



Driving Profits Through Business Model Transformation



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Company Introduction



Healthcare Specialists

Focus exclusively on physician groups and medical organizations to improve healthcare operations through targeted business transformation.



Business Principles Applied

Leverage private sector business strategies to enhance operational efficiency and financial performance in healthcare settings.



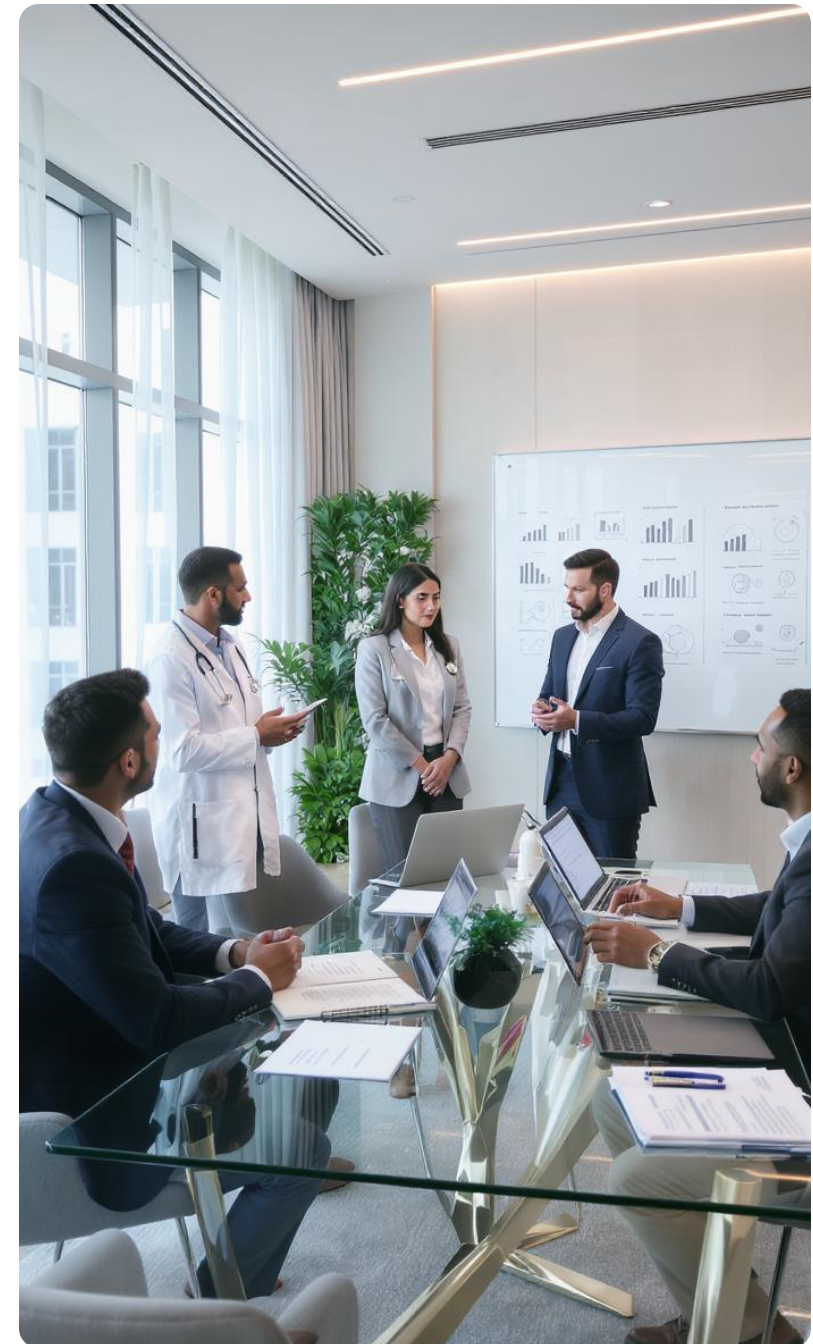
Outcome-Focused Approach

Prioritize measurable financial, quality, and patient satisfaction results to ensure tangible improvements for clients.



Performance-Based Contracts

Replace traditional hourly fees with contracts tied directly to successful outcomes and return on investment.

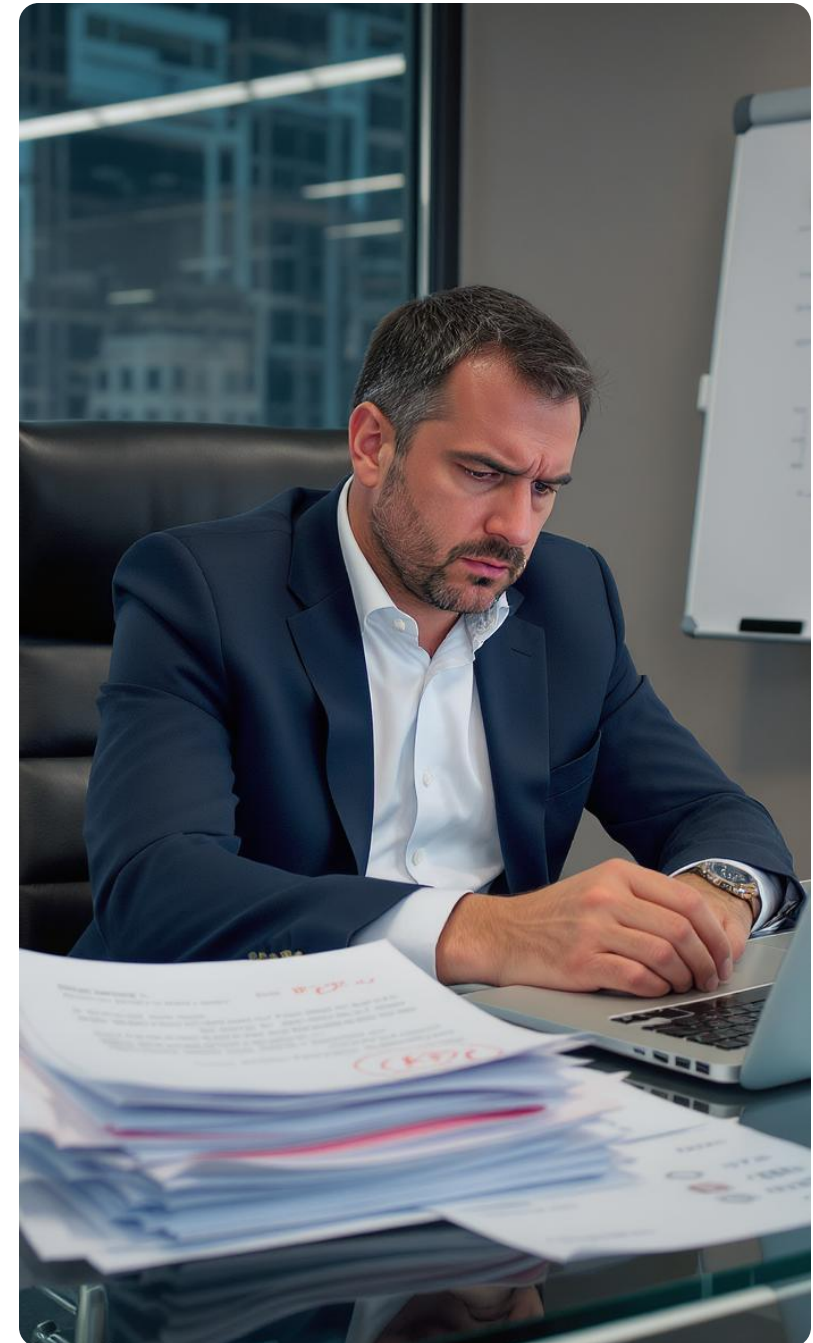


How MedGroup Compares

Capability	Traditional Consulting	PE Operating Partner	MedGroup
Execution	Medium	High	High
Risk Sharing	Low	Medium	High
Healthcare Expertise	High	High	High
AI Enablement	Medium	Medium	High
Cost Structure	High	Medium	Low
Advisory Board Network	Low	Medium	High
EBITDA Accountability	Low	High	High

Problem Statement

Traditional healthcare consulting frequently involves millions in annual fees and fails to produce clear improvements in financial performance, quality metrics, or patient satisfaction. Most consulting contracts do not include specific, measurable outcome requirements, leading to engagements that lack accountability and tangible results. Clients invest significant resources yet often see little to no return on investment, causing wasted budgets and missed opportunities for meaningful organizational advancements. This misalignment between fees paid and outcomes achieved highlights the urgent need for a new consulting model that ties compensation directly to proven success and measurable improvements.



Our Solution

MedGroup offers a unique business solution with a performance-based fee structure that directly ties consultant compensation to the financial results achieved for clients. Unlike traditional hourly billing methods, this model ensures accountability by focusing exclusively on measurable outcomes.

The core objective is to generate significant net profits for client healthcare organizations through strategic operational improvements and proven private sector business principles. This approach minimizes financial risk for clients and maximizes return on investment by guaranteeing that fees are contingent upon delivering substantial bottom-line enhancements.



Stephen MacDonald, CPA



Founder & Managing Principal

Seasoned healthcare and private-sector CFO known for turning around complex organizations and creating enterprise value.



Healthcare Turnarounds

Delivered more than \$100 million of annual net income improvement across two independent academic medical groups, each exceeding \$500 million in revenue.



Enterprise Growth & Capital

Positioned physician and behavioral health platforms for private equity investment while leading capital planning and investor diligence.



Strategic Transactions

Directed M&A initiatives, hospital partnerships, and large service-line joint ventures to expand access and improve performance.



Private-Sector Leadership

CFO experience across SEC-registered firms and operating companies, driving institutional financial rigor in diverse industries.



Accounting Foundation

Former Big Six auditor with a strong emphasis on controls, compliance, and governance across all healthcare and growth initiatives.

“If you don’t have the best value-proposition, highest quality, and leading customer satisfaction ratings, you do not survive in the private sector.”
— Stephen MacDonald, CPA

Board of Advisors



Scott McGurl

Former Managing Partner & Global Head of Healthcare, Grant Thornton

- Led a healthcare practice of 1,800 professionals delivering advisory, tax, and audit services to health systems and healthcare technology clients.
- Coordinating Partner for the firm's largest healthcare client, designing and implementing performance improvement programs across clinical and operational domains.
- Trusted advisor to C-suite and board-level executives on transformation, AI-enabled operations, and operating margin performance.
- Prior VP and General Manager of healthcare business units at Siemens; Global Consulting Partner for health sciences at EY.



Michael Busuito, MD

Plastic & Reconstructive Surgeon; Clinical Associate Professor of Surgery, Wayne State University

- Board-certified in General Surgery and Plastic Surgery; member of the Wayne State University Board of Governors.
- Owns and operates an independent plastic, cosmetic, and reconstructive surgery practice; also serves on a bank board.
- Co-founder of Operation KINDNESS, scaled into a 25+ year global program delivering free reconstructive care to children.



Doug Czajkowski

Vice President of Philanthropy, Detroit Historical Society

- Senior leadership roles at Wayne State University's School of Medicine and Physician Group.
- Senior leadership at Western Michigan University's Homer Stryker M.D. School of Medicine.
- Consistent track record of institutional advancement and fundraising growth across academic and civic institutions.

What the Advisory Board Adds



Health System Advisory Scale

Enterprise-level advisory experience with large health systems, bringing national benchmarks and proven playbooks to every engagement.



Performance Improvement Depth

Advisors who have designed and implemented clinical and operational improvement programs at scale, not just recommended them.



Clinical Credibility

Practicing surgeon and academic faculty perspective ensures recommendations withstand physician scrutiny.



Academic & Governance Ties

University board and medical school leadership relationships that open doors with academic medical centers and physician-led groups.



Philanthropy & Advancement

Institutional advancement and fundraising expertise to build non-operating revenue alongside operating margin improvement.



Board-Level Access

Established relationships with C-suite and board decision makers, shortening the path from introduction to signed engagement.

Guaranteed ROI with Performance-Based Contracts



Fee Alignment with Success

Consulting fees are linked directly to the financial improvements achieved, eliminating traditional hourly billing and ensuring mutual commitment to results.



Guaranteed Return on Investment

Contracts include explicit guarantees of financial gains, providing clients with confidence that their investment will deliver measurable bottom-line improvements.



Risk Reduction

By tying fees to performance outcomes, financial risk for healthcare organizations is minimized, avoiding paying for ineffective consulting services.



Focus on Financial Improvements

The model targets significant bottom-line growth, aiming to add \$50 million or more through proven operational and strategic enhancements.



Partnership Approach

Collaboration with executive leadership teams ensures active involvement, accountability, and sustainable results beyond contract completion.

How Our Fees Work



35%

Our fee is 35% of verified EBITDA improvement above a baseline agreed with your leadership team before any work begins.



\$0

Nothing is owed until improvement is verified. No hourly billing, and no fees for recommendations that never get implemented.



\$5M to \$50M

A representative engagement builds from \$5 million of improvement in Year 1 to \$50 million of sustained annual improvement by Year 4.



Agreed Baseline

The financial baseline is established and documented with your executive leadership team at the outset, so improvement is measured against a number both sides accepted.



Multi-Year Agreement

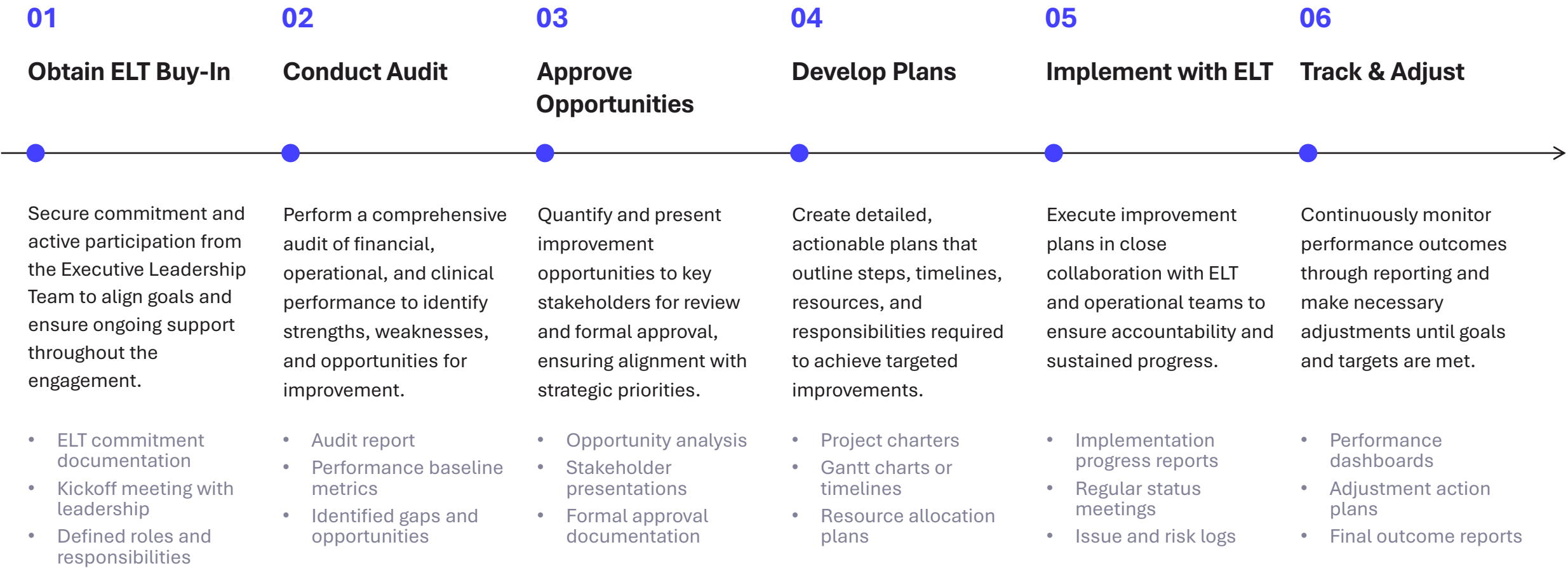
Engagements are structured as multi-year management services agreements covering implementation oversight and ongoing performance monitoring.



Who We Work Best With

Organizations with \$400M–\$2B in annual revenue, committed executive leadership, and an EBITDA improvement opportunity above \$20 million.

How It Works: Overview



Performance Audit Areas



Financial Performance

Analyze historical financial data to identify trends, variances, and opportunities that directly impact organizational profitability and sustainability.



Contracts Review

Examine vendor, physician, and payor contracts to ensure optimal terms, cost management, and revenue maximization.



Utilization & Access

Evaluate utilization rates, scheduling efficiency, and patient access to enhance service delivery and operational capacity.



Risk Management & Compliance

Assess risk mitigation practices, credentialing, and regulatory compliance to minimize exposure and ensure patient safety.



Budgeting & Financial Controls

Review budgeting processes, historical accuracy, and internal controls to support disciplined financial management and strategic planning.



Organizational Culture & Performance

Evaluate department performance, leadership effectiveness, management reporting, and culture to foster a high-performance environment.



Contact Information

MedGroup Performance, LLC is ready to assist your healthcare organization in achieving significant financial improvements. Contact us today to schedule a consultation and discover how our performance-based partnership can add \$50 million or more to your bottom line.

Phone: (248) 255-9529

Email: stephen@medgroupperformance.com

We look forward to partnering with you for measurable success and sustainable growth.