

PATRICIA A. TRITES

2614 Rivercrest Dr. Sherman TX 75092 (269) 352-3650

pati@complianceresources.com

AREAS OF EXPERTISE

- Corporate Compliance Programs
- Oral & Written Communication Skills
- Corporate Integrity Agreement Audits
- CMS (Medicare and Medicaid) Audits
- Commercial Payer Audits
- Policies & Procedures
- Income Tax Consulting & Preparation
- Retirement & Welfare Benefit Plan
- Payroll Services & Tax Reporting
- OIG Investigative Audits
- IRO Auditing & Training
- Education & Training Programs

EMPLOYMENT HISTORY

FOUNDER AND VICE PRESIDENT

HEALTHCARE COMPLIANCE RESOURCES, LLC ■ SHERMAN, TX

April 2009 - Present

- Served as featured speaker, author and consultant throughout the country on all areas of compliance.
- Successfully developed and established the Certified Healthcare Audit Professional program.

FOUNDER AND CHIEF EXECUTIVE OFFICER

HEALTHCARE COMPLIANCE RESOURCES, LLC ■ AUGUSTA, MI

1999 – April 2009

- Served as featured speaker, author and consultant throughout the country on all areas of compliance

Key Accomplishments:

- Successfully developed and established the Certified Healthcare Compliance Consultant and Certified Healthcare Compliance Officer programs – recognized as superior professional credentials in the healthcare industry
- Certified over 500 healthcare and compliance professional since 1999
- Workshop presenter for large organizations including hospitals, healthcare systems and professional organizations with presentations on select coding and compliance subjects
- Awarded the Honorary Certified Medical Planner™ designation from The Institute of Medical Business Advisors, Inc.

CONSULTANT, PRINCIPAL OF FIRM

PM-BATTLE CREEK, PROFESSIONAL MANAGEMENT ASSOCIATES, INC. ■ BATTLE CREEK, MI

1993 - 2000

- Recognized as the first woman principal of the organization
- Served 45-55 clients concurrently varying from solo practitioner physicians to large multi-specialty organizations
- Provided practice management consulting, income tax consulting and preparation, payroll services, retirement and welfare benefit plan administration and tax reporting, and compliance program consulting
- Managed personnel and administration of central and satellite offices
- Managed payroll systems and created and executed new personnel policies
- Introduced and implemented numerous information technology solutions

INSTRUCTOR - HEALTH CARE ADMINISTRATION BACHELOR DEGREE PROGRAM

DAVENPORT COLLEGE ■ KALAMAZOO, MI

1993 - 1995

- Prepared lectures, exams, and projects for the students
- Taught Health Care Administration-Ethics, Health Care Administration-Healthcare Policy and Organization, and Healthcare Administration-Economics

INSTRUCTOR - ACCOUNTING

KELLOGG COMMUNITY COLLEGE ■ BATTLE CREEK, MI

1992 - 1994

- Prepared lectures and exams for Accounting 101 (4 Semesters) and Accounting 102 (4 Semesters)

EDUCATION

COMPLETED COURSE REQUIREMENTS FOR PHD IN BUSINESS MANAGEMENT

Present

DISSERTATION SUBJECT APPROVED AND IN PROCESS

▪ CALIFORNIA COAST UNIVERSITY, SANTA ANA, CA

MASTER OF PUBLIC ADMINISTRATION – HEALTHCARE CONCENTRATION, SUMMA CUM LAUDE

1992

▪ WESTERN MICHIGAN UNIVERSITY, KALAMAZOO, MI

BACHELOR OF BUSINESS ADMINISTRATION - ACCOUNTANCY MAJOR, CUM LAUDE

1990

▪ WESTERN MICHIGAN UNIVERSITY, KALAMAZOO, MI

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PROFESSIONAL CREDENTIALS

Certified Healthcare Audit Professional
Certified Healthcare Compliance Consultant
Certified Healthcare Compliance Officer
Certified Healthcare Business Consultant
Certified Professional Coder
Certified Evaluation and Management (Coding) Specialist
Certified in Healthcare Privacy
Certified Medical Planner (Honorary)
Enrolled Agent of the Internal Revenue Service (1997-2002)

PROFESSIONAL AFFILIATIONS

American Academy of Professional Coders (AAPC)
National Society of Certified Healthcare Business Consultants
Trustee, Institute of Certified Healthcare Business Consultants (1999-2002)
American Health Information Management Association (AHIMA)
Health Information Management and Management System Society (HIMSS)
American College of Healthcare Executives
Editorial Advisory Board, Medical Office Compliance Alert (2000-2002)
Editorial Advisory Board, Eli's Physician Practice Compliance Alert
National Speakers Association
AHIMA Physicians Practice Council
AHIMA e-Discovery Workgroup
HISPC Scenario Task Force
Volunteer Member of HL7 EHR-TC Privacy/Security Expert Panel
Volunteer Member of HL7 EHR-TC Legal Aspects of EHR Workgroup

PUBLICATIONS

Books

- Healthcare Organization and Medical Office Compliance Program Guide Copyright © 1999-2006
- Compliance Guide for the Medical Practice-How to Attain and Maintain a Compliant Medical Practice, Copyright © 2006 American Medical Association
- How to Evaluate Electronic Health Record (EHR) Systems, Copyright © 2007 American Health Information Management Association. Publication Date Expected May 2007.

Chapters

- Compliance-Risk Management for the Business of Healthcare Organization (Chapter), Financial Planning for Physicians and Healthcare Professionals, Jones and Bartlett Publishers, 2003
- Contributed two chapters, Compliance...Not a Dirty Word (Preventive Medicine for the Health of the Practice) and Effective Insurance Coding and Billing Guidelines-(Get Paid for Your Services Leave Nothing on the Table) for Business of Medical Practice (Profit Maximizing Skills for Savvy Doctors), Second Edition Copyright © 2004 Springer Publishing Company
- Chapter contribution to Healthcare Organizations: Financial Management Strategies Copyright © 2006 Specialty Technical Publishers

Software

- HIPAA Privacy Solutions Toolkit™ Copyright © 2006
- HIPAA Security Solutions Toolkit™ Copyright © 2005
- Medical Office Compliance Program Guide Document Generator Software Copyright © 2000-2003

Courses

- Certified Healthcare Compliance Consultant Course and Examination Copyright © 1999-2006
- Certified Healthcare Compliance Officer Course and Examination Copyright © 2000-2006
- HIPAA Training-Prepared for the U.S. Army HIPAA Compliance Consultants hired by the Eagle Group, International for positions in each Army medical facility. Copyright © 2002-2003

Professional Journal Articles

- HIPAA Compliance, MGMA News, 2002
- Achieving HIPAA Compliance-Attitude is Essential, Hematology Oncology News and Issues, December 2002
- Internal Auditing, Coding Network News, June/July 2003
- HIPAA Helps During Disaster-BC Advantage
- Using Test Vignettes to Assess HER Capabilities, Journal of AHIMA, May 2006
- The Metadata You Need: Determining What Must be Collected and Retained, Journal of AHIMA, July 2008

SPEAKING ENGAGEMENTS AND TELEVISION APPEARANCES

- Medicare Evaluation and Management Documentation Guidelines Seminars: Physicians-How to Get Paid for the Work You Do. 1997-2000
 - ❖ Health Care Cash Management, Inc. – Saginaw MI
 - ❖ Health Care Cash Management, Inc. -- Minneapolis/Saint Paul MN
 - ❖ Health Care Cash Management -- Milwaukee WI
 - ❖ St. Mary's Health System—Saginaw, MI
 - ❖ Michigan State University—Lansing, MI
 - ❖ Professional Management Conference--Charlotte NC
 - ❖ Professional Management Conference--Orlando FL
 - ❖ Eastern Ohio Physicians Organization--Youngstown, OH
- Medical Office Compliance and Documentation Seminars 1999-2000
 - ❖ Orlando, Florida
 - ❖ Grand Rapids, Michigan
 - ❖ Charlotte, North Carolina
 - ❖ Marshall, Michigan
 - ❖ Lansing, Michigan
- Compliance in the Medical Office – 2000-2001
 - ❖ MGMA-National Conference-San Diego CA
 - ❖ MGMA-AOHA Conference-Seattle WA
 - ❖ Michigan Society of Hematology and Oncology
- Correct Coding Policy and Practice Coding Strategies-Professional Management 1998 Midwinter Meeting, Lake Buena Vista, FL, February 1998
- Understanding Managed Care-Health Specialists of Lenawee, December 1998, Lenawee, MI
- Coordinating Hospital and Physician Office Compliance--Professional Management 1999 Midwinter

Meeting, Lake Buena Vista, FL, February 1999

SPEAKING ENGAGEMENTS AND TELEVISION APPEARANCES

(Continued)

- Compliance and Documentation-Society of Medical Dental Management Consultants 1999 Midwinter Meeting, Ft. Lauderdale, FL, November 1999/Compliance in the Medical Office-American Academy of Professional Coders-Battle Creek Chapter, Battle Creek, MI, November 1999
- Evaluation and Management Documentation Guidelines, CPT and ICD-9 Coding for Physicians-Health Insurance Plan of New York, New York, New York, July 2000
- Compliance 2000, Documentation Guidelines and Chart Auditing-LifeSpan Physician's PSO, Providence, RI, November, 2000
- Compliance, Documentation, ICD-9, CPT Coding and Chart Auditing-Professional Management-Ann Arbor, Ann Arbor, MI, December 2000
- Documentation Guidelines and Correct Coding-Lansing Internal Medicine, Lansing, MI, January 2001
- Compliance, How Healthy is Your Practice?-Northwest Illinois Oncology Managers, Chicago, IL, June 2001
- Compliance 2000, Documentation Guidelines and Chart Auditing-LifeSpan Physician's PSO, Providence, RI, June, 2001
- The Importance of Compliance Programs and Correct Documentation, Practicode Annual Coding Retreat, Sebring, FL, June 2001
- HIPAA Compliance as it Applies to Oncology and Research- Oncology Therapeutics Network Physician Advisory Board-Naples FL, August 2001
- Documentation Guidelines and Correct Coding-Gaylord Family Practice, Gaylord, MI, August 2001
- Compliance-A Guided Tour-HCR National Compliance Conference, Orlando, FL, January 2001
- Compliance Programs-Medical Group Management Association (MGMA) OB/GYN Assembly, Savannah, GA, April 2001
- HIPAA Compliance for Oncology Practice Managers-Oncology Therapeutics Network Practice Administrators Advisory Board, July 2001, Banff BC
- HIPAA Compliance Issues, Valley Health System, 2001, Harrisonburg VA
- HIPAA-Administrative Simplification-Simplified-Coalition of Hematology Oncology Practices, 2001, Austin, TX
- Compliance Issues in Human Resource Management—Audio Conference, The Coding Institute, August 2001
- Compliance Programs-How to Light the Way for Your Clients—Physicians Viewpoint Network, Savannah, GA, November, 2001
- HIPAA-Administrative Simplification-Simplified-Michigan State Hematology Oncology/Group Practice Organization, December 2001, Novi, MI
- HIPAA-Administrative Simplification-Simplified—HCR National Compliance Conference, Orlando, FL, January 2002
- Compliance Programs and Administrative Simplification-Society of Medical and Dental Management Consultants, Alexandria, VA, June 2002
- HIPAA-Are You in Compliance? No, How to Get There.-Oncology Network of Connecticut, Hartford, CT, May, 2002.
- HIPAA-Are You in Compliance?-- Florida Radiology Business Managers Association, Orlando, FL, June 2002
- Compliance In Practice—New England Conference on Coding and Compliance in Women's Healthcare, Boston, MA, August 2002
- How to Audit Your Practice-- New England Conference on Coding and Compliance in Women's Healthcare, Boston, MA, August 2002
- I've Heard About HIPAA-- New England Conference on Coding and Compliance in Women's Healthcare, Boston, MA, August 2002
- Documentation Guidelines-The Foundation of Compliance-- New England Conference on Coding and Compliance in Women's Healthcare, Boston, MA, August 2002
- Evaluation and Management Coding-The Foundation of Billing and Reimbursement Compliance—Grand Rounds, Women's and Infants' Hospital, Providence, RI, September 2002
- Combating Pharmacy Benefit Fraud and Abuse in Medicaid Managed Care—Pharmaceutical Care Network, Sonoma CA, October 2002
- HIPAA Update—Physician's Viewpoint Network, New Orleans, LA, November 2002
- Preventive Medicine for the Health of the Practice—Southern Medical Association, Washington, DC November 2002
- Evaluation and Management Coding and Specific Risk Areas-Horizon Medical, Inc., November 2002

SPEAKING ENGAGEMENTS AND TELEVISION APPEARANCES

(Continued)

- How to Audit Your Practice—LifeSpan Physicians Services Organization, December 2002
- Regulatory Compliance and It's Application to the Development of EMR Programs-December 2002
- Coding Update for OB/GYN Services—New York, NY—December 2002
- World Business Review, PBS Health Journal Television-Application of Technology in Medicine—2002
- HIPAA Compliance Update—Michigan State Hematology Oncology Managers—February, 2003
- HIPAA Compliance—Metropolitan Hospital—March 2003
- Evaluation and Management Documentation and Coding—Metropolitan Hospital—March 2003
- Advanced Documentation Issues—Michigan Allergy and Asthma Association—March 2003
- Advanced Chart Auditing—HCR National Compliance Conference, Lake Tahoe, NV, March 2003
- OSHA Update for Healthcare Professionals—April 2003
- HIPAA Privacy and Security—April 2003
- HIPAA-Transaction Code Sets, Privacy and Security—Isla Medical Services, Guam, May 2003
- HIPAA-We've Only Just Begun—NAHC Annual Conference, Amelia Island, FL—June 2003
- Billing and Reimbursement Areas of Risk for Your Organization, Norfolk, VA, September 2003
- Billing and Coding Update—Johnson City, TN—December 2003
- Billing and Coding Update and Non-Physician Practitioner Update—New Orleans, LA – February 2004
- Learning From History...Solutions in Healthcare Compliance—Charleston, SC—March 2004
- Certified Health Care Compliance Consultant Course
 - ❖ Boston, MA - June 1999
 - ❖ Seattle, WA - April 2000
 - ❖ Atlanta, GA – October 2000
 - ❖ Providence, RI - November 2000
 - ❖ San Diego, CA - February 2001
 - ❖ St. Louis, MO - May, 2001
 - ❖ Albany, NY - August, 2001
 - ❖ Charleston, SC - November, 2001
 - ❖ Dallas, TX - February, 2000
 - ❖ Detroit, MI - September 1999
 - ❖ Atlanta, GA - October 2000
 - ❖ Battle Creek, MI - November 2000
 - ❖ Orlando, FL - January, 2001
 - ❖ Savannah, GA - April, 2001
 - ❖ Seattle, WA – July, 2001
 - ❖ Williamsburg, VA - September, 2001
 - ❖ Orlando, FL - January, 2002
 - ❖ Phoenix, AZ - February 2002
- Certified Healthcare Compliance Officer Course
 - ❖ Chicago, IL - September, 2000
 - ❖ San Diego, CA - February, 2001
 - ❖ Williamsburg, VA - September 2001
 - ❖ Nashville, TN - October, 2001
 - ❖ Honolulu, HI - March, 2002
 - ❖ Providence, RI-November, 2000
 - ❖ Seattle, WA-April, 2001
 - ❖ Grand Rapids, MI-October, 2001
 - ❖ Montgomery, AL-January, 2002
 - ❖ Charlotte, NC-May, 2002
- Healthcare Compliance Certification Course
 - ❖ Charlotte, NC - May, 2002
 - ❖ Philadelphia, PA - July 2002
 - ❖ Dallas, TX - November, 2002
 - ❖ Clearwater, FL - February, 2002
 - ❖ Elizabeth, NJ - June, 2003
 - ❖ Norfolk, VA - September, 2003
 - ❖ New Orleans - November 2003
 - ❖ Four Courses in 2005
 - ❖ Three Courses in 2007
 - ❖ Detroit, MI - June, 2002
 - ❖ Denver, CO - September 2002
 - ❖ Phoenix, AZ - January, 2003
 - ❖ Minneapolis, MN - May 2003
 - ❖ Portland, OR - July, 2003
 - ❖ Kansas City, MO - October 2003
 - ❖ Six Courses in 2004
 - ❖ Three Courses in 2006
- Evaluation and Management Coding, Risk Areas & Fraud and Abuse-Bloomington IN-Sept. 2004
- Sexual Harassment in the Workplace-Battle Creek, MI 2005
- Evaluation and Management Coding, Risk Areas & Fraud and Abuse-New Orleans LA, 2005
- Healthcare Compliance Update and HIPAA Security-Dallas TX, February 2005
- Healthcare Compliance Update and Employment Regulation Update-Chicago IL, August 2005
- Third Party Payor Update and EMR Panel Discussion-Society of Medical Dental Consultants Annual Meeting-Minneapolis, MN, June 2005
- Evaluation and Management Coding, Diagnosis Coding and Risk Areas-Providence RI, September 2005
- HIPAA-Common Sense to Increasing Cents
 - Identity Theft-HIPAA, FACTA and Liability
 - Third Party Billing Company Compliance-Protecting Your Organization
 - Preventive Medicine for Your Organization
 - Synergy Conference, Las Vegas NV, May 2006

SPEAKING ENGAGEMENTS AND TELEVISION APPEARANCES

(Continued)

- Risk-The Third Rail of ROI-TEPR Conference, Baltimore MD, May 2006
- Mandatory Compliance Programs Have Arrived-Grand Rapids MI, June 2000
- Mandatory Compliance-Herding Cats-Kalamazoo, MI, July 2006
- Your Vision of Compliance is About to Change-Coding Institute 2006 Ophthalmology Conference, Naples, FL, August 2006
- A Day of Coding Education, Southern Illinois University, Springfield IL, Sept 2006
- Dermatology Coding and Reimbursement Compliance--North Carolina Dermatology Association, July 2006
- Management of Medical Records in Michigan, Detroit MI, August 2006
- Moving Towards a Virtual Information Enterprise and Electronic Health Records, Healthcare Payers Summit, Palm Springs, CA, October 2007.
- EHRs: Dangerous Passions: What You See is Not (Legally) What You Always Get, AHIMA National Conference, Denver, CO, October 2007.
- Compliance-Your Journey into Preventive Medicine for the Healthcare Organization, SMD Mid-Winter Conference/HCR National Conference, Atlantis, Bahamas, October 2006.
- Primary Care Evaluation and Management Coding, St. Mary's Hospital, Saginaw, MI, February 2007.
- Information Integrity in EHRs, AHIMA Teleconference, March 2007
- Modifier Coding for Physicians, AAPC Workshop, New Jersey March 2007
- Communicating Coding, AAPC Workshop, Massachusetts, March 2007
- How to Keep the OIG Out of Your Office, MI MGMA, Mt. Pleasant, MI, March 2007
- Reimbursement Rules of the Road, AAPC Workshop Salisbury MD, October 2007
- Reimbursement Rules of the Road, AAPC Workshop, Macon GA, November 2007
- Modifier Coding for Physicians, AAPC Workshop, Charlottesville, VA November 2007
- Is Your System Vulnerable? EMR Selection, Implementation, and Use As A Risk Challenge for Medical-Legal Compliance, TEPR, Dallas TX, May 2007
- Maintaining the Legal EHR The Basics, TEPR, Dallas TX, May 2007
- Developing Compliance Programs for Third Party Billing Companies, HBMA, June 2007
- Ensuring Health Record Integrity, AHIMA Legal EHR Conference, Philadelphia, PA, October 2007
- Testing Strategies: Validating Legal and Quality Requirements, AHIMA, 2007
- ICD-9's in SNF's, Coding Institute, October 2007
- HIPAA for the Physicians Office-Medical Records and Privacy, Coding Institute, November 2007
- OB/GYN Issues in ASC's, Coding Institute, November 2007
- OSHA and Safety Issues for the Front Office Staff, Coding Institute, November 2007
- Bloodborne Pathogen Safety and Prevention, Coding Institute, December 2007
- Assuring A Legally Valid EHR, TEPR, Ft. Lauderdale, FL, May 2008

ADMINISTRATIVE HEARING & TRIAL EXPERIENCES

- 2001-Testified as a Compliance Expert, on behalf of a Nursing Home Provider, in an Alabama Medicaid Administrative Hearing. Case: (Redacted) v. Alabama Medicaid Agency, No Docket Number, Hearing held before the Alabama State Medicaid Agency. Case was appealed, On Appeal: Civil Action CV-2002-1482 Circuit Court Montgomery Alabama.
- 2001-Coding Consultant, Johnston Barton Proctor and Powell, LLP, regarding coding compliance matters.
- 2001-2002 Provided chart auditing and consultative services to RI Assistant US Attorney General.
- 2002-Coding Expert, audited records and testified on behalf of the provider in an informal BCBS Administrative Hearing. Formal hearing was cancelled due to settlement. No "formal" record was kept of the informal hearing, and there is no case number.
- 2002-2003-Coding Consultant, audited and prepared reports for submission to the Alabama Medicare Carrier. Administrative Hearing; Expert witness on behalf of the provider. Social Security Administration, Office of Hearings and Appeals, 5701 Executive Center Dr., Suite 400 Charlotte, NC. HCIN Docket #999-21-0125. Judge: Ronald T. Osborne, Administrative Law Judge. July 2003.
- 2001-2004-Coding and Compliance Consultant and Expert for a major DME company during litigation.
- 2005-Coding and Compliance Consultant for pre-trial action.
- 2005-Compliance Consultant for Colorado Law Firm.
- 2006-Consultant for California Law Firm.
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CONTINUING EDUCATION PROGRAMS

- CPT and ICD-9 Coding, Documentation Guidelines and Correct Billing Requirements, March 1997, Unicor Medical and Healthcare Cash Management, Inc.
- 1997 Annual Conference, June 1997, National Association of Healthcare Consultants
- 1998 Annual Conference, August 1998, National Association of Healthcare Consultants
- 1998 National Issues Institute, October 1998, National Association of Healthcare Consultants
- 1998 Joint Annual Conference, June 1998, National Association of Healthcare Consultants, The PM Group, and Society of Medical-Dental Management Consultants
- Your Compliance Plan, November 1998, Part B News, United Communications Group
- AAPC 1998 Annual Coding Conference, April 1998, American Academy of Professional Coders
- 1998 Midwinter Meeting, February 1998, National Association of Healthcare Consultants, The PM Group, and Society of Medical-Dental Management Consultants
- 1998 Midwinter Meeting, February 1998, National Association of Healthcare Consultants, The PM Group, and Society of Medical-Dental Management Consultants
- 1999 Joint Annual Conference, June 1999, National Association of Healthcare Consultants, The PM Group, and Society of Medical-Dental Management Consultants
- Compliance Strategies 1999, June 1999, Part B News, United Communications Group
- Coding and Billing for Oncology, September 1999: Heritage Seminars
- The Medicare Compliance Summit, October 1999, International Quality and Productivity Center
- Corporate Compliance Forum-Advanced Healthcare Compliance, February 2000, American Compliance Institute, HCCA
- Conquer Coding, Annual Conference-May 2000, American Academy of Professional Coders
- Incident To Billing, October 2000, American Academy of Professional Coders-Battle Creek Chapter
- Compliance-The Real Picture-National Compliance Conference, January 2001, Healthcare Compliance Resources
- Coding Retreat 2001, June 2001, Practicode, Inc.
- National Pediatric and OB/GYN Coding and Compliance Conference: 2001, December 2001, The Coding Institute
- Surviving the Compliance Jungle-National Compliance Conference, January 2002, Healthcare Compliance Resources
- Coding and Compliance in Women's Health, May 2002, Mount Auburn Hospital
- HIPAA Seminar: Managing the HIPAA Monster, October 2002, Michigan Osteopathic Association
- Evaluation and Management Coding Seminar, November 2002, LifeSpan Physician's PSO
- Don't Gamble With Your Compliance Program-National Compliance Conference, March 2003, Healthcare Compliance Resources
- National Association of Health Care Consultants Annual Conference-June 2003
- Learning From History...Solutions in Healthcare Compliance, March 2004, Healthcare Compliance Resources
- National Speakers Association Annual Conference-July 2004
- National Speakers Association Conference-January 2005
- Healthcare Compliance Update Conference-February 2005
- American Academy of Professional Coders Annual Conference-April 2005
- Society of Medical and Dental Management Consultants Annual Conference-June 2005
- National Speakers Association Annual Conference-July 2004
- Healthcare Compliance Update Conference-August 2005
- EMR Road Show Conference-September 2005
- National Issues Conference-September 2005
- American Association of Healthcare Consultants-February 2006
- American Academy of Professional Coders Annual Conference-April 2006
- TEPR National Conference-May 2006
- Society of Medical Dental Management Consultants-June 2006
- AHIMA Annual Conference-October 2006
- SMD Mid-Winter Conference-November 2006