

AGREEMENT FOR
ATTENDING PHYSICIAN, ONCOLOGY AND HEMATOLOGY SERVICES

This Agreement is made and entered into by the COUNTY OF VENTURA, a legal subdivision of the State of California, hereinafter sometimes referred to as COUNTY, including its Ventura County Health Care Agency (referred to collectively as "AGENCY"), and Mahshid Melody Mosallaei-Benjamin, M.D., aka Melody Benjamin, M.D., a duly licensed physician or duly formed California Professional Corporation ("CONTRACTOR").

This Agreement shall be effective January 4, 2010, and, subject to receipt of all necessary budgetary approvals by the Ventura County Board of Supervisors, shall be for an initial period of seventeen (17) months and twenty eight (28) days, that is, until June 30, 2011. Then, unless terminated in writing by either party at least thirty (30) days prior to the renewal date, and subject to receipt of all necessary budgetary approvals by the Ventura County Board of Supervisors, this Agreement may then be extended for up to two (2) additional periods of one year each. The Director of the Health Care Agency, or designee, shall have the authority to approve such extensions.

FIRST
SERVICES TO BE RENDERED

AGENCY, as owner and operator of a general hospital known as Ventura County Medical Center, operating with campuses in the cities of Ventura and Santa Paula, hereinafter collectively referred to as HOSPITAL and its clinic system, hereinafter referred to as AMBULATORY CARE, hereby contracts for the professional services of CONTRACTOR. CONTRACTOR shall be designated as Attending Physician, Oncology and Hematology Services, and shall provide professional medical services under the direction of HOSPITAL and AMBULATORY CARE Medical Directors and the Director of Oncology and Hematology Services, and shall perform said work and functions at all times in strict accordance with currently approved methods and practices of their professional specialty.

CONTRACTOR shall have responsibilities as detailed in Attachment I, attached hereto.

SECOND
COMPENSATION OF CONTRACTOR

AGENCY shall compensate CONTRACTOR for services rendered under this Agreement as detailed in Attachment II, attached hereto. Upon termination of this Agreement, CONTRACTOR shall be entitled to compensation earned prior to the date of termination as provided in this Agreement computed pro rata up to and including that date, and CONTRACTOR shall be entitled to no further compensation as of the date of termination. AGENCY shall have no obligation to pay claims of CONTRACTOR that are not received within thirty (30) days from the date of termination of the Agreement.

THIRD
PROPERTY RIGHTS OF THE PARTIES

All inventions, designs, improvements and discoveries made solely and exclusively by CONTRACTOR prior to or during the term of this Agreement which may be patented or copyrighted shall be conclusively presumed by the parties to this Agreement to be the exclusive property of CONTRACTOR, and AGENCY shall have no right of any nature whatsoever regarding them.

FOURTH OBLIGATION OF AGENCY

During the term of this Agreement, AGENCY agrees:

1. Malpractice Coverage - to provide professional liability (malpractice) coverage which will cover CONTRACTOR and AGENCY while said physician is practicing under the supervision of the Medical Director of HOSPITAL, irrespective of the time at which such claim(s) may be filed or settled, and irrespective of the status of CONTRACTOR and AGENCY at said time.
2. Space - to provide necessary space for the performance of CONTRACTOR'S professional duties.
3. Supplies - to provide supplies necessary to the proper operation and conduct of services, and supply ordinary janitorial and in-house messenger service, and such utilities as may be required for the proper operation and conduct of CONTRACTOR'S services.
4. Support Services - to provide necessary support personnel required for the proper operation of medical services AGENCY shall provide for accreditation surveys and quality control and survey programs.
5. Billing for Services Rendered - to bill and collect for all medical services rendered by CONTRACTOR pursuant to the terms of this Agreement. CONTRACTOR shall not bill for such services since CONTRACTOR'S compensation for services performed pursuant to this Agreement shall be as set forth in Attachment II.

The responsibilities of AGENCY under this Article shall be subject to its discretion and usual purchasing practice, budget limitations and applicable laws and regulations.

FIFTH OBLIGATIONS OF CONTRACTOR

CONTRACTOR agrees to, at all times during the term of this Agreement:

1. License and Staff Membership - keep in full force and effect the unrestricted license of CONTRACTOR as a California physician and surgeon with membership in good standing and privileges on the Medical Staff of HOSPITAL.
2. Conduct in Community - CONTRACTOR'S conduct shall, at all times, be with due regard to public conventions and morals. CONTRACTOR further agrees not to do or commit any acts that will reasonably tend to degrade her or bring her into public hatred, contempt or ridicule, or that will reasonably tend to shock or offend the community, or to prejudice AGENCY or the medical profession in general.
3. Return of Equipment and Supplies - On the termination of this Agreement or whenever requested by AGENCY, CONTRACTOR shall immediately deliver to AGENCY the equipment and supplies in his possession or under his control belonging to AGENCY in good condition, ordinary wear and tear and damages by any cause beyond the reasonable control of CONTRACTOR excepted.

4. Access to Records - Until the expiration of four years after the furnishing of the services provided under this Agreement, CONTRACTOR will make available to the Secretary, U.S. Department of Health and Human Services, and the U.S. Comptroller General, and their representatives, including the State of California, this Agreement and all books, documents, and records necessary to certify the nature and extent of the cost of these services. If CONTRACTOR carries out the duties of this Agreement through a subcontract worth \$10,000 or more over a 12-month period with a related organization, the subcontract will also contain an access clause to permit access by the Secretary, Comptroller General, and their representatives to the related organization's books and records.
5. Restrictions on Use or Disclosure of Protected Health Information - CONTRACTOR will not use or disclose protected health information other than as permitted or required by the Agreement or as required by law. For the purposes of this section, "protected health information" means information transmitted or maintained in any medium that (1) relates to the past, present or future physical or mental health condition of an individual, the provision of health care to an individual, or the past, present or future payment for health care, and (2) either identifies the individual or reasonably could identify the individual.
 - a. Permitted Uses and Disclosures - CONTRACTOR may use or disclose protected health information only as follows: (1) for the proper management and administration of CONTRACTOR or to carry out the legal responsibilities of CONTRACTOR, and (2) to provide data aggregation services to AGENCY. CONTRACTOR will document any disclosures of protected health information not permitted by law.
 - b. Safeguarding Protected Health Information - CONTRACTOR will use appropriate safeguards to prevent use or disclosure of protected health information other than as provided for by this Agreement, including ensuring that any agent, including a subcontractor, to whom she provides protected health information received from or created or received by CONTRACTOR on behalf of AGENCY agrees to the same restrictions and conditions that apply through this Agreement to CONTRACTOR with respect to such information. CONTRACTOR will report to AGENCY any use or disclosure of protected health information not provided for by this Agreement of which she becomes aware and will, to the extent practicable, mitigate any harmful effect that is known to CONTRACTOR of a use or disclosure of protected health information in breach of the requirements of this Agreement. At the termination of the contract, CONTRACTOR will return or destroy all protected health information received from, or created or received by, CONTRACTOR on behalf of AGENCY and retain no copies of such information.
 - c. Persons or Entities Allowed Access to Records - Except as otherwise prohibited by law, CONTRACTOR will allow an individual who is the subject of the protected health information to inspect and obtain a copy of protected health information and to receive an accounting of any disclosures of protected health information by CONTRACTOR occurring six years prior to the date on which the accounting is requested. CONTRACTOR will make protected health information available to AGENCY for inspection, amendment and copying. CONTRACTOR will make her internal practices, books, and records relating to the use and disclosure of protected health information available to the Secretary U.S. Department of Health and Human Services, for purposes of determining CONTRACTOR'S compliance with this provision.

6. Treating Patients - CONTRACTOR will provide medical services to patients presented to her by AGENCY regardless of health and financial status. CONTRACTOR recognizes that AGENCY contracts with various medical insurance plans to provide medical services for plan members, and CONTRACTOR agrees to provide medical care for those patients on the same basis as CONTRACTOR provides medical care to other patients. CONTRACTOR agrees to cooperate with any quality review and improvement program involving AGENCY and a medical insurance plan with whom AGENCY has contracted.
7. Documentation Requirements: HOSPITAL retains professional and administrative responsibility for the services rendered. The CONTRACTOR when acting as a consultant, shall appraise the administrator of recommendations, plan for implementation and continuing assessment through dated and signed reports which shall be retained by the administration for follow-up action and evaluation of performance.

SIXTH TERMINATION

This Agreement shall terminate immediately upon the occurrence of any of the following:

1. The failure to cure within thirty (30) days of written notice a breach of duty by CONTRACTOR in the course of providing services under this Agreement.
2. The failure to cure within thirty (30) days of written notice any neglect by CONTRACTOR of duties under this Agreement.
3. The failure to cure within thirty (30) days of written notice a breach of the obligations of AGENCY to CONTRACTOR under this Agreement.
4. The termination or full suspension of membership and privileges on the medical staff of HOSPITAL.
5. By mutual consent of AGENCY and CONTRACTOR.
6. After the initial period under this Agreement, upon ninety (30) days notice from either party to the other.
7. Upon mutual Agreement by AGENCY and CONTRACTOR that a change in laws or standards has arisen which prohibits or restricts the terms of this Agreement.
8. Upon AGENCY'S determination of a material breach of Article 5, section 5 of this Agreement by CONTRACTOR

Termination of this Agreement shall not result in loss of medical staff privileges and membership of CONTRACTOR.

SEVENTH GENERAL PROVISIONS

1. No Waiver - Failure by either party to insist upon strict performance of each and every term and condition and covenant of this Agreement shall not be deemed a waiver of or a relinquishment of their respective rights to enforce any term, condition or covenant.

2. Containment of Entire Agreement Herein - This Agreement supersedes any and all other agreements, either oral or in writing, between the parties hereto with respect to CONTRACTOR providing the subject services to AGENCY and contains all the covenants and agreements between the parties with respect to such services in any manner whatsoever. Each party to this Agreement acknowledges that no representations, inducements, promises or agreements, orally or otherwise, other than as set forth herein, have been made by any party, or anyone acting on behalf of any party to be charged.
3. Notices - Notices to be given by either party to the other may be effected either by personal delivery in writing or by mail, registered or certified, with return receipt requested. Mailed notices shall be addressed to AGENCY by addressing and delivering such notices to the Hospital Administrator, Ventura County Medical Center, 3291 Loma Vista Road, Ventura, CA 93003, and to CONTRACTOR at the address listed in this Agreement. Each party may change their address by written notice in accordance with this paragraph. Notices delivered personally shall be deemed communicated as of actual receipt; mailed notices shall be deemed communicated as of two days after mailing.
4. Partial Invalidity - If any provision of this Agreement is held by a court of competent jurisdiction to be invalid, void or unenforceable, the remaining provisions shall nevertheless continue in full force without being impaired or invalidated in any way.
5. Law Governing Agreement - This Agreement shall be governed and construed in accordance with the laws of the State of California.
6. Compliance with Laws and Regulations - All parties to this Agreement shall comply with all applicable laws and regulations. Specifically, but without limiting the generality of the foregoing, there is no intention on behalf of AGENCY in connection with this Agreement or otherwise to induce or to influence referrals by or from CONTRACTOR. In dealing with patients and in connection with any patient referrals or hospital admissions CONTRACTOR may make, CONTRACTOR is expected and required to act in accordance with the highest professional and ethical standards, in accordance with applicable laws, and in the best interests of the patient. Neither the compensation paid pursuant to this Agreement, nor any other consideration or remuneration to CONTRACTOR or otherwise, or to any member of CONTRACTOR'S family, currently or in the future, is or will be based on any expectation of referrals, or on CONTRACTOR making or not making referrals to any particular person, entity or facility.
7. Preparation of Agreement through Negotiation - It is agreed and understood by the parties hereto that this Agreement has been arrived at through negotiation and that neither party is to be deemed to be the party which prepared this Agreement within the meaning of Civil Code section 1654.
8. Independent Status of CONTRACTOR - In the performance of the work, duties and obligations under this Agreement, it is mutually understood and agreed that CONTRACTOR is at all times acting as an independent contractor. Except as otherwise provided, neither AGENCY nor HOSPITAL shall have any control over the method by which CONTRACTOR shall give these services, provided, however, that CONTRACTOR shall perform the obligations and responsibilities hereunder and function at all times in accordance with approved methods of practice in the professional specialty of Oncology and Hematology and in accordance with the Rules and Regulations promulgated by HOSPITAL'S medical staff.
9. Subcontracts by CONTRACTOR - If in the performance of this Agreement, CONTRACTOR chooses to associate, subcontract with, or employ any third person in carrying out the responsibilities of this Agreement, any such third person shall be entirely and exclusively under the direction, supervision and control of CONTRACTOR. All terms of association, subcontract or employment,

including hours, wages, working conditions, discipline, hiring and discharging or any other terms of association, subcontract or employment or requirements of law shall be determined by CONTRACTOR, and AGENCY shall have no right or authority over such persons or the terms of their association, subcontract or employment, except as provided in this Agreement. Neither CONTRACTOR nor any such person shall have any claim under this Agreement or otherwise against AGENCY for sick leave, vacation pay, retirement benefits, social security, workers' compensation, disability, unemployment insurance benefits or employee benefits of any kind.

10. Hold Harmless by CONTRACTOR - CONTRACTOR agrees to hold AGENCY harmless from any and all claims that may be made against AGENCY based upon any contention by any third party that an employer-employee relationship exists by reason of this Agreement. AGENCY is not required to make any deductions from the compensation payable to CONTRACTOR under the provisions of this Agreement. CONTRACTOR shall be solely responsible for self-employment Social Security taxes, income taxes and any other taxes levied against self-employed persons. CONTRACTOR does not assign such obligation to the AGENCY for collection or administration except as may be required by Federal and State statutes. CONTRACTOR further agrees to hold AGENCY harmless from and to compensate AGENCY for any claims against AGENCY for payment of state or federal income or other tax obligations relating to CONTRACTOR'S compensation under the terms of this Agreement. The foregoing hold harmless provisions would not apply with respect to a penalty, if any, imposed by any governmental agency without the fault of, or being caused by, CONTRACTOR.
11. Hold Harmless by AGENCY - Should CONTRACTOR be sued based upon actions of AGENCY, through no fault of and not due to actions of CONTRACTOR, or of CONTRACTOR'S subcontractor, employees, or agents, AGENCY shall indemnify, defend and hold harmless CONTRACTOR from any loss, cost, damage, expense or liability which may arise from any such suit.
12. Provision of Satisfactory Service - It is understood and agreed that CONTRACTOR is to assure that the work and services covered by this Agreement shall be performed and rendered in a competent, efficient and satisfactory manner and in accordance with all applicable laws and community standards. Any person acting pursuant to this Agreement must at all times be properly authorized in accordance with the Bylaws, Rules and Regulations promulgated by HOSPITAL'S medical staff, as applicable, and nothing in this Agreement affects or limits in any way the application or implementation of those Bylaws, Rules and Regulations.
13. Dispute Resolution - The parties agree that disputes between them as to the interpretation of this Agreement shall be subject to the following procedures:
 - a. The aggrieved party shall notify the other party (i.e., the responding party), in writing in sufficient detail so as to clearly identify the problem(s) giving rise to the dispute. The responding party shall respond to the writing within a reasonable time, or two (2) weeks, whichever is lesser;
 - b. If the dispute involves another department in AGENCY, each of the parties shall consult with the appropriate members of said department and provide for input from said members so as to facilitate a complete discussion and proposed solution(s) of the problem(s);
 - c. If the parties are unable to reach a resolution of the problem within a reasonable time, not to exceed sixty (60) days, unless a longer time is agreed to by CONTRACTOR and AGENCY, the matter shall be submitted to a resolution committee comprised of one (1) member from the Medical Executive Committee of the medical staff chosen by CONTRACTOR, one (1) member chosen by AGENCY, and a third person mutually chosen by the first two, or if they are unable

to agree, designated by the presiding judge of the Ventura County Superior Court;

- d. Each party shall bear its own attorney's fees and legal expenses related to any action involving this Agreement.

14. Confidentiality - In providing services pursuant to this Agreement, CONTRACTOR may obtain or have access to certain information and/or material which is properly confidential and which has not been publicly released by AGENCY. CONTRACTOR shall maintain confidentiality with respect to all such information and/or material and shall not disclose such information and/or material to any third party other than as necessary in connection with providing services under this Agreement or as may be otherwise legally required. Any disclosure shall be limited to the extent necessary and shall be accompanied by limitations or restrictions to preclude further disclosure and to preserve confidentiality to the extent reasonable and permitted under applicable law.
15. Administration of Agreement - This Agreement shall be administered on behalf of AGENCY by the Director of the Health Care Agency or his designee. The Director, or designee, is authorized to take such actions in administering this Agreement on behalf of AGENCY as may be necessary or appropriate, including, by way of example but without limitation: acting on behalf of AGENCY under paragraph 13, agreeing to extensions of this Agreement on behalf of AGENCY, and giving notices of termination.
16. Documentation by Contractor - CONTRACTOR shall prepare and submit all Physician's Services slips, invoices for services, treatment plans and other documents required by AGENCY and any third party payer, including, but not limited to, Medicare and Medi-Cal, for the remuneration of CONTRACTOR'S services within thirty (30) days of the provision of the services by CONTRACTOR. Such documentation shall be accurate and legible. CONTRACTOR acknowledges that AGENCY will rely upon this documentation in billing third party payers for their services.
17. Cooperation with Compliance Efforts of Hospital - CONTRACTOR agrees to cooperate with HOSPITAL as may be required for HOSPITAL to meet all requirements imposed on it by law or by the rules, regulations and standards of applicable federal, state or local agency, the standards of the Joint Commission for the Accreditation of Health Care Organizations (JCAHO), any other agency that accredits HOSPITAL, and all public and private third party payers, including without limitation, Medicare and Medi-Cal. CONTRACTOR has received HOSPITAL'S Code of Conduct, agrees to abide by it, and will execute a certification to that effect. CONTRACTOR shall cooperate with all compliance-related activities of HOSPITAL which includes, without limitation, attending the appropriate compliance training session(s) and providing certification of attendance. Failure to adhere to this provision shall be considered a material breach and/or default under this Agreement.
18. Representations and Warranties - CONTRACTOR represents and warrants that she is not, and during the term of this Agreement shall not be: (a) suspended or excluded from participation in any federal or state health care program, (including, without limitation, Medicare, Medi-Cal, or CHAMPUS/Tricare), or (b) convicted of any criminal offense related to the delivery of any good or service paid for by a federal or state health care program or to the neglect or abuse of patients, or (c) suspended, excluded or sanctioned under any other federal program, including the Department of Defense and the Department of Veterans Affairs. CONTRACTOR shall notify HOSPITAL immediately if any event occurs which would make the foregoing representations untrue in whole or part. Notwithstanding any other provision of this Agreement, HOSPITAL shall have the right to immediately terminate this Agreement for any breach of any of the foregoing representations and warranties.

19. Use of terms in this Document - Where appropriate in the context, the use of the singular in this Agreement shall be deemed to include the plural, and the use of the masculine shall be deemed to include the feminine and/or the neuter.
20. Corporate Status of CONTRACTOR - If CONTRACTOR is a corporation, where appropriate in the context, references to "CONTRACTOR" in this Agreement shall be deemed to mean or include CONTRACTOR'S physician employee who is to perform the medical services contracted for under this Agreement.
21. Counterparts - This Agreement may be executed in two or more counterparts, each of which shall be deemed an original, but all of which together shall constitute one and the same Agreement.

IN WITNESS WHEREOF, the parties hereto execute this Agreement on the dates written below:

Dated: 11/19/09

By: Mahshid Melody Mosallaei Benjamin
Mahshid Melody Mosallaei-Benjamin, MD
[REDACTED]
CONTRACTOR

Tax ID #: [REDACTED]

Dated: 12/17/09

By: Michael Benjamin
HCA DIRECTOR or DESIGNEE

ATTACHMENT I
ATTENDING PHYSICIAN, ONCOLOGY AND HEMATOLOGY SERVICES
RESPONSIBILITY OF CONTRACTOR

It is mutually agreed that CONTRACTOR shall have the following responsibilities relative to the Hematology/Oncology program of AGENCY:

1. AGENCY shall appoint CONTRACTOR Mahshid Melody Mosallaei-Benjamin, M.D. as Attending Physician, Oncology and Hematology Services, as described in article FIRST, above.
2. CONTRACTOR shall serve under the direction of the Director of Oncology and Hematology and the Medical Directors of the HOSPITAL and AMBULATORY CARE. CONTRACTOR shall have the following responsibilities:
 - a. Outpatient Oncology and Hematology Clinic teaching and coverage at HOSPITAL'S clinic site(s) for a minimum of 8 half day (minimum of 3.5 hour) sessions per week. Clinic schedule will be as assigned by Director of Oncology and Hematology and approved in advance by Administrator and Medical Director of AMBULATORY CARE.
 - b. Participation in after hours call coverage in cooperation with other members of the Oncology and Hematology Department.
 - c. Participate with other contracted Oncology and Hematology physicians to assure that adequate and appropriate physician coverage for consultation and services is available, either on the premises or on-call at all times.
 - d. Teaching of Oncology and Hematology principles to physicians and resident staff.
 - e. Participation in both formal as well as informal Oncology and Hematology education programs sponsored by HOSPITAL and any of its ancillaries or other agencies. At a minimum, CONTRACTOR is expected to attend all scheduled tumor board and related conferences during scheduled work weeks.
 - f. To assist AGENCY in developing and maintaining written policies and procedural guidelines applicable to the Oncology and Hematology Department which are in accord with current requirements and recommendations of the State of California and the Joint Commission on Accreditation of Health Care Organizations, and in assuring that the Oncology and Hematology Department functions in conformance with the written policies and procedures.
 - g. To help develop, update and maintain the HOSPITAL'S Family Practice Residency curriculum for teaching Oncology and Hematology practice and procedures to the resident physician staff in preparation for their practice as Family Physicians. In this, CONTRACTOR and colleagues will assure that residents are appropriately supervised during their provision of all Oncology and Hematology services and those curriculum objectives are fulfilled.
 - h. To assist in the development of educational programs for other allied health professional personnel such as nurse practitioners, nurses, and technicians.

- i. To represent HOSPITAL within the medical community and as Attending Physician in Oncology and Hematology.
 - j. To provide specialty case review, participate in the development and review of Medical Policies and Procedures and attend assigned committees as requested by the Medical Director of the Ventura County Healthcare Plan.
 - k. To monitor and evaluate the quality and appropriateness of patient care provided by the Oncology and Hematology Department, in accordance with the Quality Assurance and Utilization Review plans of HOSPITAL.
 - l. To assure that effective peer review of Oncology and Hematology services are being conducted according to medical staff guidelines.
 - m. To assist in the financial review and the performance review of the Oncology and Hematology Department, its associated clinics, and the entire provision of Oncology and Hematology services at HOSPITAL. AGENCY will provide the reports necessary for this review. At a minimum, CONTRACTOR will be in attendance and participate in 80% of all Oncology business meetings annually.
3. CONTRACTOR shall cooperate with and assist other members of the Medical Staff of HOSPITAL in preparation of clinical reports for publication and CONTRACTOR will use their best efforts to enhance the reputation of the Medical Staff in the field of unusual or interesting studies made on their service.
 4. CONTRACTOR shall comply with the policies, rules and regulations of AGENCY subject to the state and federal laws covering the practice of medicine, and shall comply with all applicable provisions of law relating to licensing and regulations of physicians.
 5. CONTRACTOR'S time will be allocated in approximately the following manner:

Hospital Services	5%
Patient Services	85%
Research	0%
Teaching	10%

TOTAL	100%

6. CONTRACTOR will maintain, report and retain time records in accordance with the requirements of federal and state laws as specified by AGENCY. In particular, CONTRACTOR shall report on a monthly basis the specific hours of service provided to AGENCY for a selected one (1) week period during that month. The allocation of CONTRACTOR's time may be amended with written noticed from the AGENCY Director.
7. CONTRACTOR agrees to treat patients without regard to patient's race, ethnicity, religion, national origin, citizenship, age, sex, preexisting medical condition, status or ability to pay for medical services, except to the extent that a circumstance such as age, sex, preexisting medical condition or physical mental handicap is medically significant to the provision of appropriate medical care to the

patient.

8. CONTRACTOR shall submit all Physicians' Services charge tickets, invoices for services, and/or records needed by AGENCY for the remuneration of CONTRACTOR services within thirty (30) days of the provision of services.
9. CONTRACTOR shall furnish, and shall properly document the provision of, all services requested or otherwise required by this Agreement. In this regard, CONTRACTOR shall only provide that care which is required due to the emergency nature of any case, or such elective services as shall have been pre-approved, by HOSPITAL, to be furnished. The request for, and the documentation of, the approval of such elective services shall be through the regular Utilization Review (UR) process of HOSPITAL, using its system of Internal Utilization Requests (IUR), CCS, or other third party payer as required.
10. Following the provision of emergency or prior-approved services, CONTRACTOR shall furnish, or shall cause to be furnished, a billing for such services. The submitted billing shall be in the form that is in common use and/or which shall be mutually acceptable to CONTRACTOR and AGENCY.
11. Patient care provided by CONTRACTOR is to be accompanied by documentation of the care and the reporting of the care to the AGENCY. AGENCY shall then prepare the proper billings(s) and shall submit such billing(s) to the proper party. All such fees are based on documentation, which will support a billable charge for the service. If a charge is deemed not billable, due to no documentation or lack of proper documentation, that determination shall be expressed to CONTRACTOR, and the information, (or lack of it), shall be returned to the physician, for proper documentation and /or to supply that documentation which would support determining the service billable. Such secondary documentation shall be provided to AGENCY within thirty (30) days of receipt by CONTRACTOR of the request.
12. By this Agreement, AGENCY contracts for the services of CONTRACTOR as a physician, and CONTRACTOR may not substitute service by another physician without written approval of the Medical Director of HOSPITAL.

ATTACHMENT II
ATTENDING PHYSICIAN, ONCOLOGY AND HEMATOLOGY SERVICES
COMPENSATION OF CONTRACTOR

1. Base Compensation - CONTRACTOR shall be paid the sum of eighteen thousand seven hundred and fifty dollars (\$18,750) per month ("BASE FEE"). The maximum amount to be paid under this paragraph shall not exceed two hundred and twenty five thousand dollars (\$225,000) for any fiscal year.
2. Performance Based Incentives:
 - a. CONTRACTOR shall receive an additional seven hundred fifty dollars (\$750) compensation per quarter compensation per quarter for submission of monthly Physician Time Study reports. At the end of each quarter, this compensation will be paid if all time studies have been received for the previous quarter. If one time study report has not been received for each month of the quarter, payment shall be withheld for re-evaluation at the end of the next quarter. Maximum payment under this paragraph shall not exceed an annual total of three thousand dollars (\$3,000) per fiscal year.
 - b. CONTRACTOR shall receive an additional five hundred dollars (\$500) compensation per quarter for teaching performance as determined by HOSPITAL'S Family Practice Residency Director. Performance rating shall be based on the Family Practice Residency Director's global assessment which will include consideration of resident evaluations. This compensation component may be prorated and may be adjusted on a quarterly basis. Maximum payment under this paragraph shall not exceed an annual total of two thousand dollars (\$2,000) per fiscal year.
 - c. CONTRACTOR shall receive an additional five hundred dollars (\$500) per quarter for having completed appropriate documentation of surgical services and/or consultative services on 90% of charts and charges reviewed. No fewer than ten (10) charts per month per CONTRACTOR shall be reviewed to evaluate the adherence of CONTRACTOR to this standard. If, at any time, CONTRACTOR is informed that this standard has not been met, CONTRACTOR may prepare and request for further review, additional information regarding the standard. Maximum payment under this paragraph shall not exceed an annual total of two thousand dollars (\$2,000) per fiscal year.
 - d. CONTRACTOR shall receive additional two thousand dollars (\$2,000) compensation per quarter for compliance and participation in HOSPITAL's efforts to provide fiscally sound Oncology and Hematology services. CONTRACTOR shall cooperate with Agency's efforts to maximize reimbursement for services via review of denials and provision of additional supporting medical information as needed. CONTRACTOR shall attend and participate in 80% of the meetings related to these services, develop and oversee an oncology and hematology formulary, and create and follow clinical practice guidelines using nationally accepted evidence based medical practice. Fulfillment of these duties shall be monitored and approved by the Hospital Administrator. Maximum payment under this paragraph shall not exceed an annual total of eight thousand dollars (\$8,000) per fiscal year.
3. The compensation(s) specified above shall constitute the full and total compensation for all services, including without limitation, administrative, teaching, research, if under this Agreement, and professional, to be rendered by CONTRACTOR, pursuant to this Agreement.

4. The criteria and/or measurement methodologies for the FEES outlined above may be modified by mutual written consent of CONTRACTOR and the AGENCY Director or designee at any time subject to the MAXIMUM FEE listed in paragraph 7.
5. To receive payments, CONTRACTOR must submit an appropriate claim, within thirty (30) days of provision of said service. Claims received after that time may be denied by AGENCY as late. AGENCY shall pay the compensation due pursuant to the claim within thirty (30) days after the submission of the claim. Provision of fewer hours or service than described above may result in a prorating of contracted rate.
6. If CONTRACTOR is under suspension from the Medical Staff, has not completed dictation or other medical record notations in a timely manner or fails to report on a monthly basis the specific hours of service provided to AGENCY for a selected one (1) week period each month at the time payment is due, or if CONTRACTOR has not fully completed the proper documentation of the services provided, according to the Bylaws and the Rules & Regulations of the Medical Staff of HOSPITAL, then the monthly payment shall be withheld until the respective suspension(s) are lifted, the documentation completed, or payment is authorized by the Administrator or Medical Director of HOSPITAL. The AGENCY shall pay no interest on any payment, which has been withheld in this manner.
7. The maximum amount, ("MAXIMUM FEE") to be paid under this Agreement during the period of January 4, 2010 through June 30, 2011 shall not exceed three hundred fifty eight thousand sixty four dollars and fifty two cents (\$358,064.52) and shall not exceed two hundred and forty thousand dollars (\$240,000.00) for any fiscal year thereafter.