



Bobbie Stone International, LLC

FROM THE DESK OF
BOBBIE STONE...

To Our Friends and Colleagues,

In the early Fall of 2001, I established the consulting and executive search firm of Bobbie Stone International, LLC.

The transition from the consultant world of executive search to that of the entrepreneur was not without risk but my 13 years of previous executive search experience with leading national companies provided the crucible of experiences, insight and confidence to create a company dedicated to solely serving the special staffing needs of the healthcare community.

It has been my objective in building and directing the growth of Bobbie Stone International, LLC to set our course to achieve and maintain high standards of performance, integrity and confidentiality. Our business activities are guided by a professional team. Our success and unique advantage in the competitive field of recruiting comes from knowing the people, economics, political pressures and changes taking place in the industry we serve, together with developing and expanding personal contacts throughout the world.

We welcome you to our inaugural edition of *BSI RECRUITING NEWS & VIEWS*, which will keep you current on topics of interest in our industry as well as tell you who we are and how we can work for you as an executive search firm which presents itself as being different. Let us know what you think of our newsletter and what topics you would be interested in reading about in the future. We speak your language – and we get results!

How may we be of service to you?

Bobbie Stone

Bobbie Stone
President

BSI Recruiting News & Views

FEBRUARY 2009

Spotlight on Washington

By Bobbie Stone

Washington is abuzz with change. A new President, expanded majorities in Congress and different leadership at federal agencies have allowed Democrats to potentially move and get enacted into law a number of bills that until now have been stymied because former President George W. Bush disagreed with them.

For example, on February 4, President Barack Obama signed a new law that would continue a program, created in 1997, that allows the federal government and states to provide health care insurance to low- and middle-income children whose parents earn too much to qualify for Medicaid but do not earn enough to get private insurance. The initiative is called the State Children's Health Insurance Program.

It reauthorized the previous law for four and a half years, until Sept. 30, 2013, at a cost of roughly \$33 billion. The total amount that the Program would be authorized to spend would be around \$58 billion.

A number of new provisions include one, which allows dental care and mental illness to be included for those covered in the program. Another item permits states to be eligible for Medicaid federal-matching payments if they cover children in families who earn up to 300% of the federal poverty limit. The law also allows states to

use money from the SCHIP program to cover children of legal immigrants.

It also permits states to provide "premium assistance subsidies" for its employers who provide coverage and contribute 40% to it.



The \$30+ billion in new spending would be mostly paid for by an increase in the federal taxes on tobacco products, including one for 62 cents on cigarettes to begin after April 1, 2009.

Another major initiative that became law yesterday (February 17) is the economic stimulus measure that costs \$787 billion. While much of the law is not related to health care, there are some important provisions that could affect health care entities.

One of the most important provisions in the law is that the federal government pays for 65% of the COBRA coverage premiums for nine months, instead of the former employee paying for the full cost plus administrative expenses.

The COBRA benefit goes to those people who lose their jobs involuntarily -- between September 1, 2008 and the end of 2009 -- except in cases of gross misconduct and people who

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choose to buy coverage. Anyone who lost their job between September 1, 2008 and February 17, 2009, who did not buy COBRA coverage because it was too expensive, will get 60 days to elect for COBRA and receive the subsidy. The subsidy has an income limit—\$125,000 or more for an individual or \$250,000 or more for a couple.

It provides up to \$400 for an individual and \$800 for a couple in the form of a refundable tax credit in 2009 and 2010. The credit phases out to those individuals who make more than \$75,000 or couples who make more than \$150,000 and file jointly. The credit can be done through reduced paycheck withholdings or on a tax return.

The law appropriates roughly \$19 billion to providers, such as

physician offices, hospitals and community health centers, to create and use health information technology such as electronic health records. The money could include state grants and Medicare and Medicaid incentives.

It also continues the current extension of unemployment insurance until the end of 2009. It allows those people who receive insurance to get up to 33 weeks of benefits. It also adds \$25 per week, until the end of 2009, to the current average unemployment insurance claim, making it \$325 weekly.

It increases payments to Medicaid disproportionate share hospitals (DSH), which are those that have a high percentage of Medicaid patients, usually in urban areas, by 2.5% in

fiscal 2009. It also increases the DSH payment by 2.5% over the fiscal 2009 level in fiscal 2010.

It also temporarily applies Medicaid prompt pay requirements to nursing care facilities and hospitals.

These laws are only the tip of the iceberg when it comes to congressional and presidential action on health care. Be prepared for debate in the next year on such topics as prescription drug pricing, providing coverage for the uninsured, examining the physician fee schedule and creating universal health care.



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Have You Ever Wondered....

Can I save money by working with
Bobbie Stone International?

What does the employment landscape look like for 2009?

The Healthcare Industry faces many day to day challenges but searching for your management team doesn't have to be one of them.

In today's economic climate it is more important than ever to utilize the resources that are available to you in order to maximize the use of your time and money. Finding and retaining key personnel is critical to the success of any business.

We've listened to your most frequently asked questions about executive recruitment and provided real-world answers on our newly



revitalized website.

Contacting us is easy. Just go to the "Contact Us" page of our website www.bobbiestoneexecutivesearch.com or call us toll free at # 866-750-1500 to find out how executive search can be tailored to meet your specific needs.