

# Late Night With Chip & Paulie

Episode #30

Thursday April 9, 2026 @ 8:00PM ET

1



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## Agenda

- This Week's Focus
- Data Nerd Report
- News Round Up
- Vaccines, Vaccines, Vaccines...

2

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“Early Bird” Discount Of \$100 off ends soon....



Pediatric Practice Management

2027 Conference

Marriott Marquis  
Pre-Conference: Thu, Feb 4  
Main Conference: Fri & Sat, Feb 5 & 6

Atlanta



Focus For The Week...



**WE CANNOT DIRECT THE WIND,  
BUT WE CAN ADJUST THE SAILS**

## What's On The Pediatric Practice Management Calendar?

April 9, 2026

Paulie and Chip Late Show Webinar 8pm

**Check all former user email accounts and confirm forwarding (M)**

**Clean Up Payor Patient Lists (Q)**

**Lock out former users (Q)**

**Quarterly Report Review (Q)**

**Check Google/Apple Maps (M)**

**[bit.ly/PediatricPracticeManagementCalendar](https://bit.ly/PediatricPracticeManagementCalendar)**

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**<https://blog.pcc.com/introducing-charting-the-future-with-chip-hart>**

**<https://podcasts.apple.com/us/podcast/charting-the-future-with-pcc/id1840246409>**

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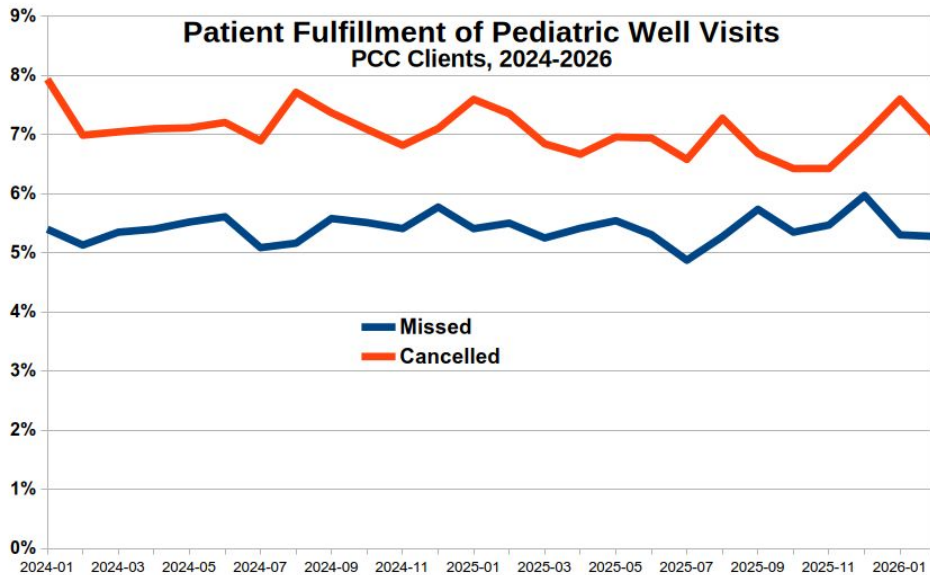


# Data From The Data Nerd

## Immunization counseling when vaccines are not given 90482-90484

CPT-5	Avg Chg	Avg Ins Pmt	Total Pmt
90482	\$44.57	\$9.80	\$11.11
90483	\$63.50	\$16.57	\$18.54
90484	\$75.45	\$23.08	\$24.18

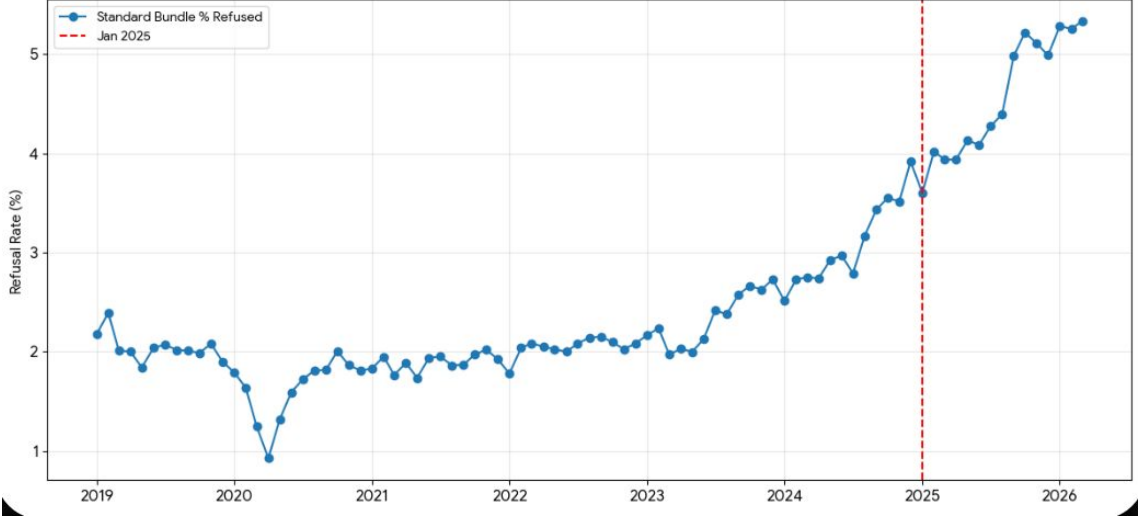
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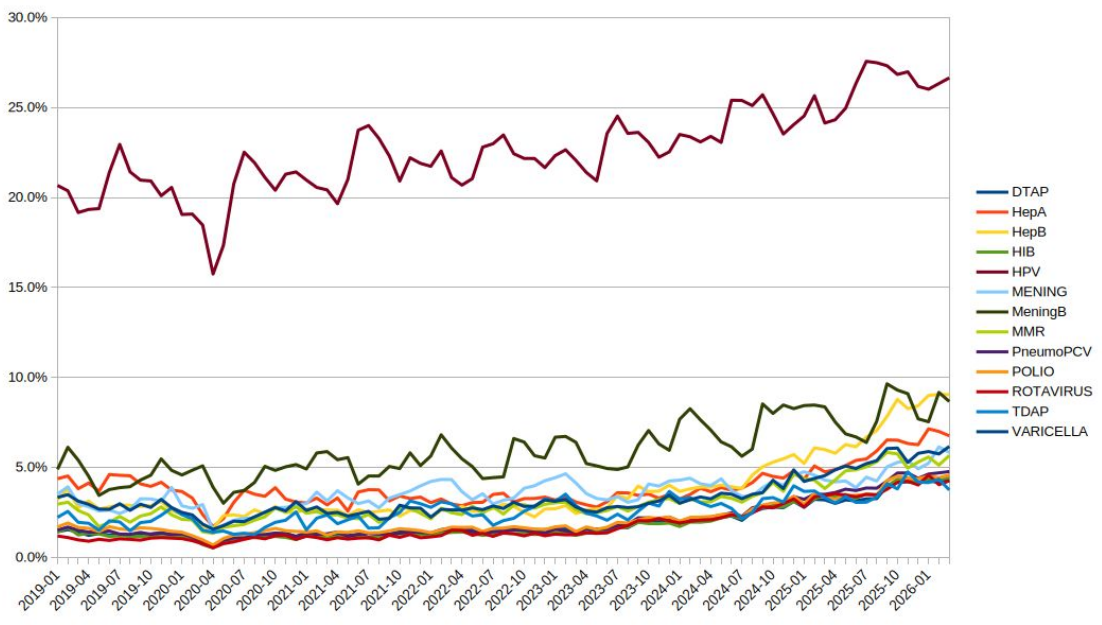
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National Refusal Rate: Standard Childhood Vaccines (Excl. Flu, COVID, RSV)  
2019 - 2026

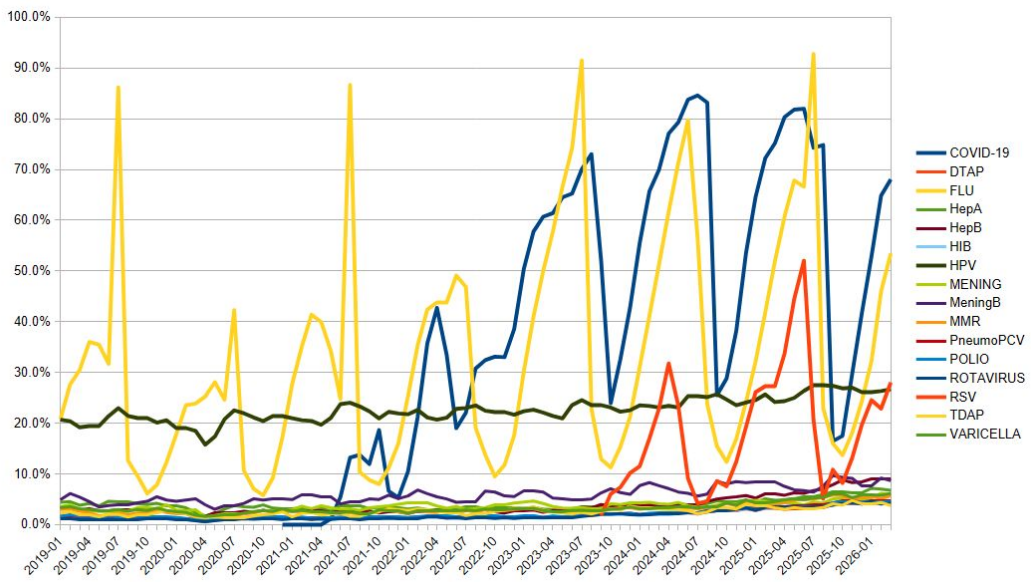


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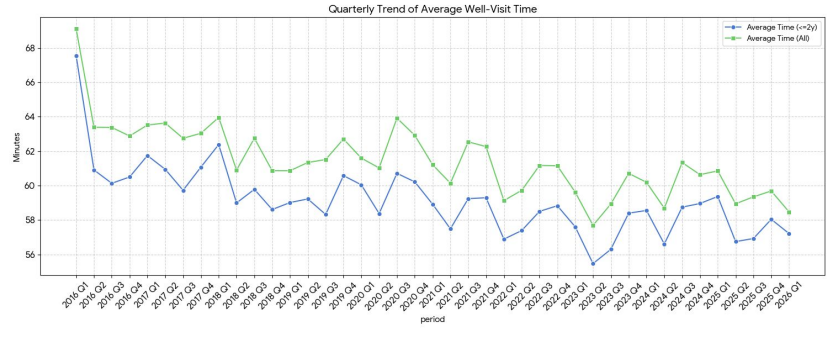
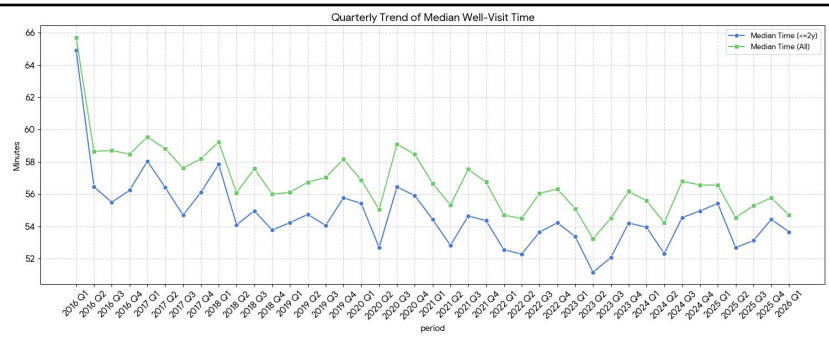


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# News Roundup

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**MORNINGSTAR**

Did one of these securities catch your eye? Track it on a watchlist via Morningstar Investor.

Economy > February PCE Report: Index Up 2.8%, Stronger Than Exp...

## February PCE Report: Index Up 2.8%, Stronger Than Expected

The PCE Price Index increased 0.38% in February.

Bella Albrecht and Lauren Solberg • Apr 9, 2026

Share

### PCE Price Index vs. Core PCE Price Index

Year	PCE	Core PCE	Fed's Long-Term Inflation Target
2021	~1.0%	~1.0%	2.0%
2022	~6.5%	~5.0%	2.0%
2023	~4.5%	~4.0%	2.0%
2024	~2.5%	~2.5%	2.0%
2025	~2.5%	~2.5%	2.0%
2026	2.8%	3.0%	2.0%

Source: Bureau of Economic Analysis. Data as of February 2026. [Download CSV](#)

- The PCE Price Index rose 0.38% in February, above the FactSet consensus forecast for a 0.32% increase and following an increase of 0.30% in January.
- Core PCE rose 0.37% in February, in line with forecasts and following an increase of 0.39% in January.
- The PCE Price Index year over year rose 2.8% in February, above forecasts for a 2.6% increase and following an increase of the same amount in January.
- Core PCE year over year rose 3.0% in February, in line with forecasts and following an increase of 3.1% in January.



Hospital-Based Medicine > Work Force

### Pediatricians File to Unionize

— California group wants more influence over decisions affecting kids, families

by Jennifer Henderson, Enterprise & Investigative Writer, MedPage Today

April 7, 2026 - 2 min read

Add MedPage Today on Google



More than 100 pediatricians who work for Packard Children's Health Alliance, part of Stanford Medicine Children's Health, have filed to unionize with the Union of American Physicians and Dentists (UAPD).

The physicians' hope is to form a collaborative partnership with leadership to **"shape policies that put children and families first, preserve the integrity of the patient-provider relationship, and uphold the standard of high quality care that every child in the region deserves,"** the union added.

The physician noted that they see unionizing as a key step in ensuring physicians remain part of the conversation about how changes in care affect patients, relationships with families, and quality of services. "It's important that medicine not be reduced to just another product to market and sell, but that it remains a collaboration between a care team and the families they serve," they said. "We need to have a voice to advocate for this."

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HEALTH • 4 MIN READ

### RFK Jr. is launching a podcast to expose 'lies' that have made Americans sick

UPDATED APR 8, 2026  
By Associated Press



Health Secretary Robert F. Kennedy Jr. is launching a new podcast that he says will begin “a new era of radical transparency in government,”...

...“The Secretary Kennedy Podcast,” will launch next week and feature Kennedy, a longtime anti-vaccine crusader who has reshaped the country’s health policy, in conversation with doctors, scientists and agency staff...

In the teaser video, in a slick HHS-branded studio with ominous music playing in the background, Kennedy bills it as a new way to expose corruption and lies that have made Americans sick.

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## Blue Cross Blue Shield Subscribers Settlement Website

# Welcome to the official Blue Cross Blue Shield Subscribers Settlement website!

This is the Website for the Settlement between Blue Cross Blue Shield Plans and their Subscribers. There is a separate Settlement between Blue Cross Blue Shield Plans and Healthcare Providers. The Provider Settlement website is <https://www.bcbsprovidersettlement.com>.

When will I get my payment?



The initial distribution of payments to Damages Class Members with valid claims will begin in May 2026.

The Court resolved all appeals, and the Settlement is final.

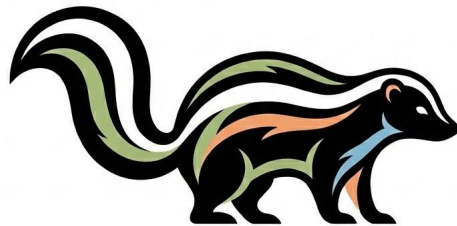
We are now reviewing claims and sending claim determination notice emails and postcards to people who filed claims.

We are sending claim determination notices on a rolling basis. If you get an email or postcard, please follow the instructions in the email or postcard. For more details, please see FAQ 45.





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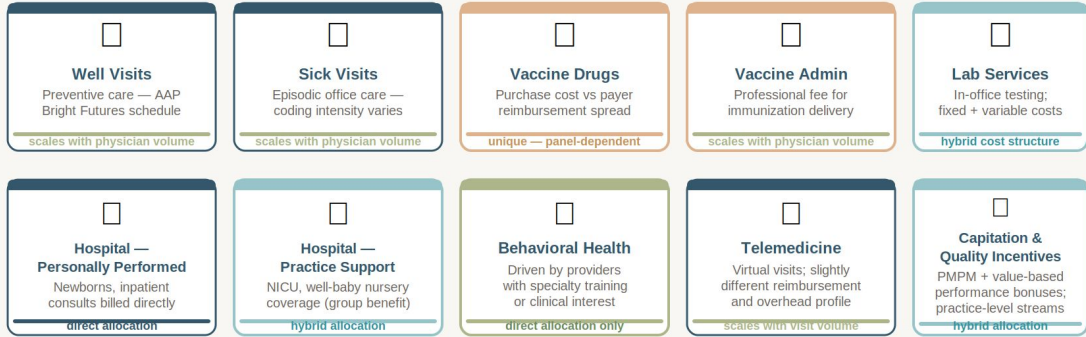


Skunk Works Division Of PMI

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# The Ten Revenue Streams — and Why They Are Not Interchangeable

Each stream carries its own cost structure, reimbursement pattern, and link to individual physician activity.



Allocation type key: ■ Productivity / wRVU ■ Vaccine-based ■ Hybrid ■ Direct allocation

Note: the legend bar color at the bottom of each card indicates the recommended allocation method for that revenue stream.

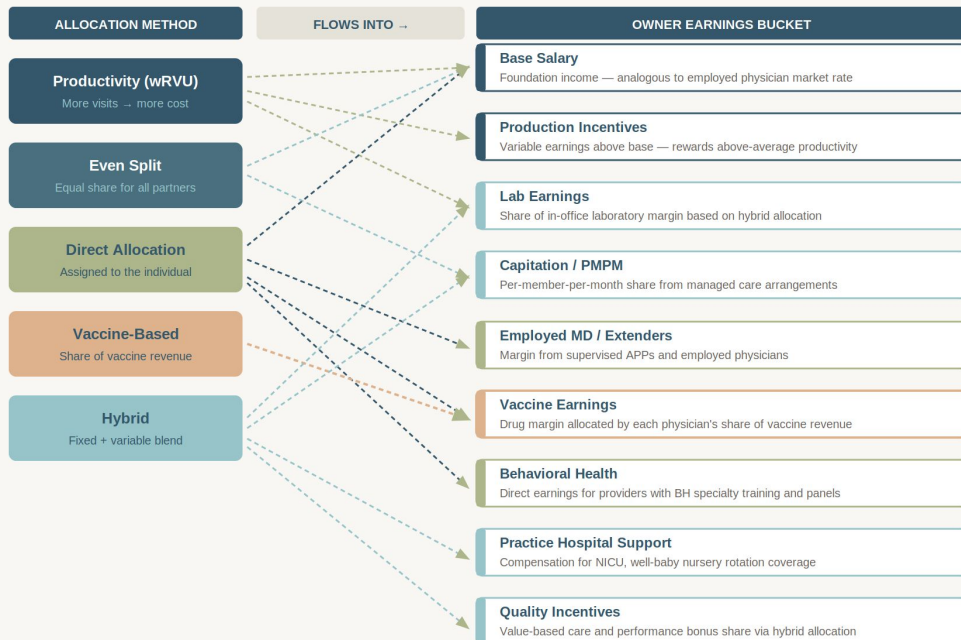
## WHY THIS MATTERS

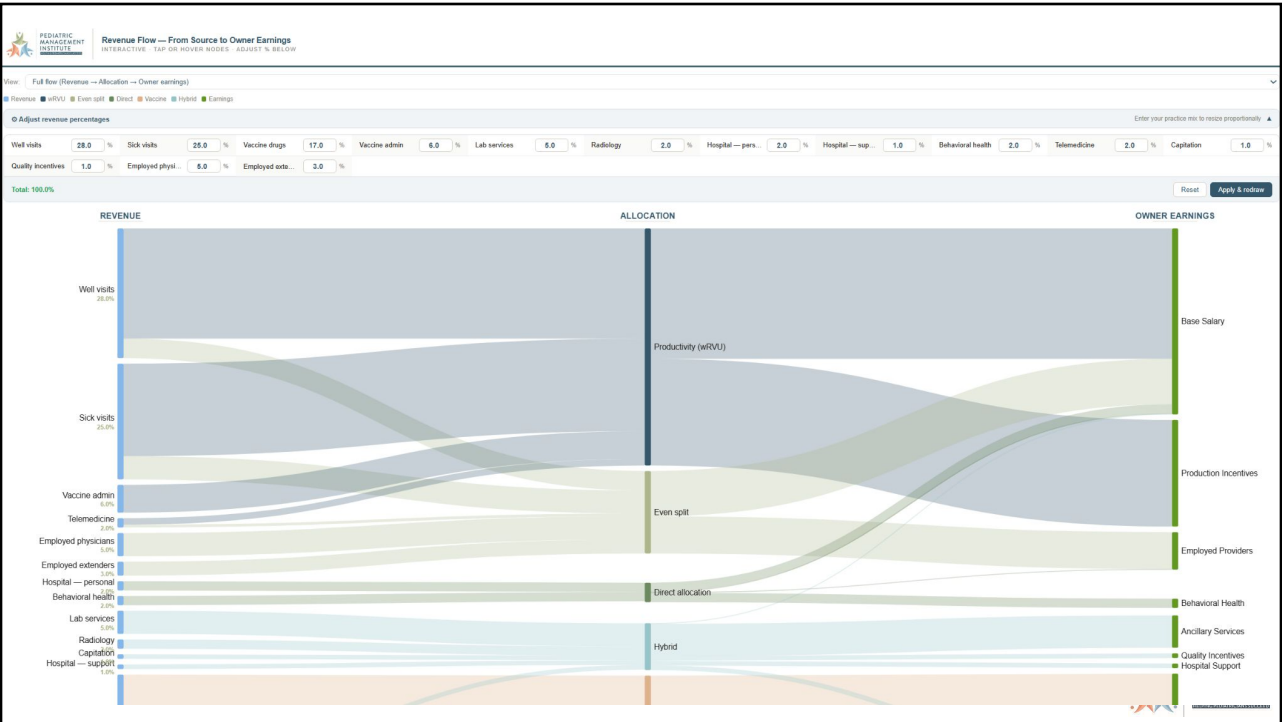
Each revenue stream has a different cost structure, payer relationship, and connection to individual physician effort. Allocating all of them through a single pool — and splitting the result — ignores those differences entirely.

The consequence is not just theoretical: misaligned allocation accumulates into compensation dissatisfaction, partner disputes, and departures that could have been avoided.

IC  
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E

## How Revenue Flows Into Owner Earnings





# Internal Buy-Ins

## Due Diligence Checklist

### Buying an Interest in a Pediatric Practice

25

*This checklist is intended to help pediatricians navigate the key areas of due diligence when considering the purchase of an ownership interest in an independent pediatric practice. Use it as a guide to make sure nothing important falls through the cracks, checking off each item as you review it and noting status in the right-hand column. Please note that this resource is geared toward a physician buying into an existing independent practice. When a third-party entity is acquiring or investing in a practice, the scope of due diligence is typically far more extensive.*

*Check off each item as it is reviewed and use the notes column to track status.*

✓ Financial Records & Performance	Notes / Status
<input type="checkbox"/> Profit & Loss statements (last 3–5 years)	
<input type="checkbox"/> Balance sheets (last 3–5 years)	
<input type="checkbox"/> Practice Federal and state tax returns (last 3–5 years)	
<input type="checkbox"/> Accounts receivable aging report	
<input type="checkbox"/> Accounts payable aging report	
<input type="checkbox"/> Revenue breakdown by payer (commercial, Medicaid, self-pay)	
<input type="checkbox"/> Monthly revenue and collection trends	
<input type="checkbox"/> Outstanding debt obligations and lines of credit	
<input type="checkbox"/> Capital expenditure history and upcoming needs assessment	
<input type="checkbox"/> Bank statements (last 12 months)	

✓ Practice Valuation	Notes / Status
<input type="checkbox"/> Independent practice valuation report	
<input type="checkbox"/> Valuation methodology used (DCF, market comps, asset-based)	
<input type="checkbox"/> Goodwill calculation and supporting rationale	
<input type="checkbox"/> Tangible asset inventory and appraisals	
<input type="checkbox"/> Comparison of asking price to industry	



26

# Partnership Agreements & Employment Contracts




## PHYSICIAN AGREEMENT REVIEW

## What Your Agreement **Doesn't Say** Can Cost You Everything

This automated system is designed to assist pediatric practices in reviewing two types of physician agreements. Select which type of agreement you would like to analyze, and our system will identify gaps, risks, and missing protections specific to that agreement type.

## ■ PARTNERSHIP / OPERATING AGREEMENT

## ■ PHYSICIAN EMPLOYMENT AGREEMENT

 Partnership / Operating Agreement

Reviewing your practice's partnership or operating agreement? Our system compares it against **197 governance items** we advise every pediatric practice to include — covering buy-in/buy-out, voting rights, compensation structure, distributions, restrictive covenants, disability provisions, and dispute resolution.

 Physician Employment Agreement

Reviewing a contract offer or existing employment agreement? Our system checks your agreement against **49 specific items** every physician employment contract should address — including compensation structure, non-compete terms, call obligations, tail coverage, termination rights, and partnership track provisions.

Over 15 Years of Consulting Experience Helping Pediatric Practices Build Stronger Agreements.

# MCO Contracts

### Know What Your MCO Contract Doesn't Say — Before It Costs You

Upload your managed care contract to run a 127-item gap analysis or abstract key terms into a downloadable spreadsheet.

127 Checklist Items | 14 Sections | 90+ Terms Abstracted

#### UPLOAD OR PASTE YOUR MCO CONTRACT

Click to upload PDF or .txt file  
or load demo contract --

#### OR PASTE CONTRACT TEXT

Paste MCO contract text here...

Gap Analysis (127 Items) | Abstract Terms -> Excel

Gap Analysis scores against 127 items | Abstraction extracts 90+ terms into a spreadsheet

Educational tool — not legal advice. Contract text not retained. © 2026 PMI



Under Development



### Paid Family Leave & Sabbatical

Peter Reed, MD, MPH, FAAP  
Pediatric Associates of the Northwest, PC  
Portland, Oregon

## Benefits of Paid Parental Leave

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1. Baby
  - Breastfeeding
  - Bonding/attachment
  - Delay exposure to daycare pathogens
2. Parents
  - Bonding/attachment
  - Reduced financial stress
  - Equity in workforce participation



## Benefits of Paid Parental Leave

---

1. Baby
  - Breastfeeding
  - Bonding/attachment
  - Delay exposure to daycare pathogens
2. Parents
  - Bonding/attachment
  - Reduced financial stress
  - Equity in workforce participation
3. Practice/Company
  - Employee retention
  - Employee presenteeism
  - Resilient skill matrix (cross-training)
  - Burnout reduction



## Cost

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- Depending on cross-training/coverage, does not need to cost extra
- If needed, temp workers
- Lost production



## Our Paid Parental Leave Program

- 12 weeks during first year after birth/adoption of child
- Eligible after one year and 1250 hours
- Birthing parent can start 4 weeks before due date
- Sliding scale pay
  - 100% up to \$1000 / week pay
  - 80% margin up to \$2000 / week pay
  - 60% margin up to \$3000 / week pay
  - Max benefit \$2400 / week
- Use Short-term Disability simultaneously - offsets some cost to company



## Sabbatical

### Benefits of Sabbatical

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- Employee retention
- Resilient skill matrix (cross-training)
- Burnout reduction
- Careers saved!



# Cost

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- Depending on cross-training/coverage, does not need to cost extra
- If needed, temp workers
- Lost production



# Our Sabbatical Program

- Eligible after 8 years continuous employment (and every 8 years thereafter)
  - Approved leaves count in logged time
- 6 weeks paid
- Benefits and vacation accrual continue as if working
- Sliding-scale pay
  - 100% up to \$1500 / week pay
  - 80% margin thereafter
- Doctorate-level clinicians
  - 80% of gross wages
- Clawback: If employee resigns/retires within 6 months of sabbatical, all sabbatical wages need to be repaid to company



Thank you!

## Contact

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