Office 12-Physician Specialty Group
- ❖ **CLINICAL LABORATORY CONSULTING**
 - Laboratory Planning & Start-up Consulting for a Multi-Specialty Medical Group
- ❖ **HOSPITAL MANAGEMENT CONSULTING**
 - Facilitated Strategic Planning Process for a Rural Health System including Hospital, Nursing Homes, Dialysis Centers, and Associated Clinics

OUR AFFILIATIONS

