

# How to Evaluate an Employment Offer & Negotiate an Equitable Contract

a presentation for

*Jersey Shore University Medical Center Residents*

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# OVERVIEW

- What Are Your Expectations?
- Is This The Right Practice or Setting?
- Anatomy of Employment Agreements
- Duties & Responsibilities
- Compensation/Benefits



# OVERVIEW

- Perks
- Ownership Opportunities
- Termination
- Post-Termination Restrictive Covenants
- Questions & Answers



# WHAT ARE YOUR EXPECTATIONS?



- The Practice
  - Type
    - Private practice
    - MCO
    - clinic
    - hospital
  - Size
    - large
    - medium
    - small
  - Specialty
    - single
    - multi

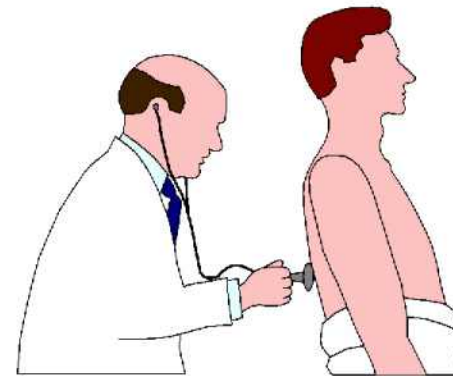
# WHAT ARE YOUR EXPECTATIONS?

- Location
  - Setting
    - Urban
    - Suburban
    - Rural
- Goals/Quality of Life Issues
- Family Concerns
  - Connections to Area
  - Significant Other
  - Children
    - school
    - health
    - friends



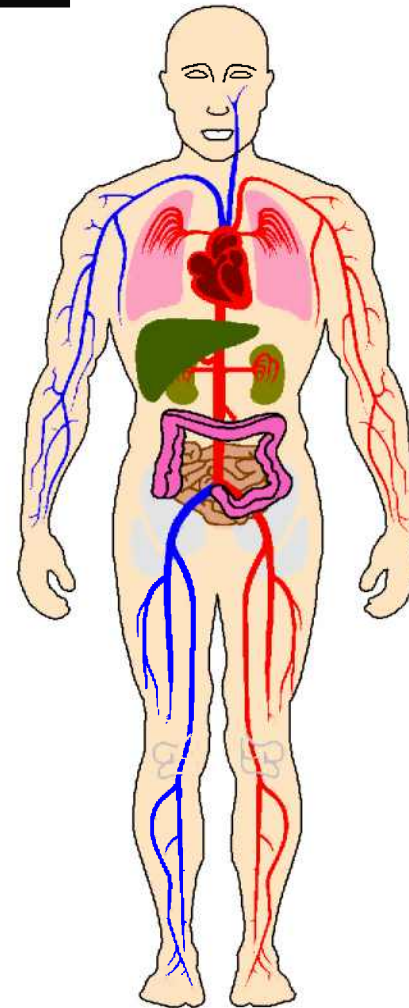
# IS THIS THE RIGHT PRACTICE?

- Does it meet your expectations?
- Relationships & Ability to Communicate
  - Other Doctors
  - Staff
- Is this where you want to stay?
- Work Schedule /Quality of Life
- Economics



# ANATOMY OF EMPLOYMENT AGREEMENTS

- The Parties
- Effective Date/Term
- Duties & Responsibilities
- Compensation
- Fringe Benefits
- Call Schedule
- Record Keeping



# ANATOMY OF EMPLOYMENT AGREEMENTS

- Billing Practices
- Patient Charts & Records
- Malpractice Ins.
- Representations & Warranties
- Performance Standards

