



**MeritCare
Health System**



Practice Description for Allergy MeritCare Health System – Fargo, ND

COMMUNITY

The metropolitan community of Fargo/Moorhead will offer you the best of both worlds. On one hand we are large enough to support many of the amenities of a larger urban setting such as Community Theater and symphony, two universities and two colleges and even a minor league baseball team. Yet we are not so large as to generate some of the drawbacks of larger urban centers such as crime, traffic congestion and pollution.

The current population of 190,000 continues to grow at a comfortable rate. Our institutions of higher learning provide a university community atmosphere and continually generate cultural and sporting activities for all. Symphony, Opera, Community Theater and 36 arts organizations add to an already high quality of life. For those with families, the three school districts within the metropolitan community offer a wide selection of courses of high quality at all levels. SAT and ACT scores rank above national averages. High school graduation rate for Fargo is 90.7%. Year-round sporting activities for children and young adults are provided through the schools, park districts, private organizations and the YMCA. You may never sleep in on a Saturday morning again! If this isn't enough, then you might take advantage of "*going to the lakes*". Clear blue lakes of all shapes and sizes begin less than thirty-five miles from Fargo. For more information on our wonderful way of life – visit www.fmchamber.com. To view the current cultural activities in the FM area please visit www.culturepulse.org.

MERITCARE HEALTH SYSTEM

When you join MeritCare you are joining a leader in the health care industry in the upper Midwest. Among many awards, we were voted one of the Top 100 Hospitals in 2007 by Solucient and achieved the same Top-100 award recently for integrated healthcare networks for the third year in a row by Modern Health Care magazine.

MeritCare is the largest hospital in North Dakota with 583 beds at two locations in Fargo. We feature 17 additional clinics in the Fargo/Moorhead community as well as 27 regional primary care clinics in eastern North Dakota and northwestern Minnesota. Our service area spans 250 miles from Jamestown, North Dakota to Bemidji, Minnesota. MeritCare's 400+ physicians cover 73 medical specialties. For more information see www.meritcare.com

PRACTICE SETTING

The practice is located at the downtown campus. Consults are done at both hospitals (downtown and MeritCare South University).

PRACTICE DESCRIPTION

You would practice in a fully staffed clinic setting. Nursing staffed is trained in allergy/immunology. Currently between 350-400 patients actively receiving immunotherapy. You would also have the opportunity to teach internal medicine residents and lecture medical students. The opportunity to do research is also available. MeritCare has PACS and an electronic medical records system. There is one pediatric allergist practicing at MeritCare.

COMPETITION

There is one independent allergist practicing in Fargo/Moorhead.

SALARY

MeritCare is offering a guaranteed salary for the first two years. The pay formula is RVU based.

COMPREHENSIVE BENEFITS PACKAGE

See benefits page below.

Practice Description for Pulmonology MeritCare Health System – Fargo, ND

PRACTICE SETTING

The pulmonary practice is an adult outpatient clinic practice and day hospital consult service. The department features a PFT lab with two body boxes, PAC's viewing room, electronic medical records, four exam rooms and individual physician offices. On the medical campus supporting services include pulmonary rehab, hospital respiratory therapy services, a bronchoscope lab, asthma educator and smoking cessation programs.

PRACTICE DESCRIPTION

The demand for pulmonary services is very high both within the Fargo/Moorhead community and the region. On a typical day you would expect to see between 20-25 outpatients and 3 - 5 hospital consults. Hospitalists admit patients. Time permitting outreach to one or two regional centers per month will be encouraged. There is an opportunity to also do critical care and sleep. Practicing at MeritCare also offers you the opportunity to teach medical students as well as internal medicine residents.

COMPETING PRACTICE IN THE COMMUNITY

There are 2 full-time and 1 part-time pulmonology/critical care physicians employed by Innovis Health.

SALARY

MeritCare offers a guaranteed competitive salary floor for the first two years, with the immediate potential to generate a higher salary based on production.

COMPREHENSIVE BENEFITS PACKAGE

A full benefits package is provided. See below.

Practice Description for Maternal Fetal Medicine MeritCare Health System – Fargo, ND

PRACTICE SETTING

Uniquely situated on the border of North Dakota and Minnesota and just seventy miles from South Dakota, MeritCare's has a primary and secondary service area population of 465,688 while the tertiary totals over 1.3 million. The practice will be mostly clinical and consulting serving both inpatient and outpatient needs. With 2300+ births annually at MeritCare and 70 to 75% market share locally the practice promises to be a rewarding one. MeritCare's Obgyn's service line includes a 32-bed Family Birth Center, and three OB/GYN clinics in the Fargo-Moorhead area. Eight OB/GYN and six mid-level providers staff these clinics. MeritCare has an established Reproductive Medicine Department with two reproductive endocrinologists and a nurse practitioner. In addition, MeritCare has OB/GYN and Family Medicine providers throughout the region providing obstetrical care within our health system. Finally

MeritCare has a 33-bed level III B NICU and 60-bed Children's Hospital and an established maternal and NICU flight-team with both fixed wing and helicopter capabilities.

PRACTICE DESCRIPTION

This is an exciting opportunity to develop the only Maternal Fetal Medicine program in western Minnesota and the entire state of North Dakota. We are seeking a BC/BE fellowship trained individual who demonstrates clinical excellence and has the vision to develop a Maternal Fetal Medicine program that will serve the region. The primary focus of the practice will be to serve as a consultant to MeritCare's Obstetrics/Gynecology and Family Medicine physician staff of the region.

COMPETING PRACTICE IN THE COMMUNITY OR REGION

There are no other Maternal Fetal Medicine physicians in the local community of Fargo-Moorhead, in the state of North Dakota or western Minnesota.

COMPREHENSIVE SALARY AND BENEFITS

Competitive salary and full benefits to include relocation package provided. See below.

Practice Description for Internal Medicine MeritCare Health System – Fargo, ND

PRACTICE SETTING

With over 20 general internists practicing at four locations in Fargo-Moorhead, MeritCare continues its long-standing tradition of comprehensive care of adults. In addition to the large Internal Medicine Department in Fargo-Moorhead, MeritCare employs several internal medicine physicians at its regional locations. Among the features of the MeritCare Internal Medicine Department:

- The department is on the forefront in how it practices. In recent years, internists have undertaken innovative pilot projects such as open access, chronic disease management and EPR.
- When it comes to medical education, the Internal Medicine Department shines. Internists teach medical students and residents (in internal medicine as well as psychiatry and transitional year), adding to the vibrancy of the department. Working collaboratively with the University of North Dakota School of Medicine and Health Sciences, MeritCare is home to the strongest, most integrated undergraduate and graduate clinical internal medicine program of any health care facility in the state.
- Internists appreciate easy access to whatever type and level of care their patients may need. MeritCare has subspecialists in several areas (several of them within the Internal Medicine Department) plus a full spectrum of ancillary services.
- Internists enjoy the opportunity to build long-term relationships with their patients. They also appreciate variety in practice and a high level of collegiality both within the department and with other departments at MeritCare.

PRACTICE DESCRIPTION

- With the availability of full-time hospitalists (17) at MeritCare Hospital, MeritCare internists can focus their time and energy on their clinical practice. Clinic based internists have telephone call only. It is rotated through the department members, which will equal approximately 1-2 weeknights/month and one weekend of call every three months. Clinic based internists have the opportunity to provide 6 weeks of hospital coverage, if they choose. With the week of coverage, it also includes the weekends.
- The Internal Medicine Department functions smoothly with the “provider team” concept. Each team includes mid-level providers and each physician is assigned a primary nurse.
- The availability of mid-level providers dedicated to nursing-home care lessens internists’ nursing-home duties considerably. Internists visit one of the area nursing homes once a month.

COMPETING PRACTICE IN THE COMMUNITY

There are several independent, private practice Internal Medicine physicians in the community, including those employed at Dakota Clinic and at the VA Hospital.

SALARY AND BENEFITS

MeritCare offers a guaranteed competitive salary floor for the first two years, with the potential to generate a higher salary above the floor (RVU comp). New physicians are eligible for 250 practice management RVUs. Existing internists are eligible for the same practice management RVUs based on their FTE level. The existing internists also have a \$15,000 incentive opportunity.

COMPREHENSIVE BENEFITS PACKAGE

A full benefits package is provided.

Practice Description for Orthopaedic Surgery MeritCare Health System – Bemidji, MN

COMMUNITY

The uniqueness and attraction of Bemidji is evident as soon as you arrive. This picturesque, charming, and progressive community is located on the shores of Lake Bemidji 220 miles northwest of Minneapolis. It provides a small town flavor and friendliness while at the same time providing many cultural options not always thought of for North Central Minnesota. This growing university resort community has an immediate service radius of 45,000 with a secondary draw of up to 100,000 people.

Bemidji, the First City on the Mississippi, is home to 12,750 people. It offers a fine selection of shopping as well as an excellent educational system, recreational activities, medical care and government services. From state parks to sporting events, you will find an activity that meets your needs with trails to hike or bike, skiing, canoeing, golfing, sailing or fishing on one of the over 400 surrounding lakes. For a weekend get-away, Minneapolis is a short flight or less than a four-hour drive away.

The area continues to grow and prosper with numerous diverse industries and tourism related companies. For cultural interests Bemidji features a unique blend of Native American culture and folklore, Minnesota Public Radio

and Television, theatrical performances by The Paul Bunyan Playhouse, and symphony productions presented by the Bemidji Community Orchestra. The 5,000 students of Bemidji State University provide a pleasant compliment to the local population and activity including art exhibits, theatrical productions, and sporting events.

In Bemidji you can enjoy the qualities of a safe small town environment while having access to greater cultural and recreational amenities nearby. Visit websites: www.visitbemidji.com and www.bemidji.org for information on Bemidji and all that it has to offer.

PRACTICE SETTING

Bemidji Clinic is the largest regional clinic in the MeritCare system. The multi-specialty group of 60 physicians covers 23 different specialty areas. In addition, eight specialists provide outreach services to Bemidji from Fargo on a monthly basis. (See Provider Directory)

The modern clinic with the recently constructed general surgery wing and day surgery will make your daily practice convenient and efficient. We offer the complete spectrum of supporting services and personnel including a vascular lab, MRI, CT, mammography, ultrasound, pathology services, and electronic medical records. The spacious North Country Regional Hospital is attached to the clinic. It is a 116-bed facility with 45 beds dedicated to medical/surgical. Both the clinic and hospital have served as strong partners for many years providing an excellent quality of care. (See www.meritcare.com)

PRACTICE DESCRIPTION

To meet continued demand the department is seeking a BC/BE orthopedic surgeon to join Dr. Pat Moriarty. You can expect a full spectrum practice to include fracture care, total knees and hips, ligament injuries, sports, some trauma, shoulder and hand. On an outpatient day you can expect to see 20 to 25 patients. Call is expected to be one in four. Dr. Moriarty completed his residency at the Mayo Clinic in Rochester, MN. He has had additional training in sports and trauma at the Lake Tahoe Orthopaedics Institute.

COMPETING PRACTICE IN THE COMMUNITY

There are two independent orthopaedic surgeons in Bemidji.

SALARY AND BENEFITS

MeritCare offers a generous guaranteed competitive salary floor for the first two years, with the potential to generate a higher salary above the floor.

COMPREHENSIVE BENEFITS PACKAGE

See below.

IMMIGRATION ASSISTANCE

Meritcare will pay all attorneys' fees, cost and filing fees related to physician obtaining the required immigration documentation.

Practice Description for Family Medicine MeritCare Health System – Bemidji, Minnesota

PRACTICE SETTING

Bemidji Clinic is the largest regional clinic in the MeritCare system. The multi-specialty group of 57 physicians covers 23 different specialty areas. In addition, eight specialists provide outreach services to Bemidji from Fargo on a monthly basis. (See Provider Directory – www.meritcare.com)

The modern clinic with the recently constructed general surgery wing and day surgery will make your daily practice convenient and efficient. We offer the complete spectrum of supporting services and personnel including a vascular lab, MRI, CT, mammography, ultrasound, pathology services, and electronic medical records. The spacious North Country Regional Hospital is attached to the clinic. It is a 116-bed facility with 45 beds dedicated to medical/surgical. Both the clinic and hospital have served as strong partners for many years providing an excellent quality of care. (See www.meritcare.com)

PRACTICE DESCRIPTION

Family Medicine department consists of eleven physicians as well as support staff (five RNs and fourteen LPNs). Call is: 1 in 11. North Country Hospital is conveniently attached to the clinic. Physicians also have a full hospital practice with ICU privileges. Prefer OB but not required. Various specialties provide outreach to the Bemidji Clinic. Other specialties within the clinic/system are available for consult.

COMPETING PRACTICE IN THE COMMUNITY

There are a few independent physicians in Bemidji, i.e. ophthalmology and family medicine.

SALARY AND BENEFITS

MeritCare and North Country Regional Hospital will provide a starting incentive that is forgiven over a three-year period.

MeritCare offers an excellent guaranteed competitive salary floor for the first two years, with the potential to generate a higher salary above the floor.

COMPREHENSIVE BENEFITS PACKAGE

See below.

Practice Description for Urology MeritCare Health System – Bemidji, MN

PRACTICE SETTING

Bemidji Clinic is the largest regional clinic in the MeritCare system. The multi-specialty group of 60 physicians covers 23 different specialty areas. In addition, eight specialists provide outreach services to Bemidji from Fargo on a monthly basis.

The modern clinic with the recently constructed general surgery wing and four day-surgery suites will make your daily practice convenient and efficient. We offer the complete spectrum of supporting services and personnel including a radiation oncology, X-ray, MRI, CT, mammography, ultrasound, pathology services, electronic medical records and mobile lithotriptor. The spacious North Country Regional Hospital is attached to the clinic. It is a 116-bed facility with five OR's and 45 beds dedicated to medical/surgical. Both the clinic and hospital have served as strong partners for many years providing an excellent quality of care. (See www.meritcare.com)

PRACTICE DESCRIPTION

Urology services are much needed in the Bemidji region. Dr. Kosko is seeking a partner to meet the community needs. There are no other urologists in its primary and secondary draw area. Historically the region has supported three private practices and one MeritCare Bemidji urologist at the same time. You can expect to see a wide variety of cases. With an increased retiring population in the lakes region this is expected to continue. On an average outpatient day you can expect to see at least 25 patients. You will have good access to the four day-surgery suites and the five main OR's of North Country Regional Hospital. Primary care will serve as the first call for call purposes.

COMPETING PRACTICE IN THE COMMUNITY

There are no other urologists in or around Bemidji.

SALARY AND BENEFITS

MeritCare offers a guaranteed competitive salary floor for the first two years, with the potential to generate a higher salary above the floor.

COMPREHENSIVE BENEFITS PACKAGE

See below.

IMMIGRATION ASSISTANCE

Meritcare agrees to pay all attorney's fees, costs and filing fees related to physician obtaining the required immigration documentation and status necessary to commence employment. Meritcare reserves the right to designate the law firm.



INSURANCE

- Group Term Insurance is available to a maximum of \$250,000. There is an option to purchase dependent coverage.
- Long Term Disability Insurance pays 60 percent, up to \$10,000 per month if disabled.
- Health and Dental Insurance for doctors and immediate family member. Pretax payroll deduction for coverage elected. Fixed taxable amount available if waiving health insurance and guidelines are met.
- Flexible spending accounts including medical, up to a maximum of \$3,600 per year and dependent care up to a maximum of \$5,000 per year.

CONTINUING EDUCATION/PROFESSIONAL MEETINGS

- Newly employed doctors receive five working days of time to attend medical meetings during each of the first two calendar years of employment, and 10 working days per year for such purposes thereafter. (There is limited accumulation privilege in connection with meeting time allowances.)
- Continuing education and meeting reimbursement of \$4,000 provided annually for continuing education expenses, travel, meals, lodging, registration and books, portion can be used for reimbursement of professional association dues. (Also, an option to withhold up to an additional \$5,000 pre-tax dollars.)

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DUES/LICENSES/INSURANCE

- The Medical Group pays state and local medical society dues for its doctors on an annual basis
- The cost of renewing North Dakota and Minnesota state licenses and DEA certificates are paid.
- Malpractice coverage is provided to MeritCare employed physicians for claims that may arise out of medical services provided within the physician's scope of employment with MeritCare. MeritCare's malpractice coverage is provided through a captive insurance program. Upon leaving MeritCare, MeritCare provides the physician with a continuing coverage letter indicating that coverage for claims arising out of the scope of physician's employment with MeritCare will be covered by MeritCare's captive insurance program. Coverage is subject to policy terms and conditions. For a copy of the continuing coverage letter, contact MeritCare Claims Manager at 234-5020. MeritCare covers the cost of the captive insurance program.

VACATION

- Newly employed doctors receive 20 working days of vacation the first calendar year of employment (pro-rated) increasing with seniority, to 33 working days.
- Limited opportunity to accumulate unused vacation is also provided.

RELOCATION EXPENSE

- Relocation allowance of up to \$10,000 for a single household or \$15,000 for a physician couple.

SICK LEAVE

- Newly employed doctors receive 45 working days for sick leave the first calendar year of employment (pro-rated) and 30 working days thereafter.
- Doctors can accumulate up to 190.5 working days of full pay sick leave.

PENSION PLAN

- One year waiting period for eligibility.
- Enter on January 1 or July 1 of eligible year.
- Defined qualified contribution plan.
- Non-qualified cash plan for physicians under age 35.
- Vesting is twenty-percent per year.
- Funds are managed by several financial managers.
- Minimum of 11 percent of gross salary contributed. Employer contributions subject to IRS limitations.

403(b) and 457 (b) PLANS

- Opportunity to contribute to both a 403 (b) plan and 457 (b) plan

*MeritCare Health System reserves the right to amend or terminate any of these benefits at any time.