

**VASILIOS J. KALOGREDIS, J.D., C.H.B.C.**  
**Curriculum Vitae**

**BUSINESS:**

**Founder and President (1981 to Present)**

**Attorney at Law**

**KALOGREDIS, SANSWEET, DEARDEN AND BURKE, LTD.**  
**Wayne, Pennsylvania**

**Founder and President (1981 to Present)**

**Consultant**

**PROFESSIONAL PRACTICE CONSULTING, INC.**  
**Wayne, Pennsylvania**

**President**

**Attorney at Law (1974 to 1981)**

**BECK, KALOGREDIS & ANDERS LAW ASSOCIATES, INC.**  
**Bala Cynwyd, Pennsylvania**

**President**

**Consultant (1974 to 1981)**

**MANAGEMENT CONSULTING FOR PROFESSIONALS, INC.**  
**Bala Cynwyd, Pennsylvania**

**Former Tax Department Intern (Summers and Tax  
Seasons of 1970, 1971 and 1972)**

**PEAT, MARWICK, MITCHELL & CO.**

**Certified Public Accountants**

**Providence, Rhode Island**

**EDUCATION:**

**Villanova University School of Law, J.D., Cum Laude,  
1974 (awarded Dougherty Fellowship for  
academic excellence which provided free room,  
board and tuition for all three law school years).  
Associate Editor, Law Review. Order of the Coif.  
Vice President, Student Bar Association.**

**Providence College, B.S. in Accounting, Magna Cum Laude, 1971**

**BAR ADMISSIONS:**

**Member of Pennsylvania Bar**

**PROFESSIONAL  
ASSOCIATIONS:**

**Institute of Certified Healthcare Business Consultants (Earned Certification as Certified Healthcare Business Consultant, "CHBC", 1979)**

**American Bar Association, Section of Taxation (Closely Held Business Committee, Affiliated and Related Corporations Committee, Forum Committee on Health Law, Committee on Personal Service Organizations, Committee on Economics of Tax Practice, Health Law Section (Health Care Fraud & Self-Referral, Transactional and Business Health Care Interest Groups).**

**Pennsylvania Bar Association (Member of Health Care Law Committee and Interdisciplinary Committee on Medical & Health Related Issues)**

**Pennsylvania Bar Institute**

**American Health Lawyers Association, Dispute Resolver in the American Health Lawyers Association Alternative Dispute Resolution Service**

**National Association of Healthcare Consultants**

**Medical Group Management Association**

**American Hellenic Lawyers Association**

**Finance Committee Member, American College of Physicians**

**American Hellenic Institute**

**SPEAKING**

**ENGAGEMENTS:**

**“Negotiating Tips”, The Reading Hospital and Medical Center/Department of OB/GYN, Reading, PA, May 14, 2009.**

**“Employment Contracts” and “Negotiating Tips” American Academy of Dermatology Practice Management Symposium for Residents, San Francisco, CA, March 5, 2009.**

**“Negotiating Your Employment Contract”, The Reading Hospital and Medical Center/Department of OB/GYN, Reading, PA, February 26, 2009.**

**“Employment Agreements” and “Hot Topics in Personnel Management”, Cosmetic Bootcamp, Las Vegas, NV, December 13, 2008.**

**“Negotiating Your Employment Contract”, Ortho-McNeil Top Scholar Epilepsy Career Development Seminar, Seattle, WA, December 5, 2008.**

**“Pitfalls of a Bad Contract”, Temple Cardiology Fellows, Philadelphia, PA, November 24, 2008.**

**“Negotiating Your Employment Contract”, Ortho-McNeil Pediatric Epilepsy Seminar, Santa Clara, CA, November 4, 2008.**

**“Negotiating Your Employment Contract”, PA Chapter of American College of Cardiology, Hershey, PA, November 1, 2008.**

**“Become a Better Negotiator” and “Employment Agreements”, American Academy of Dermatology Practice Management Symposium, Crowne Plaza Riverwalk, San Antonio, Texas, January 31, 2008.**

**“Employment Contracts and Running the Medical Practice as a Successful Business”, American Epilepsy Society Meeting, Philadelphia, Pennsylvania, November 30, 2007.**

**“Mergers and Acquisitions”, Montgomery-Bucks PACHOM, Williamson’s Restaurant, Horsham, Pennsylvania, November 8, 2007.**

**“Five Legal Tips”, Clinical Dermatology Conference, Las Vegas, Nevada, October 21, 2007.**

**“Employment Contracts”, American Academy of Cardiology-Pennsylvania Chapter, Farmington, Pennsylvania, October 12, 2007.**

**“Employment Agreements”, Pediatric Epilepsy Seminar, Quebec City, October 9, 2007.**

**“Employment Agreements”, Geisinger dermatology residents and fellows, Danville, Pennsylvania, September 18, 2007.**

**“Employment Contracts” and “Negotiating Skills”, American Academy of Dermatology Management Symposium, Washington D.C., February 1, 2007.**

**“Employment Contracts” and “Running a Medical Practice as a Successful Business”, American Epilepsy Society Meeting, San Diego, California, December 1, 2006.**

**“Negotiating Employment Contracts”, National Pediatric Epilepsy Seminar, Pittsburgh, Pennsylvania, October 17, 2006.**

**“Developing Employee Benefit Packages and Incentive Programs in your Practice” Connections Practice Management Symposium, Napa, California, September 8, 2006.**

**“Employment Contracts,” American Academy of Dermatology Practice Management Symposium, San Francisco, California, March 2, 2006.**

**“Employment Contracts,” Penn Psychiatry Residents, University of Pennsylvania, Philadelphia, Pennsylvania, February 27, 2006.**

**“Employment Contracts,” Temple Ophthalmology Residents, Temple University, Philadelphia, Pennsylvania, February 21, 2006.**

**”Employment Contracts,” Mercy Fitzgerald Radiology Residents, Mercy Fitzgerald Hospital, Philadelphia, Pennsylvania, December 21, 2005.**

**“Negotiating Your Employment Contract,” Ortho-McNeil Neurology Fellow Talk, Washington, D.C., December 2, 2005.**

**“Implications of the MCARE ACT,” Delaware County Memorial Hospital Medical Staff, Drexel Hill, Pennsylvania, May 9, 2005.**

**“Employment Contracts,” American Academy of Dermatology Practice Management Symposium, New Orleans, Louisiana, February 17, 2005.**

**“The Business of Representing Physician Group Practices” Seminar, sponsored by the Pennsylvania Bar Institute, in Philadelphia, PA, December 9, 2004 and in Pittsburgh, PA, December 13, 2004.**

**“Negotiating Your Employment Contract,” Ortho-McNeil Neurology Fellow Talk, New Orleans, Louisiana, December 3, 2004.**

**“Negotiating Your Employment Contract,” Ortho-McNeil Top Scholar Symposium, Ottawa, Canada, October 13, 2004.**

**“Employment Contracts,” American Academy of Dermatology Practice Management Symposium, Capital Hyatt, Washington, D.C., February 5, 2004.**

**“Negotiating Your Employment Contract,” Ortho-McNeil Top Scholar Symposium, Boston, Massachusetts, December 4, 2003**

**“Negotiating Contracts,” Ortho-McNeil Top Scholar Professional Development Program, Royal Palm West, Miami Beach, Florida, October 2, 2003.**

**“Negotiating Your Employment Contract,” 2003 Orthopedic Resident Program, sponsored by Zimmer Medical Education at the Renaissance Chicago Hotel, Chicago, Illinois, August 10, 2003.**

**“Employment Contracts,” “Selecting Advisors,” and “30 Tips in 30 Minutes,” American Academy of Dermatology Practice Management Symposium, San Francisco Hilton, San Francisco, CA, March 20, 2003.**

**“Negotiating Your Employment Contract,” Ortho-McNeil Top Scholar Symposium, Crowne Plaza Seattle, Seattle, Washington, December 6, 2002.**

**“Group Practice and Employment Agreements,” Pennsylvania Orthopedic Society Program, in Philadelphia, PA, November 22, 2002.**

**“PBI Restructuring Physician Group Practices” Seminar, sponsored by the Pennsylvania Bar Institute, in Pittsburgh, PA, June 20, 2002 and in Philadelphia, PA, July 25, 2002.**

**“Negotiating Your Employment Contract,” 2002 Orthopedic Resident Program, sponsored by Zimmer Medical Education at the Renaissance Chicago Hotel, Chicago, Illinois, April 28, 2002**

**“Issues to Deal With When Establishing a Medical Practice,” Pennsylvania Bar Institute, Seventh Annual Health Law Institute, Pennsylvania Convention Center in Philadelphia, PA, March 12 and 13, 2002**

**“Negotiating Your Employment Contract,” American Academy of Dermatology Management Symposium, sponsored by the American Academy of Dermatology, in New Orleans, February 21, 2002**

**“Negotiating Your Employment Agreement,” sponsored by the American Osteopathic Association in San Diego, California, October 21, 2001**

**“You’re Worth More Than You Think - Practice Management in Today’s Medical Environment,” Family Practice Review Program, sponsored by Temple University School of Medicine and Lancaster General Hospital at the Lancaster Host Golf Resort and Conference Center, Lancaster, Pennsylvania, October 4, 2001**

**“Negotiating Your Employment Contract,” 2001 Orthopedic Resident Program, sponsored by Zimmer Medical Education at the Renaissance Chicago Hotel, Chicago, Illinois, August 5, 2001**

**“You’re Worth More Than You Think - Practice Management in Today’s Medical Environment,” 25<sup>th</sup> Semi-Annual Spring Family Practice Review, sponsored by Temple University School of Medicine and Lancaster General Hospital at the Lancaster Host Golf Resort and Conference Center, Lancaster, Pennsylvania, March 29, 2001**

**“Physician Compensation Arrangements,” Pennsylvania Bar Institute, Sixth Annual Health Law Institute, Pennsylvania Convention Center in Philadelphia, PA, March 13 and 14, 2001**

**“Employment Contracts,” Bristol-Myers Squibb, Twenty-Sixth Annual Principles of Practice Management Symposium at the American Academy of Dermatology, Hyatt Regency Hotel on Capitol Hill, Washington, D.C., March 1, 2001**

**“Tax Planning Opportunities for Professionals,” Thirty-Second Annual Tax Forum Seminar, Villanova University’s Center for Continuing Professional Education, Villanova, Pennsylvania, January 12, 2001**

**EARLIER TALKS:**

**Lecturer on health law and medical practice management topics to numerous other groups, including the American Health Lawyers Association; Pennsylvania Bar Institute; Society of Professional Business Consultants; Society of Medical-Dental Consultants; Pennsylvania Medical Society; Pennsylvania Academy of Family Practice; the Pennsylvania Orthopedic Society; American Academy of Ophthalmology; American Academy of Dermatology; Mid-Atlantic Orthodontic Society; Eastern Academy of Health Sciences; New Jersey Dermatological Society; Department of Medicine at the University of Pennsylvania of Medicine (Primary Care Program); American Association of Medical Assistants; MCP/HU Residents; and numerous other medical and dental groups and residency programs on taxation, management, financial and organizational subjects.**

**WRITING:**

**Author: “New Jersey Enacts Legislation Affecting Licensure and Ownership of Ambulatory Surgical Centers”, Legal Intelligencer, May 7, 2009**

**Author: “The Stimulus Bill’s Effect on Health Care Industry and Law”, Legal Intelligencer, April 2, 2009**

**Author: “Third Circuit Provides Stark Analysis”, Legal Intelligencer, March 5, 2009**

**Author: “Pair of Cases Challenges MCARE Funding in PA”, Legal Intelligencer, February 5, 2009**

**Author: “OIG Issues Opinion on Internet Advertising Accord With Chiropractors”, Legal Intelligencer, January 8, 2009**

**Author: “The Joint Commission Issues New Leadership Standard to Address Disruptive Behavior”, Legal Intelligencer, December 4, 2008**

**Author: “Specialty Hospital Antitrust Decision Leaves Many Questions Unanswered”, Legal Intelligencer, November 6, 2008**

**Author: “OIG Disapproves of Venture Between Urology Groups and Cancer Facility”, Legal Intelligencer, October 2, 2008**

**Author: “OIG Permits ASC Ownership by Surgeons and Corporation”, Legal Intelligencer, September 4, 2008**

**Author: “*Kadlec* Decision Brings Health Care Practitioners Some Relief”, Legal Intelligencer, July 3, 2008**

**Author: “PSA 2007 Annual Report Details New Initiatives”, Legal Intelligencer, June 5, 2008**

**Author: “Is a Contract Needed When Leaving a Practice?”, Physicians News Digest, May 2008**

**Author: “Commonwealth Court Rules on Medical Board’s Regulation of Lay Midwife”, Legal Intelligencer, May 1, 2008**

**Author: “Federal Law Pre-empts Common-Law Claims for Premarket Approved Medical Devices”, Legal Intelligencer, April 3, 2008**

**Author: “OIG Approves Non-Profit, Tax-Exempt Organization’s Subsidy Programs”, Legal Intelligencer, February 7, 2008**

**Author: “Is Ranking Physicians a Fair Practice? Issues Raised in N.Y. Probe”, Legal Intelligencer, December 6, 2007**

**Author: “OIG Addresses On-Call Coverage Payment Arrangement”, Legal Intelligencer, November 1, 2007**

**Author: “Would a Practice Merger Be Right for You”, Physician News Digest, October, 2007**

**Author: “CMS Mandates Disclosure of Financial Reports for 500 Hospitals”, Legal Intelligencer, September 6, 2007**

**Author: “OIG Issues an Advisory Opinion Scrutinizing a Physician/Hospital-Owned ASC Transaction Under the Anti-Kickback Statute”, Legal Intelligencer, August 2, 2007**

**Author: “Know the Risks When Advising Your Client to Agree to Arbitration of Contractual Disputes”, Legal Intelligencer, July 5, 2007**

**Author: “IRS Letter Ruling Says Income from PCs Affiliated and Funded by Non-Profit Hospital and Parent Is Taxable Gross Income”, Legal Intelligencer, June 7, 2007**

**Author: “New Jersey Hospital Enters Into Settlement Agreement With Federal Government On Allegations of Medicare Fraud” Legal Intelligencer, May 3, 2007**

**Author: “New Jersey Court Approves Settlement of Class Action Suit Against Blue Cross Blue Shield of New Jersey” Legal Intelligencer, April 5, 2007**

**Author: “Pennsylvania Mcare Commission Releases Final Report” Legal Intelligencer, March 1, 2007**

**Author: “Pennsylvania Superior Court Addresses Discovery Protections Under the Peer Review Protection Act” Legal Intelligencer, February 1, 2007**

**Author: “The CMS Issues an Advisory Opinion on Stark Compliance Relative to Physician Recruitment” Legal Intelligencer, January 4, 2007**

**Author: “Hospital Attempts to Share Cost Savings With Surgeons’ Practice” Legal Intelligencer, December 7, 2006**

**Author: “OIG Okays Physician Pay-for-Performance Payments” Legal Intelligencer, November 2, 2006**

**Author: “Promoting Quality and Efficient Health Care” Legal Intelligencer, October 5, 2006**

**Author: “Employee vs. Independent Contractor” Legal Intelligencer, September 5, 2006**

**Author: “IRS Issues Community Benefit Questionnaire for Tax Exempt Hospitals” Legal Intelligencer, August 3, 2006**

**Author: “Your Healthcare Clients Need to be Careful with Their Reference Letters” Legal Intelligencer, July 6, 2006**

**Author: “New Jersey Supreme Court Address the Revocation of Physician’s License” Legal Intelligencer, June 6, 2006**

**Author: “OIG Rejects Arrangement Between Medical Practice and Supplier” Legal Intelligencer, May 4, 2006**

**Author: “Developing and Implementing a Sole Practitioner’s Exit Strategy” Family Practice Management, May 2006.**

**Author: “Employment of Physicians by Health Care System” Legal Intelligencer, April 6, 2006.**

**Author: “Office of the Inspector General Work Plan for 2005” Legal Intelligencer, March 2, 2006**

**Author: “New Jersey Law Mandates License Suspension for Physicians Sanctioned in Other States and Other Patient Protection Matters” Legal Intelligencer, February 2, 2006**

**Author: “Health and Human Services Agencies Compliance with the National Practitioner Data Bank Malpractice Reporting Policy, OEI-12-04-00310” Legal Intelligencer, January 5, 2006**

**Author: “Psychiatrists Allowed to Form a Partnership to Establish a Pediatric Psychiatric Day Treatment Facility” Legal Intelligencer, December 1, 2005**

**Author: “New Jersey Case Deals With EMTALA” Legal Intelligencer, November 3, 2005**

**Author: “Attempts to Challenge Physician-Hospital Exclusive Contracts Under Federal Anti-Trust Laws” Legal Intelligencer, October 6, 2005**

**Author: “Superior Court of Pennsylvania Does Not Enforce Restrictive Covenant With Physician In Counties Where Employer Did Not Compete” Legal Intelligencer, September 1, 2005**

**Author: “Misappropriation of Trade Secrets in a Medical Practice Setting” Legal Intelligencer, August 4, 2005**

**Author: “Is a Practice Merger or Acquisition in Your Future?” On Call, August 2005**

**Author: “Specialty Hospitals Stir Debate in Industry and Government” Legal Intelligencer, July 7, 2005**

**Author: “Patient Safety Elements of the MCARE Act” Legal Intelligencer, June 2, 2005**

**Author: “Gainsharing Arrangements between Hospitals and Physicians” Legal Intelligencer, April 7, 2005**

**Author: “Should You Consider Concierge Medicine” Physician’s News Digest, February 2004**

**Author: “Seeking and Using Advisors” On Call, February 2004**

**Co-Author: “Practice Valuation: What’s a Medical Practice Worth?” On Call, December 2003**

**Author: “Post-employment Issues for Physicians” Physician’s News Digest, November, 2003**

**Author: “Risk Assumption in Shareholder Buyouts” Physician’s News Digest, August, 2003**

**Author: “Transitioning From Full-Time Practice to Retirement”  
Podiatry Management, January 2003**

**Co-Author: “Contracting With Third Party Payors”  
On Call, January 2003**

**Author: “Strategies for Slashing Patient Waiting Time”  
On Call, November 2002**

**Author: “Should You Sign a Letter of Intent?”  
Physicians News Digest, September 2002**

**Author: “Would a Practice Merger Make Sense for You?”  
Physicians News Digest, April 2002**

**Author: “It’s Not Too Early to Prepare for *Semi*-Retirement”  
Family Practice Management, February 2002**

**Author: “Does Retirement From Full Time Clinical Practice Mean That  
You Need to Walk Away From Medicine Entirely?”  
Physicians News Digest, Fall 2001**

**OTHER:**

**AV Peer Review Rated by Martindale-Hubbell**

**Member, National Society of Certified Healthcare Business Consultants.**

**Member, Pennsylvania Bar Association, Health Care Law Committee 2006-2009**

**Pennsylvania Super Lawyer Selection, in Pennsylvania Super Lawyer Magazine  
and Philadelphia Magazine, June 2004, 2005, 2006, 2007, 2008.**

**Who’s Who in American Law.**

**Member, Outstanding Lawyers of America.**

**Selected as a recipient of a 1982 Outstanding Young Men of America Award.**

**President, St. George Greek Orthodox Church, Media, Pennsylvania –  
1980, 1986, 2000 to 2003.**

**Vice-President, St. George Greek Orthodox Church, Media, Pennsylvania-  
1978, 1979, 1985, 1990 to 1993.**

**Vice-Chairman, St. George Greek Orthodox Church, Media, Pennsylvania,  
Building Committee (during construction of new church) 1976 to 1983**

**Chairman, St. George Greek Orthodox Church, Media, Pennsylvania,  
Building Committee - 1984 to 1986.**

**Finance and Legal Committee and Fund Raising Chairman,  
St. George Greek Orthodox Church, Media, Pennsylvania,  
Building Committee Expansion Projects - 1991 to 2006.**

**President, AHEPA (Greek-American fraternal group) Chapter -1976.**

**AHEPA Pericles Award Recipient - 2002  
Delaware Valley Greek Orthodox Youth Athletic Director and  
Youth Basketball League Commissioner - 1991 to 1993, 1997 to 2000.**

**Chairman and Coordinator of various regional basketball  
Tournaments and Coach of various athletic teams.**