

**INTEGRITY AGREEMENT
BETWEEN THE
OFFICE OF INSPECTOR GENERAL
OF THE
DEPARTMENT OF HEALTH AND HUMAN SERVICES
AND
JOHN CAMPBELL, M.D., P.C., AND JOHN CAMPBELL, M.D.**

I. PREAMBLE

John Campbell, M.D., P.C. and John Campbell, M.D. (collectively “Campbell”) hereby enters into this Integrity Agreement (Agreement) with the Office of Inspector General (OIG) of the United States Department of Health and Human Services (HHS) to promote compliance by Campbell’s owners, officers, directors, associates, employees, contractors, and agents with the statutes, regulations, program requirements, and written directives of Medicare, Medicaid, and all other Federal health care programs (as defined in 42 U.S.C. § 1320a-7b(f)) (Federal health care program requirements). This commitment to promote compliance applies to any entity that Campbell owns or in which Campbell has a control interest, as defined in 42 U.S.C. § 1320a-3(a)(3), and Campbell’s and any such entity’s Covered Persons as defined in Section II.C. Contemporaneously with this Agreement, Campbell is entering into a Settlement Agreement with the United States, and this Agreement is incorporated by reference into the Settlement Agreement.

II. TERM OF THE AGREEMENT

- A. The date on which the final signatory of this Agreement executes this Agreement shall be known as the Effective Date. The period of compliance obligations assumed by Campbell under this Agreement shall be 5 years from the Effective Date of this Agreement. Each one-year period beginning with the one-year period following the Effective Date, shall be referred to as a “Reporting Period.”
- B. Sections VII, VIII, IX, X, and XI shall expire no later than 120 days from OIG’s receipt of: (1) Campbell’s final Annual Report; or (2) any additional materials submitted by Campbell pursuant to OIG’s request, whichever is later.
- C. The scope of this Agreement shall be governed by the following definitions:
1. “Covered Persons” includes:

- a. all owners, officers, directors, associates, and employees of Campbell; and
- b. all contractors, agents, and other persons who provide patient care items or services or who perform billing or coding functions on behalf of Campbell.

2. "Relevant Covered Persons" includes persons involved in the delivery of patient care items or services and/or in the preparation or submission of claims for reimbursement from any Federal health care program.

III. INTEGRITY OBLIGATIONS

Campbell shall establish and maintain a Compliance Program that includes the following elements:

A. Compliance Contact

Within 30 days after the Effective Date, Campbell shall designate a person to be responsible for compliance activities (Compliance Contact). The Compliance Contact shall be responsible for: (1) developing and implementing policies, procedures, and practices designed to ensure compliance with the requirements set forth in this Agreement and with Federal health care program requirements; (2) monitoring Campbell's day-to-day compliance activities; and (3) meeting all reporting obligations created under this Agreement.

Campbell shall report to OIG, in writing, any changes in the identity or job responsibilities of the Compliance Contact, or any actions or changes that would affect the Compliance Contact's ability to perform the duties necessary to meet the obligations in this Agreement, within 15 days after such change. The name, address, phone number, and a description of any other job responsibilities performed by the Compliance Contact shall be included in the Implementation Report.

B. Posting of Notice

Within the 90 days after the Effective Date, Campbell shall post in a prominent place accessible to all patients and Covered Persons a notice detailing its commitment to comply with all Federal health care program requirements in the conduct of its business.

This notice shall also include the following information: (i) a means (e.g., telephone number or address) by which instances of misconduct may be reported

anonymously; (ii) Campbell's commitment to maintain the confidentiality of the report; and (iii) notification that reporting a suspected violation will not result in retribution or retaliation by Campbell. A copy of this notice shall be included in the Implementation Report.

C. Written Policies and Procedures

Within 90 days after the Effective Date, Campbell shall develop, implement, and distribute written Policies and Procedures to all Covered Persons. In addition, Campbell shall make the promotion of, and adherence to, the written Policies and Procedures an element in evaluating the performance of all employees. The written Policies and Procedures shall, at a minimum, set forth:

1. Campbell's commitment to full compliance with all Federal health care program requirements, including its commitment to prepare and submit accurate claims consistent with such requirements;
2. the expectation that all of Campbell's Covered Persons shall be expected to comply with all Federal health care program requirements and with Campbell's own written Policies and Procedures as implemented pursuant to this Section III.C (including the requirements of this Agreement);
3. the responsibility and requirement that all Covered Persons report suspected violations of any Federal health care program requirements or of Campbell's own Policies and Procedures to the Compliance Contact and Campbell's commitment to maintain confidentiality and anonymity, as appropriate, and not to retaliate with respect to such disclosures;
4. the possible consequences to both Campbell and Covered Persons of failure to comply with Federal health care program requirements or with Campbell's written Policies and Procedures and the failure to report such noncompliance;
5. Campbell's commitment to remain current with all Federal health care program requirements by obtaining and reviewing program memoranda, newsletters, and any other correspondence from the carrier related to Federal health care program requirements;
6. the proper procedures for the accurate preparation and submission of claims in accordance with Federal health care program requirements; and

7. the proper documentation of services and billing information.

Within 90 days after the Effective Date, each Covered Person shall certify in writing that he or she has received, read, understood, and shall abide by Campbell's written Policies and Procedures. New Covered Persons shall receive and review the written Policies and Procedures and shall complete the required certification within 30 days after becoming a Covered Person or within 90 days after the Effective Date, whichever is later.

At least annually (and more frequently if appropriate), Campbell shall assess and update, as necessary, the Policies and Procedures. Within 30 days after the effective date of any revisions, the relevant portions of any such revised Policies and Procedures shall be distributed to all Covered Persons. Appropriate and knowledgeable staff shall be available to explain the Policies and Procedures.

Copies of the written Policies and Procedures shall be included in the Implementation Report. Copies of any written Policies and Procedures that are subsequently revised shall be included in the next Annual Report along with a summary of any change or amendment to each Policy and Procedure required by this Section and the reason for each change.

D. Training and Certification

1. General Training. Within 90 days after the Effective Date, Campbell shall provide at least two hours of General Training to each Covered Person.

This training, at a minimum, shall cover the following topics:

- a. the requirements of Campbell's Agreement;
- b. an overview of Campbell's compliance program; and
- c. the written Policies and Procedures developed pursuant to Section III.C, above.

New Covered Persons shall receive the General Training described above within 30 days after becoming a Covered Person or within 90 days after the Effective Date, whichever is later. After receiving the initial General Training, described above, each Covered Person shall receive at least one hour of General Training annually.

2. Specific Training. Within 90 days after the Effective Date, each Relevant

Covered Person shall receive at least 4 hours of Specific Training in addition to the General Training required above. The Specific Training shall be provided by an individual or entity other than Campbell or another Covered Person, and may be received from a variety of sources (e.g., CME classes, hospitals, associations, Medicare contractors).

This specific training shall include a discussion of:

- a. the accurate coding and submission of claims for services rendered and/or items provided to Federal health care program beneficiaries;
- b. policies, procedures, and other requirements applicable to the documentation of medical records;
- c. the personal obligation of each individual involved in the coding and claims submission process to ensure that such claims are accurate;
- d. applicable reimbursement statutes, regulations, and program requirements and directives;
- e. the legal sanctions for the submission of improper claims or violations of the Federal health care program requirements; and
- f. examples of proper and improper claim submission practices.

Relevant Covered Persons shall receive this training within 30 days after the beginning of their employment or becoming a Relevant Covered Person, or within 90 days after the Effective Date, whichever is later. A Campbell employee who has completed the Specific Training shall review a new Relevant Covered Person's work, to the extent that the work relates to the delivery of patient care items or services and/or the preparation or submission of claims for reimbursement from any Federal health care program, until such time as the new Relevant Covered Person completes his or her Specific Training.

After receiving the initial Specific Training, each Relevant Covered Person shall receive at least 2 hours of Specific Training annually. The Compliance Contact shall annually review the training, and where appropriate, update the training to reflect changes in Federal health care program requirements, any issues discovered during Claims Reviews and any other relevant information.

3. Certification. Each individual that is required to receive training shall certify

in writing, or in electronic form if the training is computerized, that he or she has received the required training. The certification shall specify the type of training received and the date received. The Compliance Contact shall retain the certifications along with all training materials. The training materials shall be provided in the Implementation Report, and to the extent the training is revised, shall also be included in the Annual Reports. The certifications shall be made available to OIG, upon request.

4. Qualifications of Trainer(s). Persons providing the training shall be knowledgeable about the subject area.

5. Update of Training. Campbell shall annually review the training, and, where

appropriate, update the training to reflect changes in Federal health care program requirements, any issues discovered during the Claims Review, and any other relevant information.

6. Computer Based Training. Campbell may provide the training required under this Agreement through appropriate computer-based training approaches. If Campbell chooses to provide computer-based training, it shall make available appropriately qualified and knowledgeable staff or trainers to answer questions or provide additional information to the individuals receiving such training.

E. Third Party Billing

1. Current Contract with Third Party Biller. If Campbell presently contracts

with a third party billing company to submit claims to the Federal health care programs, Campbell represents that it does not have an ownership or control interest (as defined in 42 U.S.C. § 1320a-3(a)(3)) in the third party billing company and is not employed by, and does not act as a consultant to, the third party billing company. If Campbell intends to obtain an ownership or control interest (as defined in 42 U.S.C. § 1320a-3(a)(3)) in, or become employed by, or become a consultant to, any third party billing company during the term of this Agreement, Campbell shall notify OIG 30 days prior to any such proposed involvement.

Within 90 days after the Effective Date, Campbell shall obtain (and provide to OIG in the Implementation Report) a certification from the third party billing company that the company: (i) is presently in compliance with all Federal health care program requirements as they relate to the submission of claims to Federal health care programs; (ii) has a policy of not employing any person who is excluded, debarred, suspended or otherwise ineligible to participate in Medicare or other Federal health care programs to

perform any duties related directly or indirectly to the preparation or submission of claims to Federal health care programs; (iii) provides the required training in accordance with Section III.D of the Agreement for those employees involved in the preparation and submission of claims to Federal health care programs.

If Campbell contracts with a new third party billing company during the term of this Agreement, Campbell shall, within 30 days of entering into such contract, obtain and send to OIG the certification described in this Section III.E.1.

2. Future Contract with Third Party Biller. If, at any time during the term of this Agreement, Campbell contracts with a third party billing company to submit claims to the Federal health care programs, at least 30 days prior to executing the contract, Campbell shall submit a certification indicating whether it has an ownership or control interest (as defined in 42 U.S.C. § 1320a – 3(a)(3)) in the third party billing company and whether it is employed by or acts as a consultant to the third party billing company.

Within 30 days after Campbell contracts with the third party billing company, Campbell shall obtain a certification from the third party billing company that the company: (i) is presently in compliance with all Federal health care program requirements as they relate to the submission of claims to Federal health care programs; (ii) has a policy of not employing any person who is excluded, debarred, suspended or otherwise ineligible to participate in Medicare or other Federal health care programs to perform any duties related directly or indirectly to the preparation or submission of claims to Federal health care programs; and (iii) provides the required training in accordance with Section III.D of the Agreement for those employees involved in the preparation and submission of claims to Federal health care programs.

If Campbell contracts with a new third party billing company during the term of this Agreement, Campbell shall, within 30 days of entering into such contract, obtain and send to OIG the certification described in this Section III.E.2.

F. Review Procedures

1. General Description.

a. *Engagement of Independent Review Organization.* Within 90 days after the Effective Date, Campbell shall engage an entity (or entities), such as an accounting, auditing, or consulting firm (hereinafter “Independent Review Organization” or “IRO”), to perform reviews to assist Campbell in assessing and evaluating its billing and coding practices and certain other obligations pursuant to this Agreement and the Settlement Agreement.

Each IRO engaged by Campbell shall have expertise in the billing, coding, reporting, and other requirements of physician practices and in the general requirements of the Federal health care program(s) from which Campbell seeks reimbursement. Each IRO shall assess, along with Campbell, whether it can perform the IRO review in a professionally independent and/or objective fashion, as appropriate to the nature of the engagement; taking into account any other business relationships or other engagements that may exist.

The IRO(s) review shall evaluate and analyze Campbell's coding, billing, and claims submission to the Federal health care programs and the reimbursement received ("Claims Review"). If Campbell or an entity in which Campbell has an ownership or control interest in (as defined in 42 U.S.C. §1320a-3(a)(3)) submits cost reports, Campbell shall engage an IRO to analyze whether Campbell sought payment for certain unallowable costs ("Unallowable Cost Review"). The applicable requirements relating to the IRO are outlined in Appendix A to this Agreement, which is incorporated by reference.

b. *Frequency of Claims Review.* The Claims Review shall be performed annually and shall cover each of the Reporting Periods. The IRO(s) shall perform all components of each annual Claims Review.

c. *Frequency of Unallowable Cost Review.* If applicable, the IRO shall perform the Unallowable Cost Review for the first Reporting Period. If not applicable, Campbell shall sign a certification, as required by Section III.E.4 below, stating that it does not currently and has not submitted a cost report since this Agreement was executed.

d. *Retention of Records.* The IRO and Campbell shall retain and make available to OIG, upon request, all work papers, supporting documentation, correspondence, and draft reports (those exchanged between the IRO and Campbell) related to the reviews.

3. Claims Review. The Claims Review shall include a Discovery Sample and, if necessary, a Full Sample. The applicable definitions, procedures, and reporting requirements are outlined in Appendix B to this Agreement, which is incorporated by reference.

a. *Discovery Sample.* The IRO shall randomly select and review a sample of 50 Medicare Paid Claims submitted by or on behalf of Campbell (Discovery Sample).

The Paid Claims shall be reviewed based on the supporting documentation available at Campbell's office or under Campbell's control and applicable billing and coding regulations and guidance to determine whether the claim submitted was correctly coded, submitted, and reimbursed.

i. If the Error Rate (as defined in Appendix B) for the Discovery Sample is less than 5%, no additional sampling is required, nor is the Systems Review required. (Note: The guidelines listed above do not imply that this is an acceptable error rate. Accordingly, Campbell should, as appropriate, further analyze any errors identified in the Discovery Sample. Campbell recognizes that OIG or other HHS component, in its discretion and as authorized by statute, regulation, or other appropriate authority may also analyze or review Paid Claims included, or errors identified, in the Discovery Sample or any other segment of the universe.)

ii. If the Discovery Sample indicates that the Error Rate is 5% or greater, the IRO shall perform a Full Sample and a Systems Review, as described below.

b. *Full Sample.* If necessary, as determined by procedures set forth in

Section III.F.2.a, the IRO shall perform an additional sample of Paid Claims using commonly accepted sampling methods and in accordance with Appendix B. The Full Sample shall be designed to: (i) estimate the actual Overpayment in the population with a 90% confidence level and with a maximum relative precision of 25% of the point estimate; and (ii) conform with the Centers for Medicare and Medicaid Services' statistical sampling for overpayment estimation guidelines. The Paid Claims shall be reviewed based on supporting documentation available at Campbell's office or under Campbell's control and applicable billing and coding regulations and guidance to determine whether the claim submitted was correctly coded, submitted, and reimbursed. For purposes of calculating the size of the Full Sample, the Discovery Sample may serve as the probe sample, if statistically appropriate. Additionally, Campbell may use the Items sampled as part of the Discovery Sample, and the corresponding findings for those 50 Items, as part of its Full Sample,

if: (i) statistically appropriate and (ii) Campbell selects the Full Sample Items using the seed number generated by the Discovery Sample. OIG, in its sole discretion, may refer the findings of the Full Sample (and any related workpapers) received from Campbell to the appropriate Federal health care program payor, including the Medicare contractor (e.g., carrier, fiscal intermediary, or DMERC), for appropriate follow-up by that payor.

c. *Systems Review.* If Campbell's Discovery Sample identifies an Error Rate of 5% or greater, Campbell's IRO shall also conduct a Systems Review. Specifically, for each claim in the Discovery Sample and Full Sample that resulted in an Overpayment, the IRO shall perform a "walk through" of the system(s) and process(es) that generated the claim to identify any problems or weaknesses that may have resulted in the identified Overpayments. The IRO shall provide its observations and recommendations on suggested improvements to the system(s) and the process(es) that generated the claim.

d. *Repayment of Identified Overpayments.* In accordance with Section III.I.1 of this Agreement, Campbell shall repay within 30 days any Overpayment(s) identified in the Discovery Sample or the Full Sample (if applicable), regardless of the Error Rate, to the appropriate payor and in accordance with payor refund policies. Campbell shall make available to OIG any and all documentation and the associated documentation that reflects the refund of the Overpayment(s) to the payor.

4. Claims Review Report. The IRO shall prepare a report based upon the Claims Review performed (the "Claims Review Report"). Information to be included in the Claims Review Report is described in Appendix B.

5. Unallowable Cost Review. The IRO shall conduct a review of Campbell's compliance with the unallowable cost provisions of the Settlement Agreement. The IRO shall determine whether Campbell has complied with its obligations not to charge to, or otherwise seek payment from, Federal or State payors for unallowable costs (as defined in the Settlement Agreement) and its obligation to identify to applicable Federal or State payors any unallowable costs included in payments previously sought from the United States, or any State Medicaid program. This unallowable cost analysis shall include, but not be limited to, payments sought in any cost reports, cost statements, information reports, or payment requests already submitted by Campbell or any affiliates. To the extent that such cost reports, cost statements, information reports, or payment requests, even if already settled, have been adjusted to account for the effect of the inclusion of the

unallowable costs, the IRO shall determine if such adjustments were proper. In making this determination, the IRO may need to review cost reports and/or financial statements from the year in which the Settlement Agreement was executed, as well as from previous years.

Unless paragraph III.F.4.b, below, applies, the IRO shall conduct a review of Campbell's compliance with the unallowable cost provisions of the Settlement Agreement. The IRO shall determine whether Campbell has complied with its obligations not to charge to, or otherwise seek payment from, Federal or State payors for unallowable costs (as defined in the Settlement Agreement) and its obligation to identify to applicable Federal or State payors any unallowable costs included in payments previously sought from the United States, or any State Medicaid program. This unallowable cost analysis shall include, but not be limited to, payments sought in any cost reports, cost statements, information reports, or payment requests already submitted by Campbell or any affiliates. To the extent that such cost reports, cost statements, information reports, or payment requests, even if already settled, have been adjusted to account for the effect of the inclusion of the unallowable costs, the IRO shall determine if such adjustments were proper. In making this determination, the IRO may need to review cost reports and/or financial statements from the year in which the Settlement Agreement was executed, as well as from previous years.

If Campbell executes and submits to the OIG in the first Annual Report a certification that neither Campbell nor any entity in which Campbell has any ownership or control interest has ever submitted any cost report or other submission to a Federal health care program seeking reimbursement based on costs, then no Unallowable Cost Review will be required under this Agreement.

6. Unallowable Cost Review Report. If applicable, the IRO shall prepare a report based upon the Unallowable Cost Review performed. The Unallowable Cost Review Report shall include the IRO's findings and supporting rationale regarding the Unallowable Costs Review and whether Campbell has complied with its obligation not to charge to, or otherwise seek payment from, Federal or State payors for unallowable costs (as defined in the Settlement Agreement) and its obligation to identify to applicable Federal or State payors any unallowable costs included in payments previously sought from such payor.

7. Validation Review. In the event OIG has reason to believe that:
(a) Campbell's Claims Review fails to conform to the requirements of this Agreement; or
(b) the IRO's findings or Claims Review results are inaccurate, OIG may, at its sole discretion, conduct its own review to determine whether the Claims Review complied with the requirements of the Agreement and/or the findings or Claims Review results are inaccurate ("Validation Review"). Campbell shall pay for the reasonable cost of any such review performed by OIG or any of its designated agents so long as it is initiated

within one year after Campbell's final submission (as described in Section II) is received by OIG.

Prior to initiating a Validation Review, OIG shall notify Campbell of its intent to do so and provide a written explanation of why OIG believes such a review is necessary. To resolve any concerns raised by OIG, Campbell may request a meeting with OIG to: (a) discuss the results of any Claims Review submissions or findings; (b) present any additional or relevant information to clarify the results of the Claims Review to correct the inaccuracy of the Claims Review; and/or (c) propose alternatives to the proposed Validation Review. Campbell agrees to provide any additional information requested by OIG under this Section in an expedited manner. OIG will attempt in good faith to resolve any Claims Review issues with Campbell prior to conducting a Validation Review. However, the final determination as to whether or not to proceed with a Validation Review shall be made at the sole discretion of OIG.

8. Independence/Objectivity Certification. The IRO shall include in its report(s) to Campbell a certification or sworn affidavit that it has evaluated its professional independence and/or objectivity, as appropriate to the nature of the engagement, with regard to the Claims Review and that it has concluded that it is, in fact, independent and/or objective.

G. Ineligible Persons

1. Definitions. For purposes of this Agreement:

a. An "Ineligible Person" shall include an individual or entity who: (i) is currently excluded, debarred, suspended, or otherwise ineligible to participate in the Federal health care programs or in Federal procurement or nonprocurement programs; or (ii) has been convicted of a criminal offense that falls within the ambit of 42 U.S.C. § 1320a-7(a), but has not yet been excluded, debarred, suspended, or otherwise declared ineligible.

b. "Exclusion Lists" include: (i) the HHS/OIG List of Excluded Individuals/Entities (available through the Internet at <http://oig.hhs.gov>); and (ii) the General Services Administration's List of Parties Excluded from Federal Programs (available through the Internet at <http://www.epls.arnet.gov>)

2. Screening Requirements. Campbell shall ensure that all prospective and current owners, officers, directors, associates, employees, contractors, and agents of Campbell are not Ineligible Persons. To ensure that such persons are not Ineligible

Persons, Campbell shall require such persons to disclose immediately any debarment, exclusion, suspension, or other event that makes such person an Ineligible Person. Prior to engaging the services of such persons, Campbell shall screen such persons against the Exclusion Lists. In addition, Campbell shall:

- a. Within 90 days after the Effective Date, review its list of the persons identified in Section III.G.2 against the Exclusion Lists; and
- b. Review its list of persons identified in Section III.G.2 against the Exclusion Lists annually.

Nothing in this Section affects the responsibility of (or liability for) Campbell to refrain from billing Federal health care programs for services of the Ineligible Person.

3. Removal Requirement. If Campbell has notice that any person in one of the positions identified in Section III.G.2 has become an Ineligible Person, Campbell shall remove such person from responsibility for, or involvement with, Campbell's business operations related to the Federal health care programs and shall remove such person from any position for which the person's compensation or the items or services rendered, ordered, or prescribed by the person are paid in whole or part, directly or indirectly, by Federal health care programs or otherwise with Federal funds at least until such time as the person is reinstated into participation in the Federal health care programs.

4. Pending Charges and Proposed Exclusions. If Campbell has notice that a person identified in Section III.G.2 is charged with a criminal offense that falls within the ambit of 42 U.S.C. §1320a-7(a) or is proposed for exclusion during his or her employment, involvement or contract term, Campbell shall take all appropriate actions to ensure that the responsibilities of that person have not and shall not adversely affect the quality of care rendered to any beneficiary, patient, or resident, or the accuracy of any claims submitted to any Federal health care program.

H. Notification of Government Investigation or Legal Proceedings

Within 30 days after discovery, Campbell shall notify OIG, in writing, of any ongoing investigation or legal proceeding known to Campbell conducted or brought by a governmental entity or its agents involving an allegation that Campbell has committed a crime or has engaged in fraudulent activities. This notification shall include a description of the allegation, the identity of the investigating or prosecuting agency, and the status of such investigation or legal proceeding. Campbell shall also provide written notice to OIG within 30 days after the resolution of the matter, and shall provide OIG with a description of the findings and/or results of the proceedings, if any.

I. Reporting

1. Overpayments

a. *Definition of Overpayments.* For purposes of this Agreement, an “Overpayment” shall mean the amount of money Campbell has received in excess of the amount due and payable under any Federal health care program requirements.

b. *Reporting of Overpayments.* If, at any time, Campbell identifies or learns of any Overpayment, Campbell shall notify the payor (e.g., Medicare fiscal intermediary or carrier) within 30 days after identification of the Overpayment and take remedial steps within 60 days after identification (or such additional time as may be agreed to by the payor) to correct the problem, including preventing the underlying problem and the Overpayment from recurring. Also, within 30 days after identification of the Overpayment, Campbell shall repay the Overpayment to the appropriate payor to the extent such Overpayment has been quantified. If not yet quantified within 30 days after identification, Campbell shall notify the payor at that time of its efforts to quantify the Overpayment amount along with a schedule of when such work is expected to be completed. Notification and repayment to the payor shall be done in accordance with the payor’s policies, and for Medicare contractors shall include the information contained on the Overpayment Refund Form, provided as Attachment 1 to Appendix B to this Agreement. Notwithstanding the above, notification and repayment of any Overpayment amount that routinely is reconciled or adjusted pursuant to policies and procedures established by the payor should be handled in accordance with such policies and procedures.

2. Reportable Events.

a. *Definition of Reportable Event.* For purposes of this Agreement, a “Reportable Event” means anything that involves:

- i. a substantial Overpayment; or
- ii. a matter that a reasonable person would consider a probable violation of criminal, civil, or administrative laws applicable to any Federal health care program for which penalties or exclusion may be authorized;

A Reportable Event may be the result of an isolated event or a series of occurrences.

b. *Reporting of Reportable Event.* If Campbell determines (after a reasonable opportunity to conduct an appropriate review or investigation of the allegations) through any means that there is a Reportable Event, Campbell shall notify OIG, in writing, within 30 days after making the determination that the Reportable Event exists. The report to OIG shall include the following information:

i. If the Reportable Event results in an Overpayment, the report to OIG shall be made at the same time as the notification to the payor required in Section III.I.1, and shall include all of the information on the Overpayment Refund Form, as well as:

(A) the payor's name, address, and contact person to whom the Overpayment was sent; and

(B) the date of the check and identification number (or electronic transaction number) by which the Overpayment was repaid/refunded;

ii. a complete description of the Reportable Event, including the relevant facts, persons involved, and legal and Federal health care program authorities implicated;

iii. a description of Campbell's actions taken to correct the Reportable Event; and

iv. any further steps Campbell plans to take to address the Reportable Event and prevent it from recurring.

IV. NEW BUSINESS UNITS OR LOCATIONS

In the event that, after the Effective Date, Campbell changes locations or sells, closes, purchases, or establishes a new business unit or location related to the furnishing of items or services that may be reimbursed by Federal health care programs, Campbell shall notify OIG of this fact as soon as possible, but no later than 30 days after the date of change of location, sale, closure, purchase, or establishment. This notification shall include the address of the new business unit or location, phone number, fax number, Medicare Provider number, provider identification number, and/or supplier number, and the corresponding contractor's name and address that issued each number. Each new

business unit or location and all Covered Persons at each new business unit or location shall be subject to the applicable requirements in this Agreement.

Prior to Campbell becoming an employee or contractor with another party related to the furnishing of items or services that may be reimbursed by Federal health care programs, Campbell shall notify that party of this Agreement. This notification shall include a copy of the Agreement, a statement indicating the remaining term of the Agreement, and a summary of Campbell's obligations under the Agreement. In addition, Campbell shall notify OIG of such relationship in its next Annual Report.

V. REPORTS

A. Implementation Report

Within 120 days after the Effective Date, Campbell shall submit a written report to OIG summarizing the status of its implementation of the requirements of this Agreement (Implementation Report). The Implementation Report shall, at a minimum, include:

1. the Compliance Contact's name, address, and phone number, a description of any other job responsibilities performed by the Compliance Contact, and the date the Compliance Contact was appointed;
2. a copy of the notice Campbell posted in its office as required by Section III.B, a description of where the notice is posted, and the date the notice was posted;
3. a copy of the written Policies and Procedures required by Section III.C of this Agreement and the date these Policies and Procedures were implemented and distributed;
4. a copy of all training materials used for the training session(s) required by Section III.D, a description of the training, including a summary of the topics covered, the length of each session, and a schedule of when the training session(s) were held;
5. a copy of the certification from the third party billing company required by Section III.E of the Agreement;
6. the name and qualifications of the IRO(s), a summary/description of all engagements between Campbell and the IRO, including, but not limited to, any outside financial audits, compliance program engagements, or reimbursement consulting, and the proposed start and completion dates of the first annual Claims Review.

7. a copy of the IRO's engagement letter, including the length of the engagement;
8. a certification from the IRO regarding its professional independence and/or objectivity with respect to Campbell;
9. a description of Campbell's process to screen Covered Persons to determine if they are ineligible;
10. a summary of personnel actions (other than hiring) taken pursuant to Section III.G, the name, title and responsibilities of any person who is determined to be an Ineligible Person under Section III.G, and the actions taken in response to the obligations set forth in Section III.G;
11. a list of all Campbell's locations (including locations and mailing addresses), the corresponding name under which each location is doing business, the corresponding phone numbers and fax numbers, each location's Medicare Provider number(s), provider identification number(s), and/or supplier number(s), and the name and address of each contractor to which Campbell currently submits claims;
12. if Campbell became an employee or contractor with another party related to the furnishing of items or services that may be reimbursed by Federal health care programs, Campbell shall inform OIG of the name, location, relationship, and its responsibilities with respect Campbell's employment or contract;
13. a certification by the Compliance Contact that:
 - a. the written Policies and Procedures required by Section III.C of this Agreement have been developed, are being implemented, and have been distributed to all Covered Persons; and that all Covered Persons have executed the written Policies and Procedures certification in accordance with the timeframe required by Section III.C of this Agreement;
 - b. all Covered Persons and Relevant Covered Persons have completed the applicable training required by Section III.D of this Agreement; and that all Covered Persons and Relevant Covered Persons have executed the applicable training certification(s) in

accordance with the timeframe required by Section III.D of this Agreement;

c. all owners, officers, directors, associates, employees, contractors, and agents that were hired or engaged since the execution of the Agreement were screened against the Exclusion Lists and asked to disclose if they are excluded, debarred, suspended, or are otherwise considered an Ineligible Person, prior to entering into their relationship with Campbell, as required by Section III.G of this Agreement; and

d. all current owners, officers, directors, associates, employees, contractors, and agents of Campbell were screened against the Exclusion Lists within 90 days after the Effective Date of this Agreement, as required by Section III.G of this Agreement and the date(s) of the screening.

14. a certification signed by Campbell certifying (a) to the best of his knowledge, except as otherwise described in the Implementation Report, Campbell is in compliance with all of the requirements of this Agreement and (b) Campbell has reviewed the Implementation Report and has made a reasonable inquiry regarding its content and believes that the information is accurate and truthful.

B. Annual Reports

Campbell shall submit to OIG Annual Reports with respect to the status of, and findings regarding, Campbell's compliance activities for each of the 5 Reporting Periods (Annual Report).

Each Annual Report shall, at a minimum, include:

1. any change in the name, address, phone number, or job responsibilities of Campbell's Compliance Contact;
2. any changes to the posted notice and the reason for such changes;
3. a copy of any new compliance-related Policies and Procedures;
4. of any changes or amendments to the written Policies and Procedures required by Section III.C and the reason(s) for such changes (e.g., change in contractor policies);

5. a copy of all training materials used for the training session(s) required by
Section III.D (to the extent they have not already been provided as part of the
Implementation Report); a description of the training, including a summary of the topics
covered; the length of each session; and a schedule of when the training session(s) was
held;
6. a copy of the certification from the third party billing company required
by
Section III.E of the Agreement, if applicable;
7. a complete copy of all reports prepared pursuant to the IRO's Claims
Review, required by Section III.F (and, if applicable for the first Annual Report, a copy
of the certification described in section III.F.4.b);
8. if applicable, a certification by Campbell stating that it does not
currently and
has not submitted any cost reports to any Federal health care programs since this
Agreement was executed;
9. Campbell's response and corrective action plan(s) related to any issues
raised
or recommendations made by the IRO, as a result of the Review(s) performed pursuant to
Section III.E;
10. a summary/description of all engagements between Campbell and the
IRO,
including, but not limited to, any outside financial audits, compliance program
engagements, or reimbursement consulting, if different from what was submitted as part
of the Implementation Report;
11. a certification from the IRO regarding its professional independence
and/or
objectivity to Campbell;
12. a description of Campbell's process to screen Covered Persons to
determine
if they are ineligible (to the extent it has changed from the Implementation Report);
13. a summary of personnel actions/other than hiring taken pursuant to
Section

III.G; the name, titles and responsibilities of any person who is determined to be an Ineligible Person under Section III.G; and Campbell's actions taken in response to the obligations set forth in Section III.G;

14. a summary describing any ongoing investigation or legal proceeding required to have been reported pursuant to Section III.H. The summary shall include a description of the allegation, the identity of the investigating or prosecuting agency, and the status of such investigation or legal proceeding;

15. a summary of Reportable Events (as defined in Section III.I) identified during the Reporting Period and the status of any corrective and preventative action relating to all such Reportable Events;

16. a report of the aggregate Overpayments that have been returned to the Federal health care programs. Overpayment amounts shall be broken down into the following categories: Medicare, Medicaid, and other Federal health care programs;

17. a description of all changes to the most recently provided list of Campbell's locations (including addresses) as required by Section IV. Include the corresponding phone numbers, fax numbers, each location's Medicare Provider Number(s), provider identification number(s), and/or supplier number(s), and the name and address of the contractor that issued each number;

18. if Campbell became an employee or contractor with another party related to the furnishing of items or services that may be reimbursed by Federal health care programs, Campbell shall inform OIG of the name, location, relationship, and its responsibilities with respect Campbell's employment or contract;

19. A certification, where appropriate, by the Compliance Contact that certifies that:

a. the written Policies and Procedures have been reviewed during the Reporting Period, as required by Section III.B of this Agreement, and that all Covered Persons have executed the written Policies and Procedures certification in accordance with the timeframe required by Section III.C of this Agreement;

b. all Covered Persons and Relevant Covered Persons have completed the applicable training required by Section III.D of this Agreement and that all Covered Persons and Relevant Covered

Persons have executed the applicable training certification(s) in accordance with the timeframe required by Section III.D of this Agreement;

c. all owners, officers, directors, associates, employees, contractors, and agents that were hired, engaged or otherwise involved with Campbell during the Reporting Period have been screened against the Exclusion Lists and asked to disclose if they are excluded, debarred, suspended, or are otherwise considered an Ineligible Person, prior to entering into their relationship with Campbell, as required by Section III.G of this Agreement;

d. all owners, officers, directors, associates, employees, contractors, and agents (employed, engaged or otherwise involved with Campbell for the entire Reporting Period) were screened against the Exclusion Lists during the Reporting Period, in accordance with Section III.G of this Agreement and the date(s) they were screened;

e. (include in certification if Settlement Agreement included an Unallowable Cost provision) Campbell has complied with its obligations under the Settlement Agreement: (i) not to resubmit to any Federal health care program payors any previously denied claims related to the Covered Conduct addressed in the Settlement Agreement, and not to appeal any such denials of claims; (ii) not to charge to or otherwise seek payment from Federal or State payors for unallowable costs (as defined in the Settlement Agreement); and (iii) to identify and adjust any past charges or claims for unallowable costs.

20. a certification signed by Campbell certifying that (a) to the best of his knowledge, except as otherwise described in the applicable Report, Campbell is in compliance with all of the requirements of this Agreement and (b) Campbell has reviewed the Annual Report and has made a reasonable inquiry regarding its content and believes that the information is accurate and truthful.

The first Annual Report shall be received by OIG no later than 60 days after the end of the first Reporting Period. Subsequent Annual Reports shall be received by OIG no later than the anniversary date of the due date of the first Annual Report.

C. Designation of Information

Campbell shall clearly identify any portions of its submissions that it believes are trade secrets, or information that is commercial or financial and privileged or

confidential, and therefore potentially exempt from disclosure under the Freedom of Information Act (FOIA), 5 U.S.C. § 552. Campbell shall refrain from identifying any information as exempt from disclosure if that information does not meet the criteria for exemption from disclosure under FOIA.

VI. NOTIFICATIONS AND SUBMISSION OF REPORTS

Unless otherwise stated in writing after the Effective Date, all notifications and Reports required under this Agreement shall be submitted to the following entities:

OIG: Administrative and Civil Remedies Branch
 Office of Counsel to the Inspector General
 Office of Inspector General
 U.S. Department of Health and Human Services
 Cohen Building, Room 5527
 330 Independence Avenue, SW
 Washington, DC 20201
 Telephone: (202) 619-2078
 Facsimile: (202) 205-0604

Campbell: John Campbell, M.D.
 2002 44th Street, S.E.
 Kentwood, MI 49508
 Telephone: (616) 455-9450

Unless otherwise specified, all notifications and Reports required by this Agreement shall be made by certified mail, overnight mail, hand delivery, or other means, provided that there is proof that such notification was received. For purposes of this requirement, internal facsimile confirmation sheets do not constitute proof of receipt.

VII. OIG INSPECTION, AUDIT AND REVIEW RIGHTS

In addition to any other rights OIG may have by statute, regulation, or contract, OIG or its duly authorized representative(s) may examine or request copies of Campbell's books, records, and other documents and supporting materials and/or conduct on-site reviews of any of Campbell's locations for the purpose of verifying and evaluating: (a) Campbell's compliance with the terms of this CIA; and (b) Campbell's compliance with the requirements of the Federal health care programs in which it participates. The documentation described above shall be made available by Campbell to OIG or its duly authorized representative(s) at all reasonable times for inspection, audit, or reproduction. Furthermore, for purposes of this provision, OIG or its duly authorized representative(s) may interview any of Campbell's employees, contractors, or agents who consent to be interviewed at the individual's place of business during normal business hours or at such other place and time as may be mutually agreed upon between the

individual and OIG. Campbell shall assist OIG or its duly authorized representative(s) in contacting and arranging interviews with such individuals upon OIG's request. Campbell's employees may elect to be interviewed with or without a representative of Campbell present.

VIII. DOCUMENT AND RECORD RETENTION

Campbell shall maintain for inspection all documents and records relating to reimbursement from the Federal health care programs, or to compliance with this Agreement, for 6 years (or longer if otherwise required by law).

IX. DISCLOSURES

Consistent with HHS's FOIA procedures, set forth in 45 C.F.R. Part 5, OIG shall make a reasonable effort to notify Campbell prior to any release by OIG of information submitted by Campbell pursuant to its obligations under this Agreement and identified upon submission by Campbell as trade secrets, or information that is commercial or financial and privileged or confidential, under the FOIA rules. With respect to such releases, Campbell shall have the rights set forth at 45 C.F.R. § 5.65(d).

X. BREACH AND DEFAULT PROVISIONS

Campbell is expected to fully and timely comply with all of its Agreement obligations.

A. Stipulated Penalties for Failure to Comply with Certain Obligations

As a contractual remedy, Campbell and OIG hereby agree that failure to comply with certain obligations set forth in this Agreement may lead to the imposition of the following monetary penalties (hereinafter referred to as "Stipulated Penalties") in accordance with the following provisions.

1. A Stipulated Penalty of \$1,000 (which shall begin to accrue on the day after the date the obligation became due) for each day Campbell fails to:
 - a. have in place a Compliance Contact as required in Section III.A;
 - b. establish and/or post the notice that meets the requirements of Section III.B;
 - c. implement and make available the Policies and Procedures required in Section III.C;

d. establish a training program that meets the requirements of Section III.D of the Agreement and provide the applicable training to Covered Persons (unless a reasonable request for an extension of time has previously been submitted to and approved by OIG pursuant to Section X.B of this CIA) within the timeframe required by Section III.D;

e. retain an IRO within the timeframe required in Section III.E.1, or to submit the IRO's annual Claims Review Report and Process Review Report as required in Section III.E and Appendix A; or

f. meet any of the deadlines for the submission of the Implementation Report or the Annual Reports to OIG.

2. A Stipulated Penalty of \$750 (which shall begin to accrue on the date the

failure to comply began) for each day Campbell employs or contracts with an Ineligible Person and that person: (i) has responsibility for, or involvement with, Campbell's business operations related to the Federal health care programs; or (ii) is in a position for which the person's salary or the items or services rendered, ordered, or prescribed by the person are paid in whole or part, directly or indirectly, by Federal health care programs or otherwise with Federal funds (the Stipulated Penalty described in this Paragraph shall not be demanded for any time period during which Campbell can demonstrate that Campbell did not discover the person's exclusion or other ineligibility after performing the screening requirements as described in Section III.G.3).

3. A Stipulated Penalty of \$750 for each day Campbell fails to grant access to

the information or documentation as required in Section VII of this Agreement. (This Stipulated Penalty shall begin to accrue on the date Campbell fails to grant access.)

4. A Stipulated Penalty of \$5,000 for each false certification submitted by or on

behalf of Campbell as part of its Implementation Report, Annual Report, additional documentation to a Report (as requested by OIG), or otherwise required by this Agreement.

5. A Stipulated Penalty of \$750 for each day Campbell fails to comply fully and

adequately with any obligation of this Agreement. In its notice to Campbell, the OIG shall state the specific grounds for its determination that Campbell has failed to comply fully and adequately with the Agreement obligation(s) at issue and steps the Campbell

shall take to comply with the Agreement. (This Stipulated Penalty shall begin to accrue 10 days after the date Campbell receives this notice from the OIG of the failure to comply.) A Stipulated Penalty as described in this Subsection shall not be demanded for any violation for which the OIG has sought a Stipulated Penalty under Subsections 1-4 of this Section.

B. Timely Written Requests for Extensions

Campbell may, in advance of the due date, submit a timely written request for an extension of time to perform any act or file any notification or Report required by this Agreement. Notwithstanding any other provision in this Section, if OIG grants the timely written request with respect to an act, notification, or Report, Stipulated Penalties for failure to perform the act or file the notification or Report shall not begin to accrue until one day after Campbell fails to meet the revised deadline set by OIG. Notwithstanding any other provision in this Section, if OIG denies such a timely written request, Stipulated Penalties for failure to perform the act or file the notification or Report shall not begin to accrue until three business days after Campbell receives OIG's written denial of such request or the original due date, whichever is later. A "timely written request" is defined as a request in writing received by OIG at least five business days prior to the date by which any act is due to be performed or any notification or report is due to be filed.

C. Payment of Stipulated Penalties.

1. Demand Letter. Upon a finding that Campbell has failed to comply with any of the obligations described in Section X.A and after determining that Stipulated Penalties are appropriate, OIG shall notify Campbell of: (a) Campbell's failure to comply; and (b) OIG's exercise of its contractual right to demand payment of the Stipulated Penalties (this notification is referred to as the "Demand Letter").

2. Response to Demand Letter. Within 10 days of the receipt of the Demand Letter, Campbell shall either: (a) cure the breach to OIG's satisfaction and pay the applicable Stipulated Penalties; or (b) send in writing to OIG a request for a hearing before an HHS administrative law judge (ALJ) to dispute OIG's determination of noncompliance, pursuant to the agreed upon provisions set forth below in Section X.E. In the event Campbell elects to request an ALJ hearing, the Stipulated Penalties shall continue to accrue until Campbell cures, to OIG's satisfaction, the alleged breach in dispute. Failure to respond to the Demand Letter in one of these two manners within the allowed time period shall be considered a material breach of this Agreement and shall be grounds for exclusion under Section X.D.

3. Form of Payment. Payment of the Stipulated Penalties shall be made by certified or cashier's check, payable to: "Secretary of the Department of Health and Human Services," and submitted to OIG at the address set forth in Section VI.

4. Independence from Material Breach Determination. Except as set forth in Section X.D.1.c, these provisions for payment of Stipulated Penalties shall not affect or otherwise set a standard for OIG's decision that Campbell has materially breached this Agreement, which decision shall be made at OIG's discretion and shall be governed by the provisions in Section X.D, below.

D. Exclusion for Material Breach of this Agreement

1. Definition of Material Breach. A material breach of this Agreement means:

a. a failure by Campbell to report a Reportable Event, take corrective action and make the appropriate refunds, as required in Section III.I;

b. a repeated or flagrant violation of the obligations under this Agreement, including, but not limited to, the obligations addressed in Section X.A;

c. a failure to respond to a Demand Letter concerning the payment of Stipulated Penalties in accordance with Section X.C; or

d. a failure to engage and use an IRO in accordance with Section III.F.

2. Notice of Material Breach and Intent to Exclude. The parties agree that a material breach of this Agreement by Campbell constitutes an independent basis for Campbell's exclusion from participation in the Federal health care programs. Upon a determination by OIG that Campbell has materially breached this Agreement and that exclusion is the appropriate remedy, OIG shall notify Campbell of: (a) Campbell's material breach; and (b) OIG's intent to exercise its contractual right to impose exclusion (this notification is hereinafter referred to as the "Notice of Material Breach and Intent to Exclude").

3. Opportunity to Cure. Campbell shall have 30 days from the date of receipt of

the Notice of Material Breach and Intent to Exclude to demonstrate to OIG's satisfaction that:

- a. Campbell is in compliance with the obligations of the Agreement cited by OIG as being the basis for the material breach;
- b. the alleged material breach has been cured; or
- c. the alleged material breach cannot be cured within the 30-day period, but that: (i) Campbell has begun to take action to cure the material breach; (ii) Campbell is pursuing such action with due diligence; and (iii) Campbell has provided to OIG a reasonable timetable for curing the material breach.

4. Exclusion Letter. If at the conclusion of the 30-day period, Campbell fails to

satisfy the requirements of Section X.D.3, OIG may exclude Campbell from participation in the Federal health care programs. OIG shall notify Campbell in writing of its determination to exclude Campbell (this letter shall be referred to hereinafter as the "Exclusion Letter"). Subject to the Dispute Resolution provisions in Section X.E, below, the exclusion shall go into effect 30 days after the date of Campbell's receipt of the Exclusion Letter. The exclusion shall have national effect and shall also apply to all other Federal procurement and non-procurement programs. Reinstatement to program participation is not automatic. After the end of the period of exclusion, Campbell may apply for reinstatement, by submitting a written request for reinstatement in accordance with the provisions at 42 C.F.R. §§ 1001.3001-.3004.

E. Dispute Resolution

1. Review Rights. Upon OIG's delivery to Campbell of its Demand Letter or of

its Exclusion Letter, and as an agreed-upon contractual remedy for the resolution of disputes arising under this Agreement, Campbell shall be afforded certain review rights comparable to the ones that are provided in 42 U.S.C. § 1320a-7(f) and 42 C.F.R. Part 1005 as if they applied to the Stipulated Penalties or exclusion sought pursuant to this Agreement. Specifically, OIG's determination to demand payment of Stipulated Penalties or to seek exclusion shall be subject to review by an HHS ALJ and, in the event of an appeal, the HHS Departmental Appeals Board (DAB), in a manner consistent with the provisions in 42 C.F.R. § 1005.2-1005.21. Notwithstanding the language in 42 C.F.R. § 1005.2(c), the request for a hearing involving Stipulated Penalties shall be made within 10 days after the receipt of the Demand Letter and the request for a hearing involving exclusion shall be made within 25 days after receipt of the Exclusion Letter.

2. Stipulated Penalties Review. Notwithstanding any provision of Title 42 of

the United States Code or Chapter 42 of the Code of Federal Regulations, the only issues in a proceeding for Stipulated Penalties under this Agreement shall be: (a) whether Campbell was in full and timely compliance with the obligations of this Agreement for which OIG demands payment; and (b) the period of noncompliance. Campbell shall have the burden of proving its full and timely compliance and the steps taken to cure the noncompliance, if any. OIG shall not have the right to appeal to the DAB an adverse ALJ decision related to Stipulated Penalties. If the ALJ agrees with OIG with regard to a finding of a breach of this Agreement and orders Campbell to pay Stipulated Penalties, such Stipulated Penalties shall become due and payable 20 days after the ALJ issues such a decision unless Campbell requests review of the ALJ decision by the DAB. If the ALJ decision is properly appealed to the DAB and the DAB upholds the determination of OIG, the Stipulated Penalties shall become due and payable 20 days after the DAB issues its decision.

3. Exclusion Review. Notwithstanding any provision of Title 42 of the United

States Code or Chapter 42 of the Code of Federal Regulations, the only issues in a proceeding for exclusion based on a material breach of this Agreement shall be:

- a. whether Campbell was in material breach of this Agreement;
- b. whether such breach was continuing on the date of the Exclusion Letter; and
- c. whether the alleged material breach could not have been cured within the 30 day period, but that:
 - i. Campbell had begun to take action to cure the material breach within that period;
 - ii. Campbell has pursued and is pursuing such action with due diligence; and
 - iii. Campbell provided to OIG within that period a reasonable timetable for curing the material breach and Campbell has followed the timetable.

For purposes of the exclusion herein, exclusion shall take effect only after an ALJ decision favorable to OIG, or, if the ALJ rules for Campbell, only after a DAB decision in favor of OIG. Campbell's election of its contractual right to appeal to the DAB shall not abrogate OIG's authority to exclude Campbell upon the issuance of an ALJ's decision in favor of OIG. If the ALJ sustains the determination of OIG and determines that exclusion is authorized, such exclusion shall take effect 20 days after the ALJ issues such a decision, notwithstanding that Campbell may request review of the ALJ decision by the DAB. If the DAB finds in favor of OIG after an ALJ decision adverse to OIG, the exclusion shall take effect 20 days after the DAB decision. Campbell shall waive its right

to any notice of such an exclusion if a decision upholding the exclusion is rendered by the ALJ or DAB. If the DAB finds in favor of Campbell, Campbell shall be reinstated effective on the date of the original exclusion.

4. Finality of Decision. The review by an ALJ or DAB provided for above shall not be considered to be an appeal right arising under any statutes or regulations. Consequently, the parties to this Agreement agree that the DAB's decision (or the ALJ's decision if not appealed) shall be considered final for all purposes under this Agreement.

XI. EFFECTIVE AND BINDING AGREEMENT

Consistent with the provisions in the Settlement Agreement pursuant to which this Agreement is entered, and into which this Agreement is incorporated, Campbell and OIG agree as follows:

A. This Agreement shall be binding on the successors, assigns, and transferees of Campbell;

B. This Agreement shall become final and binding on the date the final signature is obtained on the Agreement;

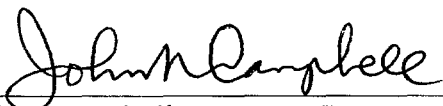
C. Any modifications to this Agreement shall be made with the prior written consent of the parties to this Agreement;

D. OIG may agree to a suspension of Campbell's obligations under this Agreement in the event of Campbell's cessation of participation in Federal health care programs. If Campbell withdraws from participation in Federal health care programs and is relieved of its Agreement obligations by OIG, Campbell shall notify OIG 30 days in advance of Campbell's intent to reapply as a participating provider or supplier with any Federal health care program. Upon receipt of such notification, OIG shall evaluate whether the Agreement shall be reactivated or modified.

E. The undersigned Campbell signatories represent and warrant that they are authorized to execute this Agreement. The undersigned OIG signatory represents that he is signing this Agreement in his official capacity and that he is authorized to execute this Agreement.


IN WITNESS WHEREOF, the parties hereto affix their signatures:

Campbell



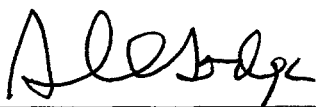
John Campbell, M.D., P.C.
2002 44th Street, S.E.
Kentwood, MI 49508

November 26, 2003
Date



John Campbell, M.D.
2002 44th Street, S.E.
Kentwood, MI 49508

November 26, 2003
Date



David Dodge, Esq.
Dodge & Dodge, P.C.

11/26/03
Date

**OFFICE OF INSPECTOR GENERAL OF THE DEPARTMENT OF HEALTH AND HUMAN
SERVICES**

Larry J. Goldberg

Larry J. Goldberg

Assistant Inspector General for Legal Affairs

Office of Counsel to the Inspector General

Office of Inspector General

U. S. Department of Health and Human Services

12/4/03

Date

APPENDIX A INDEPENDENT REVIEW ORGANIZATION

This Appendix contains the requirements relating to the Independent Review Organization (IRO) required by Section III.D of the Integrity Agreement.

A. IRO Engagement.

Campbell shall engage an IRO that possesses the qualifications set forth in Paragraph B, below, to perform the responsibilities in Paragraph C, below. The IRO shall conduct the review in a professionally independent and/or objective fashion, as set forth in Paragraph D. Within 30 days after OIG receives written notice of the identity of the selected IRO, OIG will notify Campbell if the IRO is unacceptable. Absent notification from OIG that the IRO is unacceptable, Campbell may continue to engage the IRO.

If Campbell engages a new IRO during the term of the CIA, this IRO shall also meet the requirements of this Appendix. If a new IRO is engaged, Campbell shall submit the information identified in Section V.A.8 to OIG within 30 days of engagement of the IRO. Within 30 days after OIG receives written notice of the identity of the selected IRO, OIG will notify Campbell if the IRO is unacceptable. Absent notification from OIG that the IRO is unacceptable, Campbell may continue to engage the IRO.

B. IRO Qualifications.

The IRO shall:

1. assign individuals to conduct the Claims Review engagement who have expertise in the billing, coding, reporting, and other requirements of physician practices and in the general requirements of the Federal health care program(s) from which Campbell seeks reimbursement;
2. assign individuals to design and select the Claims Review sample who are knowledgeable about the appropriate statistical sampling techniques;
3. assign individuals to conduct the coding review portions of the Claims Review who have a nationally recognized coding certification (e.g., CCA, CCS, CCS-P, CPC, RRA, etc.) and who have maintained this certification (e.g., completed applicable continuing education requirements); and
4. have sufficient staff and resources to conduct the reviews

required by the CIA on a timely basis.

C. IRO Responsibilities.

The IRO shall:

1. perform each Claim Review in accordance with the specific requirements of the CIA;
2. follow all applicable Medicare rules and reimbursement guidelines in making assessments in the Claims Review;
3. if in doubt of the application of a particular Medicare policy or regulation, request clarification from the appropriate authority (e.g., fiscal intermediary or carrier);
4. respond to all OIG inquiries in a prompt, objective, and factual manner; and
5. prepare timely, clear, well-written reports that include all the information required by Appendix B.

D. IRO Independence/Objectivity.

The IRO must perform the Claims Review in a professionally independent and/or objective fashion, as appropriate to the nature of the engagement, taking into account any other business relationships or engagements that may exist between the IRO and Campbell.

E. IRO Removal/Termination.

1. *Provider.* If Campbell terminates its IRO during the course of the engagement, Campbell must submit a notice explaining its reasons to OIG no later than 30 days after termination. Campbell must engage a new IRO in accordance with Paragraph A of this Appendix.
2. *OIG Removal of IRO.* In the event OIG has reason to believe that the IRO does not possess the qualifications described in Paragraph B, is not independent and/or objective as set forth in Paragraph D, or has failed to carry out its responsibilities as described in Paragraph C, OIG may, at its sole discretion, require Campbell to engage a new IRO in accordance with Paragraph A of this Appendix.

Prior to requiring Campbell to engage a new IRO, OIG shall notify Campbell of its intent to do so and provide a written explanation of why OIG believes such a step is necessary. To resolve any concerns raised by OIG, Campbell may request a meeting with OIG to discuss any aspect of the IRO's qualifications, independence or performance of its responsibilities and to present additional information regarding these matters. Campbell shall provide any additional information as may be requested by OIG under this Paragraph in an expedited manner. OIG will attempt in good faith to resolve any differences regarding the IRO with Campbell prior to requiring Campbell to terminate the IRO. However, the final determination as to whether or not to require Campbell to engage a new IRO shall be made at the sole discretion of OIG.

APPENDIX B CLAIMS REVIEW

A. Claims Review.

1. *Definitions.* For the purposes of the Claims Review, the following definitions shall be used:

- a. Overpayment: The amount of money Campbell has received in excess of the amount due and payable under any Federal health care program requirements.
- b. Item: Any discrete unit that can be sampled (e.g., code, line item, beneficiary, patient encounter, etc.).
- c. Paid Claim: A code or line item submitted by Campbell and for which Campbell has received reimbursement from the Medicare program.
- d. Population: For the first Reporting Period, the Population shall be defined as all Items for which a code or line item has been submitted by or on behalf of Campbell and for which Campbell has received reimbursement from Medicare (i.e., Paid Claim) during the 12-month period covered by the first Claims Review.

For the remaining Reporting Periods, the Population shall be defined as all Items for which Campbell has received reimbursement from Medicare (i.e., Paid Claim) during the 12-month period covered by the Claims Review.

To be included in the Population, an Item must have resulted in at least one Paid Claim.

- e. Error Rate: The Error Rate shall be the percentage of net Overpayments identified in the sample. The net Overpayments shall be calculated by subtracting all underpayments identified in the sample from all gross Overpayments identified in the sample. (Note: Any potential cost settlements or other supplemental payments should not be included in the net Overpayment calculation. Rather, only underpayments identified as part of the Discovery Sample shall be included as part of the net Overpayment calculation.)

The Error Rate is calculated by dividing the net Overpayment identified in the sample by the total dollar amount associated with the Items in the sample.

2. *Other Requirements.*

- a. Paid Claims without Supporting Documentation. For the purpose of appraising Items included in the Claims Review, any Paid Claim for which Campbell cannot produce documentation sufficient to support the Paid Claim shall be considered an error and the total reimbursement received by Campbell for such Paid Claim shall be deemed an Overpayment. Replacement sampling for Paid Claims with missing documentation is not permitted.
- b. Replacement Sampling. Considering the Population shall consist only of Paid Claims and that Items with missing documentation cannot be replaced, there is no need to utilize alternate or replacement sampling units.
- c. Use of First Samples Drawn. For the purposes of all samples (Discovery Sample(s) and Full Sample(s)) discussed in this Appendix, the Paid Claims associated with the Items selected in each first sample (or first sample for each strata, if applicable) shall be used (*i.e.*, it is not permissible to generate more than one list of random samples and then select one for use with the Discovery Sample or Full Sample).

B. Claims Review Report. The following information shall be included in the Claims Review Report for each Discovery Sample and Full Sample (if applicable).

1. *Claims Review Methodology.*

- a. Sampling Unit. A description of the Item as that term is utilized for the Claims Review.
- b. Claims Review Population. A description of the Population subject to the Claims Review.
- c. Claims Review Objective. A clear statement of the objective intended to be achieved by the Claims Review.
- d. Sampling Frame. A description of the sampling frame, which is the totality of Items from which the Discovery Sample and, if any, Full Sample has been selected and an explanation of the methodology used to identify the sampling frame. In most circumstances, the sampling frame will be identical to the Population.
- e. Source of Data. A description of the specific documentation relied upon by the IRO when performing the Claims Review (*e.g.*, medical records,

physician orders, certificates of medical necessity, requisition forms, local medical review policies (including title and policy number), CMS program memoranda (including title and issuance number), Medicare carrier or intermediary manual or bulletins (including issue and date), other policies, regulations, or directives).

f. Review Protocol. A narrative description of how the Claims Review was conducted and what was evaluated.

2. *Statistical Sampling Documentation.*

- a. The number of Items appraised in the Discovery Sample and, if applicable, in the Full Sample.
- b. A copy of the printout of the random numbers generated by the “Random Numbers” function of the statistical sampling software used by the IRO.
- c. A copy of the statistical software printout(s) estimating how many Items are to be included in the Full Sample, if applicable.
- d. A description or identification of the statistical sampling software package used to select the sample and determine the Full Sample size, if applicable.

3. *Claims Review Findings.*

a. Narrative Results.

- i. A description of Campbell’s billing and coding system(s), including the identification, by position description, of the personnel involved in coding and billing.
- ii. A narrative explanation of the IRO’s findings and supporting rationale (including reasons for errors, patterns noted, etc.) regarding the Claims Review, including the results of the Discovery Sample, and the results of the Full Sample (if any).

b. Quantitative Results.

- i. Total number and percentage of instances in which the IRO determined that the Paid Claims submitted by Campbell (Claim

Submitted) differed from what should have been the correct claim (Correct Claim), regardless of the effect on the payment.

ii. Total number and percentage of instances in which the Claim Submitted differed from the Correct Claim and in which such difference resulted in an Overpayment to Campbell.

iii. Total dollar amount of all Overpayments in the sample.

iv. Total dollar amount of paid Items included in the sample and the net Overpayment associated with the sample.

v. Error Rate in the sample.

vi. A spreadsheet of the Claims Review results that includes the following information for each Paid Claim appraised: Federal health care program billed, beneficiary health insurance claim number, date of service, procedure code submitted, procedure code reimbursed, allowed amount reimbursed by payor, correct procedure code (as determined by the IRO), correct allowed amount (as determined by the IRO), dollar difference between allowed amount reimbursed by payor and the correct allowed amount. (See Attachment 1 to this Appendix.)

4. *Systems Review*. Observations, findings, and recommendations on possible improvements to the system(s) and process(es) that generated the Overpayment(s).

5. *Credentials*. The names and credentials of the individuals who: (1) designed the statistical sampling procedures and the review methodology utilized for the Claims Review; and (2) performed the Claims Review.

