

## Sample OfferLens MD Attorney-Ready Report

### ATTORNEY-READY PHYSICIAN OFFER SUMMARY

Offer quality: 78 / 100

Risk summary: High review priority

#### Compensation snapshot

Year 1 cash: \$437,000

Three-year projected cash: \$1,275,000

Effective hourly compensation: \$183/hr

#### Top issues

1. [HIGH] Physician pays malpractice tail: Claims-made coverage places an estimated \$65,000 tail obligation on the physician.
2. [HIGH] Compensation formula may change unilaterally: The employer can modify productivity terms without mutual written agreement.
3. [MEDIUM] Call expectations are incomplete: The agreement references call participation but does not define frequency, weekends, holidays, backup, or post-call relief.

#### Missing or ambiguous terms

1. Tail coverage after termination without cause.
2. Productivity crediting rules and historical wRVU data.
3. Location assignment limits.

#### Questions for counsel

1. Can tail be employer-paid after termination without cause or nonrenewal?
2. Can the compensation formula change only by mutual written amendment?
3. Can the restrictive covenant be limited to the primary practice site?

#### Source notes

1. Malpractice: page 8; source: "Physician shall be responsible for any tail coverage premium."
2. Productivity: page 4; source: "Employer may amend the compensation policy from time to time."

#### Privacy note

No contract, report, or account information is sent to an attorney unless the user chooses to share it.