

**INTEGRITY AGREEMENT
BETWEEN THE
OFFICE OF INSPECTOR GENERAL
OF THE
DEPARTMENT OF HEALTH AND HUMAN SERVICES
AND
SAADOON KADIR, M.D. AND NORTH COUNTY DIAGNOSTIC AND
INTERVENTIONAL RADIOLOGY, INC., D/B/A NORTH COUNTY RADIOLOGY**

I. PREAMBLE

Saadoon Kadir, M.D. (Kadir) and North County Diagnostic and Interventional Radiology, Inc., d/b/a North County Radiology (NCR), hereby enter 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 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 Agreement applies to any entity that Kadir or NCR owns or in which Kadir or NCR has a control interest, as defined in 42 U.S.C. § 1320a-3(a)(3), and Kadir's, NCR's and any such entity's Covered Persons as defined in Section II.C. Contemporaneously with this Agreement, Kadir and NCR are 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 Kadir and NCR under this Agreement shall be five 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) Kadir's and NCR's final Annual Report; or (2) any additional materials submitted by Kadir and NCR pursuant to OIG's request, whichever is later.

C. The scope of this Agreement shall be governed by the following definitions:

1. "Kadir and NCR" shall be read to include Kadir, NCR, or both.
2. "Covered Persons" includes:
 - a. all owners, officers, directors, associates, and employees of Kadir and NCR 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 Kadir and NCR.

III. INTEGRITY OBLIGATIONS

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

A. Compliance Contact

Within 30 days after the Effective Date, Kadir and NCR shall designate a person to be responsible for compliance activities (Compliance Contact). Kadir and NCR shall maintain a Compliance Contact for the term of this Agreement. The Compliance Contact shall be responsible for: (i) 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; (ii) monitoring Kadir's and NCR's day-to-day compliance activities; and (iii) meeting all reporting obligations created under this Agreement.

Kadir and NCR 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, Kadir and NCR shall post in a prominent place accessible to all patients and Covered Persons a notice detailing Kadir's and NCR's commitment to comply with all Federal health care program requirements in the conduct of Kadir's and NCR's business.

This notice shall include the following information: (i) a means (e.g., telephone number or address) by which billing concerns and other issues may be reported anonymously; (ii) Kadir's and NCR's commitment to maintain the confidentiality of the report; and (iii) notification that reporting concerns and issues will not result in retribution or retaliation by Kadir or NCR.

This notice shall also include the HHS OIG Fraud Hotline telephone number (1-800-HHS-TIPS) as a confidential means by which suspected fraud or abuse in the Federal health care programs may be reported.

A copy of this notice shall be included in the Implementation Report.

C. Written Policies and Procedures

Within 90 days after the Effective Date, Kadir and NCR shall develop, implement, and distribute written Policies and Procedures to all Covered Persons. In addition, Kadir and NCR 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. Kadir's and NCR's commitment to full compliance with all Federal health care program requirements, including Kadir's and NCR's commitment to prepare and submit accurate claims consistent with such requirements;
2. the expectation that all of Kadir's and NCR's Covered Persons shall be expected to comply with all Federal health care program requirements and with Kadir's and NCR'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 Kadir's and NCR's own Policies and Procedures to the Compliance Contact and Kadir's and

NCR's commitment to maintain confidentiality and anonymity, as appropriate, and not to retaliate with respect to such disclosures;

4. the possible consequences to Kadir, NCR, and Covered Persons of failure to comply with Federal health care program requirements or with Kadir's and NCR's written Policies and Procedures and the failure to report such noncompliance;

5. Kadir's and NCR'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 Kadir's and NCR'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), Kadir and NCR 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

Within 90 days after the Effective Date and during each subsequent Reporting Period, Kadir and Covered Persons shall receive at least three hours of training from an individual or entity, other than Kadir or another Covered Person. Persons providing the training shall be knowledgeable about the subject area and such training may be received from a variety of sources (e.g., CME classes, hospitals, associations, carriers).

New Covered Persons shall receive the training described above within 30 days after becoming a Covered Person or within 90 days after the Effective Date, whichever is later. The training for new Covered Persons may either be provided internally by a Covered Person who has completed the required annual training or externally by a qualified individual or entity. A new Covered Person shall work under the direct supervision of a Covered Person who has received such training, 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 Covered Person completes the training.

At a minimum, the initial, annual, and new employee training sessions shall include the following topics:

1. the requirements of Kadir's and NCR's Agreement;
2. an overview of Kadir's and NCR's compliance program;
3. the accurate coding and submission of claims for services rendered and/or items provided to Federal health care program beneficiaries;
4. applicable reimbursement statutes, regulations, and program requirements and directives;
5. the written Policies and Procedures developed pursuant to Section III.C, above;
6. the policies, procedures, and other requirements applicable to the documentation of medical records;
7. the personal obligation of each individual involved in the coding and claims submission process to ensure that such claims are accurate;

8. the legal sanctions for the submission of improper claims or violations of the Federal health care program requirements; and

9. examples of proper and improper coding and claim submission practices.

Each Covered Person shall annually certify, in writing or in electronic format if the training is computerized, that he or she has received the required training. The certification shall specify the date the training was received. The Compliance Contact shall retain the certifications, along with all training materials. Kadir and NCR 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 IRO Claims Review, and any other relevant information.

Kadir and NCR may provide the training required under this Agreement through appropriate computer-based training approaches. If Kadir and NCR choose to provide computer-based training, Kadir and NCR shall make available appropriately qualified and knowledgeable staff or trainers to answer questions or provide additional information to the individuals receiving such training.

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.

E. Review Procedures

1. General Description.

a. *Engagement of Independent Review Organization.* Within 90 days after the Effective Date, Kadir and NCR 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 Kadir and NCR in assessing and evaluating Kadir's and NCR's billing and coding practices and certain other obligations pursuant to this Agreement and the Settlement Agreement.

Each IRO engaged by Kadir and NCR shall have expertise in the billing, coding, reporting, and other requirements of, the Federal health care programs for radiology services, and in the general requirements of the

Federal health care program(s) from which Kadir and NCR seek reimbursement. Each IRO shall assess, along with Kadir and NCR, whether it can perform the IRO review in a professionally independent and 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 Kadir's and NCR's coding, billing, and claims submission to the Federal health care programs and the reimbursement received (Claims Review). If Kadir, NCR, or an entity in which Kadir and NCR have an ownership or control interest in (as defined in 42 U.S.C. §1320a-3(a)(3)) submits cost reports, Kadir and NCR shall engage an IRO to analyze whether Kadir and NCR 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, Kadir and NCR shall sign a certification, as required by Section III.E.4 below, stating that Kadir and NCR do not currently and have not submitted a cost report since this Agreement was executed.

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

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

a. *Discovery Samples.* The IRO shall randomly select and review two samples, a Specific Discovery Sample and a General Discovery Sample.

Each sample shall consist of 50 Paid Claims submitted by or on behalf of Kadir and NCR (Discovery Samples).

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

i. The Specific Discovery Sample shall be selected from of Paid Claims that included one or more of the following CPT codes (Specific Codes):

(1) 36010;

(2) 36012;

(3) 36120;

(4) 3216;

(5) 75790 with modifier 76; and

(6) 76000.

ii. The General Discovery Sample shall be selected from all other Paid Claims that do not include the Specific Codes.

iii. If the Error Rate (as defined in Appendix B) for the Discovery Samples is less than 5% each, 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, Kadir and NCR should, as appropriate, further analyze any errors identified in the Discovery Samples. Kadir and NCR recognize 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 Samples or any other segment of the universe.)

iv. If the Error Rate for the Specific Discovery Sample is 5% or greater, the IRO shall perform a Full Sample of the universe of Paid Claims containing one or more Specific Codes and a Systems Review, as described below.

v. If the Error Rate for the General Discovery Sample is 5% or greater, the IRO shall perform a Full Sample of the universe of all other Paid Claims that do not contain Specific Codes, and a Systems Review, as described below.

b. *Full Sample.* If necessary, as determined by procedures set forth in Section III.E.2.a, the IRO shall perform additional sample(s) of Paid Claims using commonly accepted sampling methods and in accordance with Appendix B. The Full Sample(s) 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 to 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 Kadir's and NCR's offices or under Kadir's and NCR'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(s), the corresponding Discovery Sample may serve as the probe sample, if statistically appropriate. Additionally, Kadir and NCR may use the Items sampled as part of the corresponding Discovery Sample, and the corresponding findings for those 50 Items, as part of Kadir's and NCR's Full Sample, if: (i) statistically appropriate and (ii) Kadir and NCR select the Full Sample Items using the seed number generated by the corresponding Discovery Sample. OIG, in its sole discretion, may refer the findings of the Full Sample(s) (and any related workpapers) received from Kadir and NCR 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 the Specific Discovery Sample or the General Discovery Sample identifies an Error Rate of 5% or greater, Kadir's and NCR's IRO shall also conduct a Systems Review. Specifically, for each

claim in the applicable Discovery Sample(s) and Full Sample(s) 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.H.1, Kadir and NCR shall repay within 30 days any Overpayment(s) identified in the Discovery Samples or the Full Samples (if applicable), regardless of the Error Rate, to the appropriate payor and in accordance with payor refund policies. Kadir and NCR shall make available to OIG any and all documentation and the associated documentation that reflects the refund of the Overpayment(s) to the payor.

3. Claims Review Report. The IRO shall prepare a report based upon the Claims Review performed (Claims Review Report). Information to be included in the Claims Review Report is described in Attachment 1 to Appendix B.

4. Unallowable Cost Review.

a. Unless Section III.E.4.b, below, applies, the IRO shall conduct a review of Kadir’s and NCR’s compliance with the unallowable cost provisions of the Settlement Agreement. The IRO shall determine whether Kadir and NCR have complied with Kadir’s and NCR’s obligations not to charge to, or otherwise seek payment from, federal or state payors for unallowable costs (as defined in the Settlement Agreement) and Kadir’s and NCR’s obligations 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 Kadir, NCR, or any affiliates of Kadir and NCR. 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.

b. If Kadir and NCR execute and submit to the OIG in the first Annual Report a certification that neither Kadir nor NCR, nor any entity in which Kadir and NCR have 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.

5. 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 Kadir and NCR have complied with Kadir's and NCR's obligations not to charge to, or otherwise seek payment from, federal or state payors for unallowable costs (as defined in the Settlement Agreement) and Kadir's and NCR's obligations to identify to applicable federal or state payors any unallowable costs included in payments previously sought from such payor.

6. Validation Review. In the event OIG has reason to believe that: (a) Kadir's and NCR's Claims Review or any other review required by Section III.E (Review) fails to conform to the requirements of this Agreement; or (b) the IRO's findings or Claims Review results or other results are inaccurate, OIG may, at its sole discretion, conduct its own review to determine whether the Claims Review or other Review complied with the requirements of the Agreement and/or the findings or Claims Review results or other results are inaccurate (Validation Review). Kadir and NCR 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 Kadir's and NCR's final submission (as described in Section II) is received by OIG.

Prior to initiating a Validation Review, OIG shall notify Kadir and NCR 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, Kadir and NCR may request a meeting with OIG to: (a) discuss the results of any Claims Review or other Review submissions or findings; (b) present any additional or relevant information to clarify the results of the Claims Review or other Review to correct the inaccuracy of the Claims Review or other Review; and/or (c) propose

alternatives to the proposed Validation Review. Kadir and NCR agree 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 or other Review issues with Kadir and NCR 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.

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

F. 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://epls.arnet.gov>)

c. “Screened Persons” include prospective and current owners, officers, directors, associates, employees, contractors, and agents of Kadir and NCR.

2. Screening Requirements. Kadir and NCR shall ensure that all Screened Persons are not Ineligible Persons, by implementing the following screening requirements.

- a. Kadir and NCR shall screen all Screened Persons against the Exclusion Lists prior to engaging their services and, as part of the hiring or contracting process, shall require Screened Persons to disclose whether they are Ineligible Persons.
- b. Kadir and NCR shall screen all Screened Persons against the Exclusion Lists within 90 days after the Effective Date and on an annual basis thereafter.
- c. Kadir and NCR shall implement a policy requiring all Screened Persons to disclose immediately any debarment, exclusion, suspension, or other event that makes that person an Ineligible Person.

Kadir and NCR shall maintain documentation demonstrating that: Kadir and NCR (i) have checked the Exclusion Lists (e.g., print screens from search results) and determined that such individuals or entities are not Ineligible Persons; and (ii) have required individuals and entities to disclose if they are an Ineligible Person (e.g., employment applications).

Nothing in this Section affects the responsibility or liability of Kadir and NCR to refrain from billing Federal health care programs for services of the Ineligible Person.

3. Removal Requirement. If Kadir and NCR have notice that a Screened Person has become an Ineligible Person, Kadir and NCR shall remove such Screened Person from responsibility for, or involvement with, Kadir's and NCR's business operations related to the Federal health care programs and shall remove such Screened Person from any position for which the Screened Person's compensation or the items or services rendered, ordered, or prescribed by the Screened 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 Screened Person is reinstated into participation in the Federal health care programs.

4. Pending Charges and Proposed Exclusions. If Kadir and NCR have notice that a Screened Person is charged with a criminal offense that falls within the ambit of 42 U.S.C. § 1320a-7(a), or a Screened Person is proposed for exclusion during his, her, or its employment, involvement or contract term, Kadir and NCR shall take all appropriate actions to ensure that the responsibilities of that

Screened 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.

G. Notification of Government Investigation or Legal Proceedings

Within 30 days after discovery, Kadir and NCR shall notify OIG, in writing, of any ongoing investigation or legal proceeding known to Kadir and NCR conducted or brought by a governmental entity or its agents involving an allegation that Kadir and NCR have committed a crime or have 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. Kadir and NCR 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.

H. Reporting

1. Overpayments

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

b. *Reporting of Overpayments.* If, at any time, Kadir and NCR identify or learn of any Overpayment, Kadir and NCR 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, Kadir and NCR 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, Kadir and NCR shall notify the payor at that time of Kadir’s and NCR’s 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 Appendix C 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 Kadir and NCR determine (after a reasonable opportunity to conduct an appropriate review or investigation of the allegations) through any means that there is a Reportable Event, Kadir and NCR 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.H.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 Kadir's and NCR's actions taken to correct the Reportable Event; and

iv. any further steps Kadir and NCR plan to take to address the Reportable Event and prevent it from recurring.

I. Third Party Billing

If Kadir and NCR presently contract with a third party billing company to submit claims to the Federal health care programs, Kadir and NCR represent that Kadir and NCR do 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 are not employed by, and do not act as a consultant to, the third party billing company. If Kadir and NCR intend 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, Kadir and NCR shall notify OIG 30 days prior to any such proposed involvement.

Within 90 days after the Effective Date, Kadir and NCR 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; 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 Kadir and NCR contract with a new third party billing company during the term of this Agreement, Kadir and NCR shall, within 30 days of entering into such contract, obtain and send to OIG the certification described in this Section III.I.1.

IV. NEW BUSINESS UNITS OR LOCATIONS

In the event that, after the Effective Date, Kadir and NCR change locations or sell, close, purchase, or establish a new business unit or location related to the furnishing of items or services that may be reimbursed by Federal health care programs, Kadir and NCR 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 Kadir becoming an employee of, or Kadir and NCR contracting with, another party related to the furnishing of items or services that may be reimbursed by Federal health care programs, Kadir and NCR 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 Kadir's and NCR's obligations under the Agreement. In addition, Kadir and NCR shall notify OIG of such relationship in Kadir's and NCR's next Annual Report.

V. REPORTS

A. Implementation Report

Within 120 days after the Effective Date, Kadir and NCR shall submit a written report to OIG summarizing the status of Kadir's and NCR's 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 Kadir and NCR posted in Kadir's and NCR's offices 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 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. the name and qualifications of the IRO(s), a summary/description of all engagements between Kadir and NCR 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 and Unallowable Cost Review.
6. a copy of the IRO's engagement letter, including the length of the engagement;
7. a certification from the IRO regarding its professional independence and objectivity with respect to Kadir and NCR;
8. a description of Kadir's and NCR's process to screen Screened Persons to determine if they are ineligible;
9. a summary of personnel actions (other than hiring) taken pursuant to Section III.F, the name, title and responsibilities of any person who is determined to be an Ineligible Person under Section III.F, and the actions taken in response to the obligations set forth in Section III.F;
10. a copy of the certification from the third party billing company required by Section III.I;
11. a list of all Kadir's and NCR'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 Kadir and NCR currently submit claims;

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

13. a certification by the Compliance Contact that:

a. the written Policies and Procedures required by Section III.C 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;

b. all Covered Persons have completed the applicable training required by Section III.D; and that all Covered Persons have executed the applicable training certification(s) in accordance with the timeframe required by Section III.D;

c. all Screened Persons 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 Kadir and NCR as required by Section III.F; and

d. all Screened Persons of Kadir and NCR were screened against the Exclusion Lists within 90 days after the Effective Date, as required by Section III.F and the date(s) of the screening.

14. a certification signed by Kadir and an authorized representative of NCR certifying (a) to the best of Kadir's and the authorized representative of NCR's knowledge, except as otherwise described in the Implementation Report, Kadir and NCR are in compliance with all of the requirements of this Agreement and (b) Kadir and NCR have 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

Kadir and NCR shall submit to OIG Annual Reports with respect to the status of, and findings regarding, Kadir's and NCR's compliance activities for each of the five 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 Kadir's and NCR'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. a summary 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 complete copy of all reports prepared pursuant to the IRO's Claims Review or other Review, required by Section III.E (and, if applicable for the first Annual Report, a copy of the certification described in Section III.E.4.b);
7. if applicable, a certification by Kadir and an authorized representative of NCR stating that they do not currently and have not submitted any cost reports to any Federal health care programs since this Agreement was executed;
8. Kadir's and NCR'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;

9. a summary/description of all engagements between Kadir and NCR 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;
10. a certification from the IRO regarding its professional independence and objectivity to Kadir and NCR;
11. a description of Kadir's and NCR's process to screen Screened Persons to determine if they are ineligible (to the extent it has changed from the Implementation Report);
12. a summary of personnel actions other than hiring taken pursuant to Section III.F; the name, titles, and responsibilities of any person who is determined to be an Ineligible Person under Section III.F; and Kadir's and NCR's actions taken in response to the obligations set forth in Section III.F;
13. a summary describing any ongoing investigation or legal proceeding required to have been reported pursuant to Section III.G. 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;
14. a summary of Reportable Events (as defined in Section III.H) identified during the Reporting Period and the status of any corrective and preventative action relating to all such Reportable Events;
15. 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;
16. a copy of the certification from the third party billing company required by Section III.I, if applicable;
17. a description of all changes to the most recently provided list of Kadir's and NCR'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 Kadir became an employee of, or Kadir and NCR contracted with, another party related to the furnishing of items or services that may be reimbursed by Federal health care programs, Kadir and NCR shall inform OIG of the name, location, relationship, and Kadir's and NCR's responsibilities with respect to Kadir's employment or Kadir's and NCR's 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.C, and that all Covered Persons have executed the written Policies and Procedures certification in accordance with the timeframe required by Section III.C;
- b. all Covered Persons have completed the applicable training required by Section III.D and that all Covered Persons have executed the applicable training certification(s) in accordance with the timeframe required by Section III.D;
- c. all Screened Persons 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 Kadir and NCR, as required by Section III.F;
- d. all Screened Persons were screened against the Exclusion Lists during the Reporting Period, in accordance with Section III.F and the date(s) they were screened;
- e. Kadir and NCR have complied with Kadir's and NCR's 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 Kadir and an authorized representative of NCR certifying that (a) to the best of Kadir's and the authorized representative of NCR's knowledge, except as otherwise described in the applicable Report, Kadir and NCR are in compliance with all of the requirements of this Agreement and (b) Kadir and the authorized representative of NCR have reviewed the Annual Report and have made a reasonable inquiry regarding its content and believe 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

Kadir and NCR shall clearly identify any portions of Kadir's and NCR's submissions that Kadir and NCR believe 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. Kadir and NCR 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

Kadir & NCR, c/o

Compliance Contact: Philip Willman, Esq.
Moser & Marsalek, P.C.
St. Louis Place
200 N. Broadway, Suite 700
St. Louis, MO 63102
(314) 244-2278
(314) 421-5640

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 Kadir's and NCR's books, records, and other documents and supporting materials and/or conduct on-site reviews of any of Kadir's and NCR's locations for the purpose of verifying and evaluating: (a) Kadir's and NCR's compliance with the terms of this Agreement; and (b) Kadir's and NCR's compliance with the requirements of the Federal health care programs in which Kadir and NCR participate. The documentation described above shall be made available by Kadir and NCR to OIG or Kadir's and NCR's 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 employees, contractors, or agents of Kadir and NCR 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. Kadir and NCR shall assist OIG or its duly authorized representative(s) in contacting and arranging interviews with such individuals upon OIG's request. Kadir's and NCR's employees may elect to be interviewed with or without a representative of Kadir and NCR present.

VIII. DOCUMENT AND RECORD RETENTION

Kadir and NCR shall maintain for inspection all documents and records relating to reimbursement from the Federal health care programs, or to compliance with this Agreement, for six 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 Kadir and NCR prior to any release by OIG of information submitted by Kadir and NCR pursuant to Kadir's and NCR's obligations under this Agreement and identified upon submission by Kadir and NCR as trade secrets, or information that is commercial or financial and privileged or confidential, under the FOIA rules. With respect to such releases, Kadir and NCR shall have the rights set forth at 45 C.F.R. § 5.65(d).

X. BREACH AND DEFAULT PROVISIONS

Kadir and NCR are expected to fully and timely comply with all of Kadir's and NCR's Agreement obligations.

A. Stipulated Penalties for Failure to Comply with Certain Obligations

As a contractual remedy, Kadir, NCR, and OIG hereby agree that failure to comply with certain obligations set forth in this Agreement (unless a timely written request for an extension has been requested and approved in accordance with Section B below) 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 \$750 (which shall begin to accrue on the day after the date the obligation became due) for each day Kadir and NCR fail to:
 - a. have a Compliance Contact in accordance with the requirements of Section III.A;
 - b. establish and/or post a notice in accordance with the requirements of Section III.B;
 - c. establish, implement, maintain, distribute, and/or update the written Policies and Procedures in accordance with the requirements of Section III.C;
 - d. establish and implement a training program in accordance with the requirements of Section III.D.

- e. obtain a certification from the third party biller, send the third party biller certification to OIG in accordance with the requirements of Section III.I, or notify OIG within 30 days prior to Kadir and NCR obtaining an ownership or control interest (as defined in 42 U.S.C. § 1320a-3(a)(3)) in, or becoming employed by, or becoming a consultant to, any third party billing company;
 - f. engage an IRO in accordance with the requirements of Section III.E.1.a and Appendix A;
 - g. submit the IRO's annual Claims Review Report and any other required Review report in accordance with the requirements of Section III.E and Appendix B;
 - h. obtain and/or maintain the following documentation: Policies and Procedures certifications in accordance with the requirements of Section III.C; training certification(s) in accordance with the requirements of Section III.D; and/or documentation of screening and disclosure requirements in accordance with the requirements of Section III.F.2;
 - i. screen Screened Persons in accordance with the requirements of Section III.F; or require Screened Persons to disclose if they are debarred, excluded, suspended or are otherwise considered an Ineligible Person in accordance with the requirements of Section III.F; or
 - j. notify OIG of a Government investigation or legal proceeding, in accordance with the requirements of Section III.G.
2. A Stipulated Penalty of \$1,000 (which shall begin to accrue on the day after the date the obligation became due) for each day Kadir and NCR fail to submit the Implementation Report or the Annual Reports to OIG in accordance with the requirements of Section V by the deadlines for submission.
 3. A Stipulated Penalty of \$750 for each day Kadir and NCR fail to grant access to the information or documentation as required in Section VII. (This Stipulated Penalty shall begin to accrue on the date Kadir or NCR fails to grant access.)
 4. A Stipulated Penalty of \$5,000 for each false certification submitted by or on behalf of Kadir and NCR as part of Kadir's and NCR's Implementation Report,

Annual Reports, additional documentation to a Report (as requested by OIG), or as otherwise required by this Agreement.

5. A Stipulated Penalty of \$750 for each day Kadir and NCR fail to comply fully and adequately with any obligation of this Agreement. OIG shall provide notice (Notice) to Kadir and NCR stating the specific grounds for its determination that Kadir and NCR have failed to comply fully and adequately with the Agreement obligation(s) at issue and steps the Kadir and NCR shall take to comply with the Agreement. (This Stipulated Penalty shall begin to accrue 10 days after the date Kadir and NCR receive this Notice from OIG of the failure to comply.) A Stipulated Penalty as described in this Subsection shall not be demanded for any violation for which OIG has sought a Stipulated Penalty under Subsections 1-4 of this Section.

B. Timely Written Requests for Extensions

Kadir and NCR 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 Kadir and NCR fail 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 Kadir and NCR receive 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 Kadir and NCR have failed to comply with any of the obligations described in Section X.A and after determining that Stipulated Penalties are appropriate, OIG shall notify Kadir and NCR of: (a) Kadir's and NCR'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, Kadir and NCR 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 Kadir and NCR elect to request an ALJ hearing, the Stipulated Penalties shall continue to accrue until Kadir and NCR cure, 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 Kadir and NCR have 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 Kadir and NCR to report a Reportable Event, take corrective action and make the appropriate refunds, as required in Section III.H;
 - 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.E.

2. Notice of Material Breach and Intent to Exclude. The parties agree that a material breach of this Agreement by Kadir and NCR constitutes an independent basis for Kadir's and NCR's exclusion from participation in the Federal health care programs. Upon a determination by OIG that Kadir and NCR have materially breached this Agreement and that exclusion is the appropriate remedy, OIG shall notify Kadir and NCR of: (a) Kadir's and NCR'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. Kadir and NCR 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. Kadir and NCR are 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) Kadir and NCR have begun to take action to cure the material breach; (ii) Kadir and NCR are pursuing such action with due diligence; and (iii) Kadir and NCR have provided to OIG a reasonable timetable for curing the material breach.

4. Exclusion Letter. If at the conclusion of the 30-day period, Kadir and NCR fail to satisfy the requirements of Section X.D.3, OIG may exclude Kadir and NCR from participation in the Federal health care programs. OIG shall notify Kadir and NCR in writing of its determination to exclude Kadir and NCR (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 Kadir's and NCR's receipt of the Exclusion Letter. The exclusion shall have national effect and shall also apply to all other Federal procurement and nonprocurement programs. Reinstatement to program participation is not automatic. After the end of the period of exclusion, Kadir and NCR 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 Kadir and NCR 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, Kadir and NCR 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 Kadir and NCR were in full and timely compliance with the obligations of this Agreement for which OIG demands payment; and (b) the period of noncompliance. Kadir and NCR shall have the burden of proving Kadir's and NCR's 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 Kadir and NCR to pay Stipulated Penalties, such Stipulated Penalties shall become due and payable 20 days after the ALJ issues such a decision unless Kadir and NCR request 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 Kadir and NCR were 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) Kadir and NCR had begun to take action to cure the material breach within that period; (ii) Kadir and NCR have pursued and are pursuing such action with due diligence; and (iii) Kadir and NCR provided to OIG within that period a reasonable timetable for curing the material breach and Kadir and NCR have 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 Kadir and NCR, only after a DAB decision in favor of OIG. Kadir's and NCR's election of Kadir's and NCR's contractual right to appeal to the DAB shall not abrogate OIG's authority to exclude Kadir and NCR 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 Kadir and NCR 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. Kadir and NCR shall waive Kadir's and NCR's 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 Kadir and NCR, Kadir and NCR 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, Kadir, NCR, and OIG agree as follows:

- A. This Agreement shall be binding on the successors, assigns, and transferees of Kadir and NCR;
- 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 Kadir's and NCR's obligations under this Agreement in the event of Kadir's and NCR's cessation of participation in Federal health care programs. If Kadir and NCR withdraw from participation in Federal health care programs and are relieved of Kadir's and NCR's Agreement obligations by OIG, Kadir and NCR shall notify OIG 30 days in advance of Kadir's and NCR'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. All requirements and remedies set forth in this Agreement are in addition to, and do not effect, (1) Kadir's and NCR's responsibility to follow all applicable Federal health care program requirements or (2) the Government's right to impose appropriate remedies for failure to follow applicable program requirements; and

F. The undersigned signatories for Kadir and NCR 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:

SAADOON KADIR, M.D.

Saadoon Kadir

Saadoon Kadir, M.D.
North County Radiology
2909 Netherton Dr.
St. Louis, MO 63136

12-22-2006

Date

Philip L. Willman

Philip L. Willman, Esq.
Moser and Marsalek, P.C.
Counsel for Saadoon Kadir

12-22-2006

Date

**NORTH COUNTY RADIOLOGY AND INTERVENTIONAL RADIOLOGY, INC.,
D/B/A NORTH COUNTY RADIOLOGY**

Saadoon Kadir

12-22-2006

Saadoon Kadir, M.D.
President
North County Radiology
and Interventional Radiology, Inc.
d/b/a North County Radiology

Date

Philip L. Willman

12/22/06

Philip L. Willman, Esq.
Moser and Marsalek, P.C.
Counsel for North County
Radiology and Interventional
Radiology, Inc., d/b/a North County
Radiology

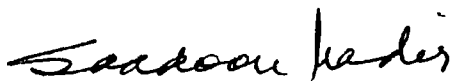
Date

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

Gregory E. Demske
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

Date

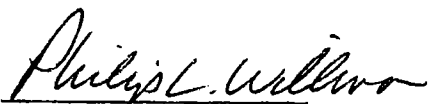
**NORTH COUNTY RADIOLOGY AND INTERVENTIONAL RADIOLOGY, INC.,
D/B/A NORTH COUNTY RADIOLOGY**



Saadoon Kadir, M.D.
President
North County Radiology
and Interventional Radiology, Inc.
d/b/a North County Radiology

12-22-2006

Date



Philip L. Willman, Esq.
Moser and Marsalek, P.C.
Counsel for North County
Radiology and Interventional
Radiology, Inc., d/b/a North County
Radiology

12/22/06

Date

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



Gregory E. Demske
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

12/27/06

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 CIA.

A. IRO Engagement.

Kadir and NCR 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 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 Kadir and NCR if the IRO is unacceptable. Absent notification from OIG that the IRO is unacceptable, Kadir and NCR may continue to engage the IRO.

If Kadir and NCR engage 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, Kadir and NCR 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 Kadir and NCR if the IRO is unacceptable. Absent notification from OIG that the IRO is unacceptable, Kadir and NCR may continue to engage the IRO.

B. IRO Qualifications.

The IRO shall:

1. Assign individuals to conduct the Claims Review and Unallowable Cost Review, if applicable, engagement who have expertise in the billing, coding, reporting, and other requirements of radiology claims and in the general requirements of the Federal health care program(s) from which Kadir and NCR seek 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 and Unallowable Cost 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 inquires 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 and Objectivity.

The IRO must perform the Claims Review in a professionally independent and 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 Kadir and NCR.

E. IRO Removal/Termination.

1. *Provider.* If Kadir and NCR terminate their IRO during the course of the engagement, Kadir and NCR must submit a notice explaining its reasons to OIG no later than 30 days after termination. Kadir and NCR 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 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 Kadir and NCR to engage a new IRO in accordance with Paragraph A of this Appendix.

Prior to requiring Kadir and NCR to engage a new IRO, OIG shall notify Kadir and NCR 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, Kadir and NCR 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. Kadir and NCR 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 Kadir and NCR prior to requiring Kadir and NCR to terminate the IRO. However, the final determination as to whether or not to require Kadir and NCR 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 Kadir and NCR have 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 Kadir and NCR and for which Kadir and NCR have received reimbursement from the Medicare program.

d. Population:

i For the first Reporting Period, the Population shall be defined as:

(1) For the Specific Samples, all Items for which one or more of the Specific Codes have been submitted by or on behalf of Kadir and NCR, and for which Kadir and NCR have received reimbursement from Medicare (i.e., Paid Claim) during the 12-month period covered by the first Claims Review.

(2) For the General Samples, all items for which a code or line item have been submitted by or on behalf of Kadir and NCR, and for which Kadir and NCR have received reimbursement from Medicare (i.e., Paid Claim) during the 12-month period covered by the first Claims Review, which do not include one or more of the Specific Codes.

ii. For the remaining Reporting Periods, the Population shall be defined as:

(1) For the Specific Samples, all Items including one or more Specific Codes for which Kadir and NCR have received reimbursement from Medicare (i.e., Paid Claim) during the 12-month period covered by the Claims Review.

(2) For the General Samples, all Items that do not include one or more of the Specific Codes, for which Kadir and NCR have 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 Kadir and NCR cannot produce documentation sufficient to support the Paid Claim shall be considered an error and the total reimbursement received by Kadir and NCR 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 Populations 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 Samples and Full Samples) discussed in this Appendix, the Paid Claims associated with the Items selected in each first sample 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 Samples or Full Samples).

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 Populations 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 Samples and, if any, Full Samples have 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 corresponding 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 each Discovery Sample and, if applicable, in the corresponding 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(s), 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 Kadir's and NCR'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 Samples, and the results of the Full Sample(s) (if any).

b. Quantitative Results.

- i. Total number and percentage of instances in which the IRO determined that the Paid Claims submitted by Kadir and NCR (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 Kadir and NCR.
- iii. Total dollar amount of all Overpayments in each sample.
- iv. Total dollar amount of paid Items included in each sample and the net Overpayment associated with each sample.
- v. Error Rate in each sample.
- vi. A spreadsheet of the Claims Review results that includes the following information for each Paid Claim appraised: 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.

Claim Review Results

Federal Health Care Program Billed	Bene HIC #	Date of Service	Procedure Code Submitted	Procedure Code Reimbursed	Allowed Amount Reimbursed	Correct Procedure Code (IRO determined)	Correct Allowed Amt Reimbursed (IRO determined)	Dollar Difference between Amt Reimbursed and Correct Allowed Amt

OVERPAYMENT REFUND

TO BE COMPLETED BY MEDICARE CONTRACTOR

Date: _____
 Contractor Deposit Control # _____ Date of Deposit: _____
 Contractor Contact Name: _____ Phone # _____
 Contractor Address: _____
 Contractor Fax: _____

TO BE COMPLETED BY PROVIDER/PHYSICIAN/SUPPLIER

Please complete and forward to Medicare Contractor. This form, or a similar document containing the following information, should accompany every voluntary refund so that receipt of check is properly recorded and applied.

PROVIDER/PHYSICIAN/SUPPLIER NAME _____
 ADDRESS _____
 PROVIDER/PHYSICIAN/SUPPLIER # _____ CHECK NUMBER# _____
 CONTACT PERSON: _____ PHONE # _____ AMOUNT OF CHECK
 \$ _____ CHECK DATE _____

REFUND INFORMATION

For each Claim, provide the following:

Patient Name _____ HIC # _____
 Medicare Claim Number _____ Claim Amount Refunded \$ _____
 Reason Code for Claim Adjustment: _____ (Select reason code from list below. Use one reason per claim)

(Please list all claim numbers involved. Attach separate sheet, if necessary)

Note: If Specific Patient/HIC/Claim #/Claim Amount data not available for all claims due to Statistical Sampling, please indicate methodology and formula used to determine amount and reason for overpayment: _____

For Institutional Facilities Only:

Cost Report Year(s) _____
 (If multiple cost report years are involved, provide a breakdown by amount and corresponding cost report year.)

For OIG Reporting Requirements:

Do you have a Corporate Integrity Agreement with OIG? Yes No

Reason Codes:

- | | | |
|---|---|---|
| <p><u>Billing/Clerical Error</u></p> <ul style="list-style-type: none"> 01 - Corrected Date of Service 02 - Duplicate 03 - Corrected CPT Code 04 - Not Our Patient(s) 05 - Modifier Added/Removed 06 - Billed in Error 07 - Corrected CPT Code | <p><u>MSP/Other Payer Involvement</u></p> <ul style="list-style-type: none"> 08 - MSP Group Health Plan Insurance 09 - MSP No Fault Insurance 10 - MSP Liability Insurance 11 - MSP, Workers Comp.(Including Black Lung 12 - Veterans Administration | <p><u>Miscellaneous</u></p> <ul style="list-style-type: none"> 13 - Insufficient Documentation 14 - Patient Enrolled in an HMO 15 - Services Not Rendered 16 - Medical Necessity 17 - Other (Please Specify) |
|---|---|---|