



JAMES L. HEDGES, CPA, CIAP-T, MSCIS
Revenue Cycle Consultant

810.750.6822 Ext. 174
jhedges@TheRybarGroup.com

As an instrumental member of The Rybar Group's Revenue Cycle service line, Jim offers our clients over thirty years of financial healthcare experience. His extensive knowledge of the third-party payor reimbursement systems is continually in high demand.

Jim is recognized as an expert in the hospital reimbursement community on Blue Cross Blue Shield of Michigan, the underlying claims data, and how it impacts payment and the settlement process. He utilizes this expertise to analyze claims data for hospitals of various sizes, from Peer Group 5 hospitals to multiple hospital health systems. With a focus on the technical aspects of commercial payer reimbursement, Jim works to position clients to identify both present and future opportunities. He specializes in claims related third-party payer audits, working with facilities to ensure correct payments. In the past 5 years, Jim has recovered over \$15.0 M in additional reimbursement for hospitals from Blue Cross Blue Shield of Michigan settlement reviews. Using 835 files, Jim has developed a Payment Validation process which assists hospitals in understanding their current cash position with the payer, in validating their contractual model and in identifying claims that are receiving less than optimal reimbursement.

Prior to joining The Rybar Group, Jim worked numerous years at Blue Cross, focused on ensuring that projects such as e-Prescribing, e-Registration, and e-Enrollment complied with applicable laws such as HIPAA Privacy and Security, Medicare, and other regulations. He analyzed claims data for data integrity issues and compliance with regulations to ensure proper reimbursement and used data mining to validate and test third-party settlements to ensure compliance with contracts.

In addition to being a CPA, Jim is a Certified Information Assurance Professional with Trainer endorsement and was among the first people in the country to pass the BS7799 (now ISO 27001) Lead Auditor exam. He has served as a university instructor, teaching both graduate and undergraduate level courses. Jim is a member of the Healthcare Financial Management Association.

Jim holds a Master of Science Degree from the University of Detroit Mercy in Computer Information Systems specializing in management of software development.
