

Compliance Corner | Ineligible Persons Screenings

As a contracted healthcare provider in federally funded healthcare programs, such as Medicare and Medicaid, PAM may not employ, contract with, or engage any individual who is or has been excluded, suspended, debarred or is otherwise ineligible to participate in any federally funded healthcare program.

As such, all current employees, vendors and professional providers are screened on a monthly basis, against the OIG's List of Excluded Individuals and Entities (LEIE) System for Award Management (SAM), Office of Foreign Assets Control's Specialty Designated Nationals (SDN/Terrorist List/US Treasury) and the U.S. Treasury Non-SDN OFAC (FSE) databases, as well as any available State or local exclusion/sanction databases. In addition, all prospective employees and vendors are screened before hire and contracting. Providers are screened as part of the credentialing process.

Employment with PAM is contingent on a successful screening of exclusion lists and an employee's certification that he or she has disclosed to PAM the following:

1) any criminal complaint, indictment, criminal proceeding or conviction (involving other than a misdemeanor offense) in which the employee is, or at any time was, named as a defendant;

2) any investigation or proceeding, whether administrative, civil or criminal, relating to an allegation against the employee of filing a false healthcare claim, violating any anti-kickback laws, or engaging in other billing improprieties; and,

3) any past or present threatened, proposed or actual exclusion from any federally funded healthcare program, including Medicare or Medicaid.

CORE VALUE HIGHLIGHT

Integrity

During the course of employment, an employee has a duty to disclose if he or she is under current investigation for criminal charges or proposed debarment or exclusion from any federally funded healthcare program. Pending resolution, the employee must be removed from direct responsibility for or involvement in any federally funded healthcare program. If resolution results in conviction, debarment or exclusion, the employee will be terminated immediately.

Should a PAM employee appear on the one of the Reports as an excluded individual, reasonable steps will be taken to verify that it is the correct individual. If it is concluded to be the same individual, his or her employment with PAM will terminate immediately, unless the employee provides satisfactory evidence that he or she is not the individual that appears on the Sanction Report.

PAM HEALTH Hospital Celebrations

Throughout May, our hospitals celebrated National Nurses Month and Week and National Hospital Week. Our Enola corporate headquarters also hosted our CEO boot camp, providing participants with enriching educational sessions (bottom middle).



CORE VALUE HIGHLIGHT

Teamwork

PAM Rx

A healthy dose of company news Summer 2024

Leadership Conference REFLECTIONS & INSIGHTS

Since the inception of PAM Health, the annual PAM Health Leadership Conference has been going on in one shape or another. In the first year, we had maybe 10 people. Now, more than 300 hospital and home office leaders attend.

Over the years, the conferences have proven to be motivating and inspiring by providing an opportunity for home office staff to align and engage in person with the hospital leaders. The conferences are also a time to communicate up-to-date education and training on new developments and best practices to everyone at the same time.

At the start of each conference, I like to kick things off by sharing updates, answering questions, and setting expectations. Besides presenting, I also participate in the sessions and appreciate the chance to talk to and hear from leaders about their thoughts and ideas.

Throughout the year, I visit as many hospitals as possible; however, as we have grown, that has become logistically tougher. The conference allows me a chance to catch up with hospital leaders from around the country in person.

In terms of what we cover during the conference, no two years are ever the same because healthcare is ever changing. Reimbursements, regulations, values-based care, quality, and outcomes are topics that are always top of mind.



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In the last few years, we have gotten really good at having our finger on the pulse of legislation and what is going on in Washington, D.C. thanks to the efforts of Lisa MacLean and Brittany Misitano. I think that it is increasingly important to have a seat at the table and for all of us to understand the impact those laws can have on our industry.

I always tell those in attendance that if they leave that meeting with one good idea, then the meeting has been a success. If they take that one idea, implement it, share it, and roll it out—that's great. Most of the time, they leave with far more than one idea. I know this because I see it in post-meeting enthusiasm, improvements, and positivity. They are energized. They know that they are not out there on an island to fend for themselves—they have a home office team and a network of other leaders with great, great talent who are there to offer advice, feedback, and support. I know they get that, and I know they feel that.

I'd like to challenge them to maintain that positive energy and pursuit of excellence. And, if you're a hospital team member, listen to your leaders and embrace and support them as they strive to create a better experience for patients, family members, and team members.

Thank you,

Anthony Misitano,
CHAIRMAN AND CEO



PAM HEALTH Leadership Conference

PAM Health's Annual Leadership Conference brought together 300 hospital CEOs, DSIs, CNOs, DCMs, and executive leaders in Houston in June. The conference included an awards and recognition ceremony, educational sessions, updates, and the opportunity to share best practices with other colleagues. After the event, attendees returned to their hospitals energized to continue the important work of living out the PAM Health mission to improve the lives of our patients who entrust us with their care.

CORE VALUE HIGHLIGHT

Lifelong Learning

One highlight was the awards presentation recognizing several leaders of the year (top photo; pictured left to right are Erin DeFarno, DSI of the Year; Candeece Beall, DCM of the Year; Susan Litchford, CNO of the Year; George Del Farno, Chairman's Club CEO of the Year; and Jessica Franke, CEO of the Year for 2023).



Department Spotlight: Finance

The Finance team at PAM Health, led by Senior Vice President and Chief Accounting Officer Robert Lagermasini, MBA, is one of the unsung heroes behind the organization's financial success. With more than 12 years of experience at PAM Health, Lagermasini has risen from a staff accountant to his current leadership role. Under his guidance, the Finance department oversees various critical functions including accounting, accounts payable, billing and collections, revenue integrity, and price transparency.

Lagermasini commends the dedication and hard work of his team, which includes William Borrego, Vice President of Revenue Cycle Operations; Paul Kane, Vice President of Accounting; Christopher Stum, Corporate Director of Revenue Cycle; Paula Richburg, Corporate Director of Charge Integrity; and Erica Thomas, Charge Master Analyst. Spread

CORE VALUE HIGHLIGHT

Teamwork

across the Enola and Plano offices, the Finance team includes more than 100 members, all committed to ensuring the organization's financial health.

Their multi-faceted responsibilities include:

- Ensuring patient bills are accurate, dispatched, and collected.
- Guaranteeing PAM Health pricing is available for every patient to view on each hospital website.
- Complying with government finance regulations dictated by CMS.
- Complying with GAAP rules that change annually.

Achieving these goals requires seamless collaboration and meticulous timing, essential for maintaining PAM Health's financial stability, fulfilling its obligations, adhering to regulations, and expanding its specialty and rehabilitation hospital services.

Lagermasini highlights the critical but often overlooked role of LTACHs and rehabilitation hospitals in healthcare. "People often don't understand the crucial work these hospitals do compared to acute hospitals," he says. "Yet, they play a vital role in saving and improving lives. All you have to do is look at what we did during the pandemic—our hospital teams saved the lives of tens of thousands of people."

Navigating the constantly evolving landscape of finance, particularly under fluctuating federal regulations, is a significant challenge. "The government frequently changes the rules, and unfortunately, the reimbursements are minimal," Lagermasini notes. Despite these hurdles, the Finance team's relentless efforts ensure PAM Health's mission continues to thrive.

Top: The Accounts Payable team with Paul Kane and Robert Lagermasini (front row) in the Enola office; Bottom: Members of the Accounting team, with honorary team member Enzo the dog, in the Enola office. (Not pictured: The Billing team, based in the Plano corporate office.)

