

**T-Bones Annual Conference  
September 16-17, 2021**

**Thursday September 16<sup>th</sup>**

1:00 pm – 5:00 pm                      Coding Course  
**Margie Vaught**

Golf/Spa with Vendors

6:00 pm – 8:00 pm                      Reception: Drover

**Friday September 17<sup>th</sup>**

7:00 am – 7:45 am                      Breakfast with Vendors

7:45 am – 8:00 am                      Opening Remarks  
**Derek Lund**

8:00 am – 8:45 am                      With More Surgeries Transitioning to Outpatient, How  
ASC's Can Impact Your Bottom Line: The Do's/Don'ts  
and Considerations.  
Topics: Mgmt Company, Shell vs. Build, Hospital vs.  
Other, Considering vs already having one, any changes  
coming...  
**Joseph Zasa, ASD Management**

8:45 am – 9:30 am                      Cyber Security and Other Threats  
**Harry Jimenez, Deputy SAIC**  
Homeland Security Investigations

9:30 am – 10:00                      Break with Vendors/Networking

10:00 am – 10:45 am                      Don't Take Life So Serious- Admins on Blast  
**CJ Brock**  
TexAssist

10:45am to 11:30am                      Legislative Update  
**Bobby Hillert**  
Executive Director, Texas Orthopedic Association

11:30 am – 12:30 am                      Get Buffet Lunch/Visit Vendors

12:30 am – 1:00 pm	Healthcare Law – Important Things We Should Know 2021 <b>Weaver Johnston Law</b>
1:00 pm – 1:30 pm	Benchmarking-KPIs <b>Somerset CPA &amp; Advisors</b>
1:35 pm – 2:05 pm	A Non-Healthcare Perspective <b>Tyler Talman</b> Wealth Mgmt Advisor
2:10 pm – 2:40 pm	An Orthopedic’s Perspective <b>Drs Paul Ghattas and Hotchkiss</b> Orthopedic Surgeons
2:40 pm – 3:10 pm	Break with Vendors
3:10 pm – 3:45 pm	Administrator Panel <b>TBones administrator Panel/Q&amp;A</b>
3:45 pm – 4:00 pm	Wrap-up <b>Derek Lund</b>

**Margie Scalley Vaught, CPC, CPC-H, CPC-I, CCS-P, PCE, MCS-P, ACS-EM, ACS-OR**

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With over 35+ years' experience in the Healthcare arena, in positions from nurse's aide to ward clerk and medical transcriptionist to office manager, Margie understands how offices are structured. Over thirty of those years were spent in the field of Orthopedics. She obtained Certified Professional Coder (CPC) designation and Certified Professional Coder – Outpatient (COC) from the American Academy of Professional Coders (AAPC), where she served as a National Board Member for over 3 years. She worked with AAPC as a technical support person, in the Education Department, for 3+ years. She further obtained the designation of CCS-P (Certified Coding Specialist – Physician) in September 2000 from American Health Information Management Association (AHIMA). Then obtained the credential of Medical Compliance Specialist-Physician (MCS-P) in Jan. 2001, providing a more detailed background of compliance issues as outlined by the OIG. In 2003 obtained the credential of ACS-OR Advanced Coding Specialist – Orthopedic. She is a recognized AAPC Approved PMCC Instructor. She has served as the technical advisor for the Orthopedic Practice Coder (PinkSheets), for DecisionHealth (DH) since 2000 and was Coding Content Specialist for DecisionHealth (DH) from April 2007 to March 2010, currently helping DH in Orthopedic relating products. From 1996-2014 she provided consulting services to CodeCorrect.com/Medassets.com (NTrive), in regards to their question and answer sections. This section allows their clients to post coding questions relating to all aspects of the medical field and then she will research and come back with supporting information in answer form. In addition, she contributes and writes articles for the AAOS Bulletin on an ongoing basis as well as other publications such as AAPC Coding Edge and Orthopedic Technology Review. Adding to this she also performs internal audits; education and training of physicians and office staff, and helps clinics establish billing and coding compliance manuals, as an Independent Consultant. She also presents to physician offices/groups regarding documentation and coding requirements. Current member of AAOE, AAPC and AHIMA. Margie stays current by attending the annual conventions for AAOE, AAPC, and also the AMAs CPT symposium. She has also provided testimony regarding correct coding issues and compliance in Fraud and Abuse cases.

**Bobby Hillert**

Executive Director of TOA Texas Orthopaedic Association



Bobby Hillert is the executive director of the Texas Orthopaedic Association. He has served in this role since 2013. Past and current organizations that he has also led include the Texas EMS Alliance, Texas ASC Society, and Texas Physician Hospitals Advocacy Center since 2008. He worked on the staff of Congressman Pete Sessions in Washington, DC from 2001 to 2008.

He is a Dallas native who graduated from SMU in 2001.

**Joseph S. Zasa**

**President**

**ASD Management**

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Dallas, Texas 75225

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Joe Zasa is the Co-Founder and Managing Partner of ASD Management; an operator of ambulatory surgery centers (ASCs) throughout the United States. Founded in 1996, ASD Management's focus is on existing surgery centers that require turnaround expertise, development of new surgery centers with physicians and hospitals, and management of the firms' ASCs.

Joe is the primary author of Developing and Managing Surgery Centers, the first comprehensive book on ASC management published in 2016 and a five-star rated publication on Amazon.com. It is in its second edition and is published by the Ambulatory Surgery Center Association. He is also a full-time faculty member at the University of Alabama Birmingham School of Health Sciences where he teaches surgery center management to the master's of health administration students and the School of Medicine where he teaches medical students business principles and financial literacy.

Previously, he served on the Board of Directors of the Texas Ambulatory Surgery Center Association from 2005 to 2010 and served as its President from 2006 to 2008. He speaks frequently on the topic of ambulatory center development and management and regularly publishes articles related to ambulatory surgery development and management in the major ambulatory care publications.

Mr. Zasa received his Juris Doctorate from Washington and Lee University, and his bachelor's degree from the University of Alabama.

**Aristides "Harry" Jimenez**  
**Deputy SAIC, HIS (Retired)**

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Harry Jimenez retired as Deputy Special Agent in Charge for the Department of Homeland Security – Homeland Security Investigations San Antonio (TX) after 16 years in the department. He is an Instructor for C3 Pathways, a public safety consulting, training, and exercise firm. He has a Bachelor in Science Degree in Electrical Engineering with additional Associates degrees in Logistics and Electronics He is a law enforcement officer and a Lieutenant Colonel in the United States Air Force. He worked many undercover operations during his time with Homeland Security. An experienced federal law enforcement professional with a successful career specializing in white collar crimes, money laundering, international fraud investigations, performing due diligence, managing risks and handling time-sensitive and complex transactions and investigations.

**Tyler Talman**  
**President**

**Carrington Group**

Office: 214.446.4706  
[tyler@carringtonfo.com](mailto:tyler@carringtonfo.com)  
[www.carringtonfo.com](http://www.carringtonfo.com)



Tyler Talman serves as the founder and president of the Carrington Group, LLC where he serves Carrington families as their Family Officer™. The Carrington Group are a team of problem solvers who work with families and business owners to provide solutions for various challenges they might be facing. The goal of the Carrington Group is to help transform professional success into long term personal significance.

Tyler began his career in 2008 where he helped financial professionals implement family office deliverables. Tyler has served in a variety of roles within the Industry including marketing, operations, and business development. Carrington Group currently has offices located in Dallas, LA, San Diego, Atlanta, and Louisiana.

Tyler earned his BA from Texas Christian University where he served as President of the Sigma Chi Fraternity. He has an enthusiasm for helping others. He currently serves on the board of directors for the International Student Foundation as well as the Clubs of Prestonwood based in Dallas. He has three brothers, 4 beautiful nieces, and 2 handsome nephews and currently lives in North Dallas. In his free time Tyler finds himself on the golf course or tennis courts with his beautiful wife Katie and playing with their little boy Luke.

Tyler's passion has always been to help others. Whether it is a member of his family, and old or new friend, or one of his client families, he has found that most of the time, what they want most is for someone to calm down and just listen to them... to have a genuine interest in them. They want a true "go to" that they can trust who will take a moment to stop what they are doing and really listen to hear what's on their mind. Nothing is more satisfying to Tyler than to help families and business owners overcome challenges to achieve their goals. He finds great satisfaction in helping them get resolution on an issue that has meaningful long-term impact on their lives... and gives them peace of mind.

**CJ Brock  
President  
TexAssist**



Having founded multiple startups over the course of his career, C.J. has a wealth of knowledge in the healthcare industry. With more than 16 years of experience in healthcare sales, sales management and operations, including several leadership roles, C.J.'s competitive fire burns hot. "Failure is Not An Option" is a motto that drives him to generate solutions and create wins.

Having spent the majority of his career building relationships with surgeons and administrators, C.J. takes every opportunity to find ways to connect and build trust while also having fun with the process. Although healthcare is a serious business, you've got to find ways to smile every now and then, right? One of CJ's favorite things to do is give those he really likes a hard time in hopes they will give it right back to him. As a wise man once said, if you can't make fun of yourself, then who can? If you get offended by someone who enjoys a good laugh, then maybe this applies - In the famous words of Sergeant Hulka, "Lighten up Francis!"

When it's time to unwind and re-charge the battery, C.J. enjoys teeing it up at his local golf club in Rockwall. From time-to-time he still competes at the state and national amateur level – just can't get it out of his system! There's nothing C.J. enjoys more than a friendly golf match with plenty of banter, side bets and cocktails to boot!

When he's not working or engaged in a battle on the links, C.J. spends time with his wife Leasha and three kids, Raleigh (16), Bowen (4) and Nora (2). In the rare moment that the house is quiet and there's nothing left to do, C.J. enjoys holding down the couch so it won't run away and watching college football and golf!

**Joshua M. Weaver**  
**MANAGING MEMBER**  
**(214) 705-3516**  
[JWEAVER@WEAVERJOHNSTON.COM](mailto:JWEAVER@WEAVERJOHNSTON.COM)



Josh is Board Certified in Health Law by the Texas Board of Legal Specialization, one of approximately only 80 attorneys in Texas with this certification. Josh particularly loves advising his clients on their overall operational strategy and has extensive experience in providing counsel to health care providers on complex operational, transactional and compliance issues. He has particular experience in advising hospitals, ambulatory surgery centers, free standing emergency departments, pharmacies, independent diagnostic testing facilities, physicians, dentists and other health care providers on their day-to-day operations, business strategy, business transactions and compliance initiatives.

Josh also advises clients with respect to licensing and reimbursement issues and payor audits. Josh's transactional experience includes drafting and negotiating a variety of health care contracts and documents, including professional and physician services agreements, physician recruitment agreements, joint venture operating agreements, private placement memoranda, physician employment agreements, asset purchase agreements, stock or equity purchase agreements, management agreements, company operating agreements, business associate agreements and equipment and space leases, among others. Josh also has significant business litigation experience. Josh has also taught Health Care Law at UNT College of Law.

#### **EDUCATION**

- Southern Methodist University Dedman School of Law, Juris Doctor, 2004, Cum Laude
  - Southern Methodist University Int'l Law Review, Articles Editor
- Southern Methodist University, Cox School of Business, BBA, Finance, 2001, Cum Laude

#### **BAR JURISDICTIONS**

- Texas

#### **COURT ADMISSIONS**

- U.S. District Court, Northern District of Texas
- U.S. District Court, Eastern District of Texas



- U.S. District Court, Southern District of Texas
- U.S. District Court, Western District of Texas

### **PRACTICE AREAS**

Healthcare, Corporate and Transactional, Health Care Strategy, Healthcare Compliance

### **HONORS AND DISTINCTIONS**

- Board Certified in Health Law by the Texas Board of Legal Specialization
- Selected for inclusion in Texas Super Lawyers – Rising Star edition, 2010-19
- D Magazine’s “Best Lawyers in Dallas” 2016, 2018-2020.

### **ARTICLES/PUBLICATIONS**

#### It’s Your Responsibility to Provide Interpretation Services

Dallas Medical Journal

May 2017

#### Legal Issues Surrounding Physician Employment Contracts

Texas Orthopaedic Association Newsletter

November 2013

#### Physician Assistants

Texas Orthopedic Association Newsletter

February 2014

### **PRESENTATIONS/SPEAKING ENGAGEMENTS**

Things Every New Physician Should Know About Employment Agreements

UT Southwestern Urology Residency Program

June 29, 2020

Presentation: All Things COVID-19

Tarrant County Healthcare Administrators Group

June 17, 2020

Healthcare Compliance and Enforcement

UNT Health Science Center

September 14, 2019

#### Legislative Update and Recent Enforcement Actions

Texas Association of Healthcare Financial Administration, Dallas, Texas

June 12, 2015

#### Top 9 Things Every New Practitioner Should Know

UT Southwestern Obstetrics and Gynecology Residency Program

May 13, 2015

Legislative Update and Recent Enforcement Actions

Texas Association of Health Care Financial Administration, Arlington, Texas  
April 17, 2015

Legislative Update and Recent Enforcement Actions

Texas Association of Health Care Financial Administration, Wichita Falls, Texas  
March 20, 2015

Fraud & Abuse Refresher and Recent Government Enforcement Actions

North Texas Healthcare Compliance Professionals Association  
February 17, 2015

Legislative Update and Recent Government Enforcement Actions

Texas Association of Health Care Financial Administration, Lubbock, Texas  
February 13, 2015

Legal Issues Pertaining to Athletic Training

Lakewood Orthopaedics and Sports Medicine  
January 24, 2015

Fraud & Abuse Refresher

Forest Park Medical Center Dallas  
November 2014

Population Health in the Age of Health Care Reform

Executive Healthcare Network, Dallas, Texas  
November 2014

Fraud & Abuse Primer

University of North Texas Life Science Neuroscience Summit  
September 2014

Fraud & Abuse / Anti-Trust Overview

UT Southwestern OBGYN Residency Program  
August 19, 2014

Population Health in the Age of Health Care Reform

Texas Association of Health Care Financial Administration, El Paso, Texas  
July 18, 2014

Real Life Compliance Scenarios for Hospitals

HFMA Lone Star Chapter Major League Institute, Arlington, Texas  
May 19, 2014

Fraud & Abuse / Physician Employment Agreements

Forest Park Medical Center, Legal Seminar  
April 29, 2014

Health Care Fraud and Abuse

HFMA Lone Star Chapter, Central Texas Institute, Temple, Texas  
April 25, 2014

Population Health in the Age of Health Care Reform  
Texas Association of Health Care Financial Administration, Arlington, Texas  
April 18, 2014

Fraud & Abuse / Physician Employment  
Texas Orthopaedic Association Annual Meeting, San Antonio, Texas  
April 11, 2014

What Physicians Need to Know About Medical Malpractice Claims  
UT Southwestern OBGYN Residency Program  
April 2014

Population Health in the Age of Health Care Reform  
Texas Association for Healthcare Financial Administration Seminar Series Wichita Falls, Texas  
March 14, 2014

Physician Employment Contracts and Stark / Anti-Kickback Discussion  
Forest Park Medical Center and the Texas Orthopaedic Association  
March 6, 2014

Population Health in the Age of Health Care Reform  
Texas Association for Healthcare Financial Administration & HFMA Lone Star Chapter  
2014 West Texas Seminar, Lubbock, Texas  
February 10, 2014

Physician Employment Contracts and Stark/Anti-Kickback Legal Seminar  
Texas Orthopaedic Association  
November 13, 2013

2013 Legislative Update – Healthcare  
Texas Association for Healthcare Financial Administration, 2013 Annual Fall Symposium  
September 16, 2013

Things You Need to Know about HIPAA Changes in 2013  
Medical Center Arlington Office Manager Luncheon, Arlington, Texas  
July 24, 2013

Common Health Care Compliance Issues for Hospitals and Health Care Providers  
Texas Association for Healthcare Financial Administration, Dallas, Texas  
Government Reimbursement Medicare / Medicaid Seminar  
June 21, 2013

Knowing Your Patient: Evolving Risks & Affordable Care  
Healthcare Educational Seminar, Dallas, Texas  
May 23, 2013

Top 5 Legal Issues You Should Know Before You Practice Medicine  
Obstetrics and Gynecology Residency Department, UT Southwestern Medical School  
May 8, 2013

Health Care Reform Update

Texas Association for Healthcare Financial Administration, Wichita Falls

March 8, 2013

Know Before You Sign – What to look for in a Physician Employment Contract

Obstetrics and Gynecology Residency Department, UT Southwestern Medical School

December 2011

**Ashley E. Johnston**  
**MANAGING MEMBER**

**(972)-564-8978**

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Ashley Johnston is board certified in health law by the Texas Board of Legal Specialization. Ashley advises clients on the formation and reorganization of business entities, mergers and acquisitions, purchase and sale of corporate stock and assets, physician/hospital contracts and joint ventures.

She has extensive experience drafting and negotiating a variety of contracts including, physician services agreements, physician employment agreements, asset purchase agreements, management agreements, business associate agreements and entity operating agreements.

Ashley works with clients on a wide array of transactional, operational and regulatory matters, including licensing, Medicare/Medicaid reimbursement, the Affordable Care Act, the Federal Anti-Kickback Statute, the Physician Self-Referral Statute (Stark Law), the Texas Illegal Remuneration Statute, the Health Insurance Portability and Accountability Act of 1996 (HIPAA), the False Claims Act, the Emergency Medical Treatment and Active Labor Act (EMTALA) and the Federal and Texas Food, Drug, and Cosmetic Act.

#### EDUCATION

- J.D., Southern Methodist University Dedman School of Law, 2007
- B.A., Duke University, 2002

#### BAR JURISDICTIONS

- Texas

#### COURT ADMISSIONS

- N/A

#### PRACTICE AREAS

- Health Care
- Corporate

#### HONORS AND DISTINCTIONS

- Board certified in health law by the Texas Board of Legal Specialization
- Selected for inclusion in Texas Super Lawyers – Rising Star: 2010-12, 2014-19, Up-and-Coming 50 (2017)
- D Magazine’s “Best Lawyers in Dallas 2016”
- D Magazine’s “Best Lawyers in Dallas 2017”

#### COMMUNITY INVOLVEMENT

- American Health Lawyers Association
- Adjunct Professor of Healthcare Law at the University of North Texas School of Law
- Associate of the Patrick E. Higginbotham American Inn of Court (2008-09)
- Dallas Association of Young Lawyers Leadership Class (2008)
- Dallas Bar Association
- Dallas Bar Association – Health Law Section
- Dallas Volunteer Attorney Program
- Dallas Women Lawyers Association
- Member of the College of the State Bar of Texas (2009-present)

## ARTICLES/PUBLICATIONS

- Legal Issues Surrounding Physician Employment Contracts  
Texas Orthopaedic Association Newsletter  
November 2013
- Physician Assistants  
Texas Orthopaedic Association Newsletter  
February 2014

## PRESENTATIONS/SPEAKING ENGAGEMENTS

Legislative Update and Recent Enforcement Actions  
Texas Association of Healthcare Financial Administration, Dallas, Texas  
June 12, 2015

Top 9 Things Every New Practitioner Should Know  
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May 13, 2015

Legislative Update and Recent Enforcement Actions  
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Health Care Fraud and Abuse  
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Population Health in the Age of Health Care Reform  
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Physician Employment Contracts and Stark/Anti-Kickback Legal Seminar  
Texas Orthopaedic Association  
November 13, 2013

**William R. Hotchkiss, M.D.**  
**Spinal Surgery**  
**WB Carrell Memorial Clinic**



Dr. William Hotchkiss is an orthopaedic surgeon specializing in the back, neck, and spine at The Carrell Clinic.

Dr. Hotchkiss has developed a practice focused on minimally invasive techniques for cervical, thoracic, and lumbar spine surgery. This includes navigation-assisted surgery and cervical disc replacement. He considers it a special privilege that he has been sought out by dozens of other physicians to provide care for themselves and their families, including several other spine surgeons who have chosen him for treatment and to perform surgery, a very high honor. He also serves as an assistant team physician and spine consultant for Southern Methodist University Athletics and the Dallas Cowboys.

Dr. Hotchkiss grew up in St. Louis, Missouri. After graduating from Westminster Christian Academy in St. Louis, he was selected to attend the combined BA-MD program at the University of Missouri-Kansas City School of Medicine. There he was awarded the Richardson Noback Founder's Award for Clinical Excellence, given to the top medical student during clinical rotations. He was also elected into the prestigious Alpha Omega Alpha (AOA) medical honor society as one of the top students in his class.

Dr. Hotchkiss then completed his residency training at the University of Texas-Southwestern Medical Center and Parkland Memorial Hospital in Dallas. He also spent a significant amount of his training at Texas Scottish Rite Hospital for Children studying pediatric spinal surgery. After his residency training, he was selected to complete the world-renowned fellowship in adult and pediatric spinal surgery at Washington University in St. Louis and Columbia University in New York City. There he learned the most advanced techniques of modern spinal surgery from the world's leading experts in both orthopaedic surgery and neurosurgery.

In addition to early clinical recognition, Dr. Hotchkiss has been asked to provide education and teaching in regard to his techniques in the operating room. This includes being invited to travel around the country to show other surgeons, young and old, his procedural workflow and provide advice for incorporating advanced navigation-assisted surgical methods into their practices.

In his spare time, Dr. Hotchkiss enjoys playing golf and spending time with his wife and two sons.



**Paul Ghattas, DO**  
**Orthopaedic Surgeon**  
**Star Orthopedics and Sports Medicine**



**Dr. Paul Ghattas** is a board-certified, fellowship-trained orthopedic surgeon who specializes in arthroscopic procedures of the shoulder, elbow, and knee. He has been in practice in the Dallas, Texas area since 2016, and is the director of shoulder and elbow surgery at Star Orthopedics and Sports Medicine in Coppell and Frisco, Texas. Dr. Ghattas is widely considered as an expert in reconstructive and arthroscopic surgery of the upper extremity.

Dr. Ghattas completed his medical school at Nova Southeastern University in Ft. Lauderdale, Florida. He then completed his orthopedic surgery training in Tennessee at the Wellmont/Lincoln Memorial University Orthopedic Residency Program. During his residency he trained at multiple nationally recognized institutions including: Cincinnati Children's Hospital, the Hughston Clinic, and the University of South Florida. After residency, Dr. Ghattas completed a subspecialty fellowship at the prestigious WB Memorial Carrell Clinic here in Dallas, Texas. Dr. Ghattas has published numerous book chapters and scientific papers in peer-reviewed journals including The American Journal of Orthopedics (AJO), Reconstructive Review, and Orthopedic Journal of Sports Medicine (OJSM). Most recently he has published book chapters on the Laterjet Procedure, History of Reverse Total shoulder, and the Superior Approach to the Shoulder.

His research has been presented at numerous regional and national conferences, including the AOA annual meeting, and Tennessee Orthopedic Society. During his training Dr. Ghattas has served as an ancillary sports medicine physician for the SMU Mustangs and the Dallas Mavericks. He has received a number of prestigious awards and honors, including Sigma Sigma Phi National Honor Society, and the Cecil B. Hall Academic Scholar Award.

In addition, Dr. Ghattas currently serves as the director of the Shoulder Program of Excellence at Baylor Scott & White Frisco. He has also served as team physician and surgical consultant for The NCAA NIT Basketball tournament and the NCAA annual Dr. Pepper Baseball Classic tournament. He has also received many prestigious awards, including the Rising Stars and Super Doctors award from Texas Monthly Magazine as well as named a Best Doctor by D Magazine.

**Somerset CPA**  
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For over 60 years, our team has been guiding clients through the critical decisions that impact their financial health. As one of the largest accounting and consulting firms in the Midwest, we are able to provide the in-depth expertise expected from a larger firm with the personable approach of a local practice. Whether you are just starting out or overseeing a multi-million dollar corporation, Somerset is dedicated to looking after our clients' best interests and addressing their needs.

Our secret to success is *people*. The depth of personal and professional relationships we have with our clients is our foundation. We get to know you and your business in order to build a proactive, customized approach unique to your needs. This has allowed us to maintain long-term relationships with clients of all sizes from a variety of industries.