

Employer Evaluation Checklist

Red Flags to Watch For:

Pill Mill Indicators:

- ☐ Lack of clear protocols for prescribing medications.
- ☐ High-volume prescribing with minimal patient evaluation.
- ☐ Pressure to prescribe without adequate justification.
- ☐ No quality assurance program for safe prescribing.

Missing Compliance Teams:

- ☐ No compliance officer or team.
- ☐ Lack of oversight for HIPAA, state, and federal regulations.
- ☐ No advisory board or medical director overseeing care practices.

Non-Clinical Oversight:

- ☐ Non-clinical staff influencing patient care decisions.
- ☐ No licensed physicians in leadership roles.
- ☐ Limited physician autonomy in clinical decision-making.

Lack of Transparency:

- ☐ Company refuses to disclose details about protocols or patient care standards.
- ☐ Pressure to sign contracts without enough time for review.

Red Flags in Contracts:

- ☐ Non-compete clauses that limit future job opportunities.
- ☐ Unclear or ambiguous payment terms (hourly, per consultation).
- ☐ No malpractice insurance provided, or unclear responsibilities for obtaining coverage.

Ethical Concerns:

- ☐ Unclear billing practices or non-compliance with Medicare/Medicaid.
- ☐ Focus on revenue over patient care, with high-pressure tactics or performance metrics.

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Key Considerations Before Accepting a Role

Employment Model: W-2 vs. 1099:

- ☐ W-2 employee: Employer-provided health insurance, retirement, stable income.
- ☐ 1099 contractor: Higher pay, but responsible for taxes, insurance, and malpractice coverage.

Licensing Support:

- ☐ Does the company assist with obtaining multi-state licenses?

Malpractice Insurance:

- ☐ Is malpractice insurance provided, including tail coverage?

Compensation and Payment Structure:

- ☐ Pay structure is clear (hourly, per patient, or performance-based).
- ☐ Bonuses and incentives are clearly outlined.

Non-Compete Clauses:

- ☐ No restrictive clauses limiting future job opportunities.

Compensation and Payment Structure:

- ☐ Company adheres to HIPAA and Corporate Practice of Medicine (CPOM) standards.

Final Thoughts

- ☐ Research the company thoroughly: Speak with current/former employees and check online feedback.
- ☐ Ask about compliance, compensation, and ethical practices during interviews to ensure alignment with your values.
- ☐ Identify red flags early to avoid potential legal, ethical, or career-damaging issues.