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**Banner Lassen Medical Center Financial Assistance Policy for Hospital Patients****Number 3658, Version 6, Effective: 12/17/2025, Last Review/Revision Date: 12/17/2025****Next Review Date: 11/3/2026, Owner: Becky Peters****Approved by:** Administrative Policy Committee, Banner Health - Board of Directors, Chief Financial Officer, PolicyTech Administrators**Discrete Operating Unit/Facility:** Banner Lassen Medical Center

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**I. Purpose/Population:**

- A. **Purpose:** This Banner Health ("BH") policy and the Financial Assistance Program ("FA Program") outlined herein are intended to establish a non-discriminatory and consistent methodology for the provision of discounted payments and charity care at Banner Lassen Medical Center ("BLMC"). This policy also establishes the billing and collections policies for all professional services billed to BLMC patients.
- B. **Population:** All Employees.

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**II. Definitions:**

- A. **Amounts Generally Billed (AGB)** - the amount the Hospital generally bills insured patients for a Covered Service, determined using the "look-back method" as set forth in 26 CFR 1.501(r) – 5(b)(3). The AGB percentage for the Hospital can be found online at: <https://www.bannerhealth.com/patients/billing/financial-assistance/amounts-generally-billed-calculation-summary>
- B. **BLMC Provider Billing** – any billing generated for a professional service rendered by a BLMC Provider.
- C. **Balance After Insurance (BAI)** - any amount due by the patient after insurance payments have been finalized (e.g., deductibles, co-payments, and co-insurance). BAI does not include a Medicaid patient's share of cost for Covered Services (as determined by the state to be an amount the patient must pay in order for the patient to be eligible for Medicaid), and BH is not authorized to provide financial assistance to fund or waive this amount.
- D. **BLMC Provider** – a provider who is either: (1) employed by Banner Health (or a controlled affiliate of Banner Health) and provides professional services at BLMC; or (2) an independent provider who has assigned to BH the right to receive reimbursement for professional services provided at BLMC.
- E. **Charity Care** - Covered Services provided to a patient for which the patient is not expected to pay any amount.
- F. **Covered Services** – Medically Necessary services provided by the Hospital or a BLMC Provider.

- G. **Discounted Care** - Covered Services provided to a patient for which the patient is expected to pay a discounted amount.
- H. **Emergent Services** – the services necessary and appropriate to treat a medical condition of a patient that has resulted from the sudden onset of a health condition with acute symptoms which, in the absence of immediate medical attention, are reasonably likely to place the patient's health in serious jeopardy, result in serious impairment to bodily functions, or result in serious dysfunction of any bodily organ or part.
- I. **Essential Living Expenses** – household expenses including the following: rent or house payment and maintenance; food and household supplies; utilities and telephone; clothing; medical and dental payments; insurance; school and childcare; child and spousal support; transportation and auto expenses, including insurance, gas and repairs; installment payments; laundry and cleaning; and other extraordinary expenses.
- J. **Family Income** – the annual income earned by the Patient's Family in the 12 months prior to the date on which BH service was provided.
- K. **Federal Poverty Level (FPL)** – the annual income level for varying household sizes as set by the federal government.
- L. **Financial Assistance Program (FA Program)** – the Hospital's program governing the provision of Charity Care and Discounted Care.
- M. **Gross Charge** – the rate for a Covered Service that is generally charged to all patients, regardless of whether a patient has Third Party Insurance coverage, and is filed annually with the California Office of Statewide Health Planning and Development.
- N. **Guarantor** – the person or entity responsible for paying a patient's medical bills either through personal funds or insurance. The Guarantor may be the patient themselves or a parent, guardian, or another party.
- O. **Hospital** – Banner Lassen Medical Center.
- P. **Hospital Providers** - Physicians and other medical staff that provide emergency or other medically necessary healthcare services within a Hospital, as listed in Appendix A by group or department.
- Q. **Medicaid** - all California state and county public insurance programs which include (but are not limited to) Medicaid, Medi-Cal, CICP, and FES.
- R. **Medically Indigent Household** - a household with medical expenses incurred during the previous 12 months or any time after 01/01/2022, where the portion for which the household is responsible exceeds 50% of the household's total income for that year. For the purposes of determining whether a household is a Medically Indigent Household, all medical expenses are included, including non-BH medical expenses.
- S. **Medically Necessary** – services provided by the Hospital or a BLMC Provider that meet all of the following criteria:
  1. Are required to treat an illness, injury, condition, disease, or its symptoms;

2. Are consistent with the diagnosis and treatment of the patient's conditions;
3. Are provided in accordance with the standards of good medical practice;
4. Are not provided for the convenience of the patient or the patient's physician; and
5. Constitute the level of care most appropriate for the patient as determined by the patient's medical condition and not the patient's financial or family situation.

Services provided by the Hospital to treat an Emergent Condition are deemed Medically Necessary.

- T. **Out-of-Pocket Costs** – healthcare costs that are not covered by insurance or a healthcare coverage program and must be paid directly by the patient or Guarantor. These can include deductibles, copayments, coinsurance, Medi-Cal cost share, and any medical services or items not covered or included in the insurance policy.
- U. **Patient Balance Management (PBM)** - the operating unit of BH responsible for billing and collecting self-pay accounts for services, including co-payments and deductibles.
- V. **Patient with High Medical Costs** – a patient whose Family Income does not exceed 400% of the FPL and either: (1) the annual **Out-of-Pocket Costs** incurred by the patient at the Hospital exceed 10% of the Family Income in the lesser of the current or prior 12 months; or (2) the annual out-of-pocket medical expenses of the Patient's Family in the prior 12 months, together with those incurred by the patient at the Hospital, exceed 10% of the Family Income in the prior 12 months.
- W. **Patient's Family** – consists of:
  1. For persons 18 years of age and older, a spouse, domestic partner, as defined in Section 297 of the California Family Code, and dependent children under 21 years of age, or any age if disabled, whether living at home or not.
  2. For persons under 18 years of age or for a dependent child 18 to 20 years of age, a parent, caretaker relatives, and other children under 21 years of age, or any age if disabled, of the parent or caretaker relative.
- X. **Responsible Individual** - the patient and any other individual having financial responsibility for a self-pay account. There may be more than one Responsible Individual.
- Y. **Self-Pay Rate** – the amount initially charged to an Uninsured Patient for a Covered Service.
  1. **Hospital Self-Pay Rate**: 125% of the applicable AGB for a Covered Service.
  2. **BLMC Provider Self-Pay Rate**: 70% of the applicable Gross Charge for a Covered Service.

- Z. Third-Party Insurance - an entity (corporation, company health plan or trust, health care marketplace company, automobile medical pay benefit, workers' compensation, etc.) other than the patient (or Guarantor) that will pay all or a portion of the patient's medical bills.
- AA. Underinsured Patient - a patient with Third-Party Insurance coverage, but with financial limitations or co-responsibility, including deductibles, co-payments, and co-insurance.
- BB. Uninsured Patient - a patient without Third-Party Insurance and who is not enrolled in a government insurance program. Uninsured Patients are initially charged the Self-Pay Rate for Covered Services.

### **III. Policy:**

- A. Non-Discrimination. BH provides quality healthcare to all patients regardless of race, color, religion, sex, national origin, disability, age, sexual orientation, gender identity, veteran status, and/or ability to pay.
- B. Scope.
  - 1. Medically Necessary Hospital Services. This Policy applies only to Covered Services at the Hospital, subject to the exclusions set forth below.
  - 2. Hospital Providers. Not all Hospital Providers are subject to this Policy. Appendix A specifies which Hospital Providers, by department or group, are covered under this Policy and which are not.
  - 3. Non-Hospital Facilities. This Policy does not apply to non-hospital BH facilities (e.g., Banner Imaging, Banner Urgent Care centers) or non-hospital providers (e.g., certain physicians, advanced practice providers). The Banner Health Physician Practices/Clinics/Home Health Financial Assistance Policy (No. 1455) governs such BH non-hospital facilities and non-hospital providers.
- C. FA Program. This Policy establishes a BH FA Program which, based on the patient's household income and amount of medical expenses, determines a patient's qualification for Charity Care or Discounted Care. Financial assistance will be provided for patients who are: (1) Uninsured Patients or Underinsured Patients and who meet the household income guidelines as outlined in this Policy, and/or (2) are members of a Medically Indigent Household. BH will limit expected payment for Covered Services from patients at or below 400% of the FPL to what it would expect, in good faith, to receive for providing the same Covered Service from Medicare or Medi-Cal, whichever is greater.
  - 1. Financial Assistance Based on Household Income. Uninsured Patients and Underinsured Patients will qualify for financial assistance based on household income if: (1) their household income is 400% of the FPL or less; and (2) they complete an application for financial assistance or are determined to be presumptively eligible (see Section III.D.4 of this Policy). The amount of financial assistance BH provides to approved Uninsured Patients and Underinsured Patients is determined in accordance with the following tables:

**Hospital Charges**

<b>Household Income</b>	<b>Discount Applied – Uninsured</b>	<b>Discount Applied - Underinsured</b>
< 200% of FPL	100% discount off AGB	100% discount off BAI
200% - 300% FPL	75% discount off AGB	75% discount off BAI
> 300% - 400% FPL	50% discount off AGB	50% discount off BAI

**BLMC Provider Billing Charges**

<b>Household Income</b>	<b>Discount Applied – Uninsured</b>	<b>Discount Applied - Underinsured</b>
< 200% of FPL	100% discount off AGB	100% discount off BAI
200% - 300% FPL	75% discount off AGB	75% discount off BAI
> 300% - 400% FPL	50% discount off AGB	50% discount off BAI

2. **Financial Assistance Based on Medically Indigent Household Status.** Uninsured Patients and Underinsured Patients may qualify for financial assistance based on Medically Indigent Household status if: (1) the patient is a member of a Medically Indigent Household, and (2) the patient submits a completed application for such financial assistance.
  - a. **Uninsured Patients and Underinsured Patients with Household Income 400% of FPL or Lower.** Uninsured Patients and Underinsured Patients receiving financial assistance based on household income pursuant to Section III.C.1 of this Policy may also qualify for financial assistance based on Medically Indigent Household status if, *after the application of the discount in accordance with Section III.C.1*, the household still meets the definition of Medically Indigent Household. If approved, BH will provide such patients with a 75% discount off the patient's remaining balance.
  - b. **Uninsured Patients with Household Income Higher than 400% of FPL.** Uninsured Patients with a household income higher than 400% of the FPL will initially be charged the Self-Pay Rate for Covered Services. BH will provide Uninsured Patients who qualify as a member of a Medically Indigent Household with a 75% discount off the applicable Self-Pay Rate for Covered Services.

- c. Underinsured Patients with Household Income Higher than 400% of FPL. BH will provide Underinsured Patients who are approved for financial assistance based on being a member of a Medically Indigent Household with a 75% discount off the patient's BAI.
3. Emergency Physician Discounts. Emergency Physicians, as defined in Section 127450 of the California Health and Safety Code, who provide emergency medical services in a hospital that provides emergency care is also required by law to provide discounts to Uninsured Patients or Patients with High Medical Costs who are at or below 400% of the FPL. To meet this requirement and to maintain consistency throughout BH, BLMC Provider physicians who provide Emergent Services at the Hospital will provide discounts to Patients with High Medical Costs and Uninsured Patients who are at or below 400% of the FPL in accordance with Sections III.C.1 and III.C.2 of this Policy. This statement shall not be construed to impose any additional responsibilities upon the Hospital.
4. Maximum Charge for Qualifying Patients. Uninsured Patients or Underinsured Patients who qualify for financial assistance under this policy may not be charged more than the lesser of: (1) what would be expected to be received, in good faith, for providing the same Covered Service from Medicare or Medi-Cal; or (2) AGB for Covered Services. In the event that the application of the tables in Section III.C.1 to Covered Services produce a result that exceeds expected amount for the same Covered Service from Medicare or Medi-Cal or AGB, the charge for such Covered Services will be reduced to the lesser of the expected amount for the same Covered Services from Medicare or Medi-Cal or AGB.
5. Insurance Coverage. BH will make all reasonable efforts to obtain information from each patient about whether Third Party Insurance or Medicaid may cover all or a portion of the charges for care received at BLMC. The Hospital will have applications for Medicaid programs available for patients who may be eligible for such programs.
6. Discharge Documentation. Prior to discharge from BLMC, all patients who have not indicated that they have third-party payor coverage or who request a discounted price or charity care will be given: (1) the Plain Language Summary; (2) an application form for financial assistance under the FAP; and (3) application for Medi-Cal, the Healthy Families Program, and any other potentially available state or county-funded health coverage program.
7. Applying for Financial Assistance. Unless determined to be presumptively eligible for financial assistance as provided in Section III.D.4 below, patients must apply for financial assistance. Patients can obtain a financial assistance application in person at the Hospital or by downloading it from the BH website. Patients can also request an application to be mailed to the patient by calling 1-888-264-2127. All applications for financial assistance must be either physically delivered to the Hospital, mailed to the address provided on the application form, or submitted per instructions contained on the BH website.
8. Verification of Income/Ability to Pay

- a. Patient income will be verified using ONE of the following items, which must be provided by the patient:
  - i. Income tax returns for the year in which the patient was first billed or 12 months prior to when the Patient was first billed by the Hospital; or
  - ii. 3 most recent pay stubs, if they occurred within a 6-month period before or after the patient was first billed by the Hospital.
9. **Notification of Eligibility Determination.** Upon determination of eligibility for the FA Program, whether the patient is deemed eligible for financial assistance or ineligible for financial assistance, BH will send written notification of its determination to the patient's last known address. In the event of a dispute, a patient may seek review from a business manager in charge of eligibility determination reviews in the Patient Financial Services operating unit.
10. **Applying Financial Assistance Discounts.**
  - a. Patients qualifying for financial assistance will have the applicable discount applied to all Covered Services received by the patient, notwithstanding a delay in BH's receipt of the patient's financial assistance application.
  - b. Patients who apply and are approved for financial assistance but have already paid at least \$5 more than the discounted price for the Covered Service will be refunded the amount of the excess payment plus interest as specified by California Health and Safety Code § 127440(a).
11. **Reasonable Payment Plans.**
  - a. If a patient has a remaining balance after all financial assistance discounts have been applied, the Patient and BH shall negotiate the terms of a payment plan taking into consideration the patient's Family Income and essential living expenses. If the Patient and BH cannot agree on a payment plan, BH will make reasonable payment plans available to the patient. Monthly payments under such reasonable payment plans will not be more than 10% of the patient's remaining monthly Family Income after monthly Essential Living Expenses are subtracted.
  - b. As applicable, the Hospital will obtain written agreements from affiliates, subsidiaries, and/or external collection agencies that they will comply with the Hospital's definition and application of a reasonable payment plan.

D. **Billing and Collections.** BH, under BH's Patient Financial Services operating unit's authority, may take any and all legal actions, including Extraordinary Collections Actions ("ECAs"), to obtain payment for services provided where payment has not been made as of 180 days past the date of the first billing statement for those services (the "Notification Period"). ECAs include, but are not limited to, filing a legal complaint. BH will not use adverse credit consumer credit reporting, wage garnishments, or liens on any real property owned by the patient as a means of collection on any patient account.

1. **Deposits.** The Hospital may require a deposit from an Uninsured Patient prior to providing any service, except that no deposit will be required prior to providing emergency services. All Uninsured Patients must be notified of the availability of financial assistance and be provided with an application form upon request.

2. **Single Patient Account.** When a patient has more than one bill outstanding, BH may aggregate the outstanding bills to a single billing statement. However, no ECA will be initiated for any service until the end of the Notification Period for that particular service.
3. **Notification of Outstanding Bill.** During the Notification Period, BH will mail billing statements to patients (and Guarantors, if applicable) at the last known address. A billing statement will include:
  - a. A summary of the services covered by the statement;
  - b. The actual charges for each service (including amounts charged to a Third-Party Insurance provider), with detail itemizations for hospital charges provided upon request;
  - c. The amount required to be paid by the patient (or Guarantor) for each service;
  - d. A written notice informing the recipient of the availability of financial assistance under the FA Program, accompanied by a plain language summary of the FA Program and information regarding how to apply for financial assistance (the "Plain Language Summary Document");
  - e. A request that the recipient inform BH if the patient has Third Party Insurance coverage, Medicare, Medicaid, Healthy Families Program, Medi-Cal, or other coverage;
  - f. A written notice informing the recipient of Medicare and Medicaid programs and information on how to apply for such programs, coverage offered through the California Health Benefit Exchange, and other potentially available state or county-funded health coverage;
  - g. A statement that if the patient is Uninsured or has inadequate insurance, the patient may qualify for discounted payment or charity care under a FAP;
  - h. A statement that, if the patient does not have health insurance coverage, the patient may be eligible for Medicare, Healthy Families Program, Medi-Cal, coverage offered through the California Health Benefit Exchange, California Children's Services program, other state or county-funded health coverage, or under a FAP;
  - i. The name and telephone number of the office at BH from which the patient may obtain information about the BH discount payment and charity care policies, and how to apply for that assistance; and
  - j. The name and address of a local consumer assistance center at a legal services office. BH may also attempt to contact patients and/or Guarantors by phone or send emails and text messages notifying them of their outstanding balance and providing an opportunity to review the statements digitally.
4. **Presumptive Eligibility for Financial Assistance.** Prior to initiating any ECA, BH will, either directly or via a third-party vendor, determine whether the patient/Guarantor is presumptively eligible for financial assistance based on household income. Such determination will be made in accordance with the Presumptive Eligibility for Enhanced Financial Assistance for Uninsured Patients Procedure. If a patient/Guarantor is determined to be presumptively eligible for financial assistance based on household income, the patient/Guarantor is not required to fill out an application and the discounts in Section III.C.1 will be automatically applied to the account in accordance with Section III.C.10 of this Policy. However, if the patient/Guarantor has already paid for any of the Covered Services for which the discount would apply, the patient/Guarantor must apply and

be approved for the FA Program in order to have the discount applied to those Covered Services.

5. **Final Collection Efforts Prior to ECA.** BH will not initiate an ECA unless a patient is (1) found ineligible for financial assistance; or (2) does not respond to any attempts to bill or offer financial assistance for a period of 180 days. Prior to initiating any ECA, BH will send a bill to the patient's (and/or Guarantor's) last known address that informs the recipient of the specific ECAs BH intends to take if, by the last day of the Notification Period, the patient/Guarantor does not: (1) apply for financial assistance under the FA Program; (2) pay the full amount due; or (3) establish a payment arrangement with BH. This billing statement will include the Plain Language Summary Document and will be sent at least 30 days prior to the end of the Notification Period. BH must also make a reasonable effort to orally notify the patient about the FA Program and how the patient may obtain assistance with the FA Program application process.
  - a. If the patient/Guarantor submits a complete application for financial assistance under the FA Program, BH will not initiate any ECA while the application is pending.
  - b. If the patient/Guarantor submits an incomplete application for financial assistance under the FA Program, BH will give the patient/Guarantor at least 180 days for patient to respond to any attempts to bill or offer financial assistance.
  - c. If the patient/Guarantor provides a complete application for financial assistance under the FA Program after an ECA has been initiated, such ECA will be suspended until BH has made a final determination regarding the patient/Guarantor's eligibility for the FA Program.
  - d. If the patient/Guarantor establishes a payment arrangement with BH, BH may initiate an ECA after three consecutive missed payments during a 90-day period and so long as BH or its designee (which may be a collection agency) has made a reasonable attempt to contact the Responsible Individual by telephone and has given notice in writing (in each case at the last known telephone number and address of the Responsible Individual) that the payment arrangement may be inoperative and that the Responsible Individual has the opportunity to renegotiate the payment arrangement. If the Responsible Individual so requests, BH (or its designee) shall attempt to renegotiate the payment arrangement.
6. **Third Party Collection Efforts.** If BH refers or sells a patient debt to another party, the written agreement must obligate such third party to comply with the relevant provisions in Section III.D of this Policy, as well as all applicable provisions of the Hospital Fair Pricing Policies Law, California Health and Safety Code Section 127400-127446, and applicable to collection agencies and California Senate Bill No. 1061 (2023-2024 Reg. Sess.). The agreement will also obligate such third party to require the same provisions if such third party refers or sells the debt to yet another party. Refrain from using a wage garnishment to collect a self-pay account, except by order of the court upon noticed motion, supported by a declaration filed by the movant identifying the basis for which it believes that the Responsible Individual has the ability to make payments on the judgment under the wage garnishment. BH shall also send a letter indicating intent to transfer the patient debt to a

collection agency to the last known address of each Responsible Individual prior to transfer of the patient debt or initiation of any ECA.

7. **Sale, Foreclosure, or Other Enforcement Action.** BH shall not notice or conduct a sale, foreclosure, or other enforcement action against the Responsible Individual's real property to recover unpaid hospital debt.

**E. Write-Offs and Adjustments.**

1. **Eligibility.** Regardless of whether a patient is eligible for financial assistance under the FA Program, BH will provide Uninsured Patients a 100% discount on a Covered Service and will waive the BAI for any Underinsured Patient if:
  - a. The patient enrolls in Medicaid within 12 months *after* the Covered Service has been provided; or
  - b. The patient enrolls in Medicaid at the time the Covered Service is provided but Medicaid funding is not available to pay for the Covered Service or Medicaid denies coverage for the Covered Service.
2. **Approval Authority for Write-Offs.** All write-offs and adjustments must be approved in accordance with the following:
  - a. Write-offs/adjustments up to \$5,000: Must be approved by PBM Manager.
  - b. Write-offs/adjustments \$5,000 and over: Must be approved by PBM Director. PBM Director may delegate this authority to the Hospital CFO.

**F. Reservation of Right to Seek Reimbursement of Charges from Third Parties.** If any third party is held to be legally liable for any portion of a patient's BH bill, BH will seek full reimbursement from such third party of all charges incurred by the patient at the applicable contractual or governmental rate or, if there is no applicable contractual or governmental rate, the applicable Self-Pay Rate, regardless of whether any financial assistance was provided to the patient under the FA Program.

**G. Out of Network and Denied Services.** Out of Network patients and patients whose claims have been denied by their private insurance company will be initially charged the applicable Self-Pay Rate for all Covered Services.

**H. Emergency Services.** BH provides medical screening examinations and emergency medical care to stabilize patients regardless of their ability to pay and in compliance with the federal Emergency Medical Treatment and Active Labor Act, codified at 42 U.S.C. § 1395dd, and its implementing regulations, codified at 42 C.F.R. § 489.24. BH prohibits any actions that would discourage individuals from seeking emergency medical care, such as by demanding that patients pay before receiving care for Emergent Conditions or permitting debt collection activities that interfere with the Hospital's appraisal and provision, without discrimination, of such care.

**IV. Procedure/Interventions:**

**A. N/A**

**V. Procedural Documentation:**

- A. N/A

**VI. Additional Information:**

- A. N/A

**VII. References:**

- A. Patient Protection and Affordable Care Act, Section 9007
- B. Internal Revenue Code, Section 501(r)
- C. California Health and Safety Code Section 127400 et seq
- D. California Welf. & Inst. Code Section 14124.74
- E. 29 C.F.R. §1.501(r)-1 through §1.501(r)-7
- F. Notice 2015-46, Internal Revenue Bulletin 2015-28 (July 13, 2015)
- G. 79 Fed Reg 78954-79016

**VIII. Other Related Policies/Procedures:**

- A. Banner Health Financial Assistance Policy for Hospital Patients (#770)
- B. Banner Health Non-Hospital Facilities Financial Assistance Policy (#1455)

**IX. Keywords and Keyword Phrases:**

- A. Financial Assistance Program
- B. Patient Assistance Program
- C. Uninsured Patients
- D. Billing
- E. Collections
- F. Charity Care
- G. Self-Pay Discount

**X. Appendix:**

- A. Hospital Provider List

## APPENDIX A

### Hospital Provider List

The following list contains Hospital Providers, by Department or Group, that provide Medically Necessary healthcare services within BH Hospitals and which of those Hospital Providers are covered by this Policy.

<b>Covered Departments/Groups</b>
Banner Medical Group – Hospitalists
Banner Medical Group – Intensivists
Banner Medical Group – Specialists <sup>2</sup>
Banner Medical Group – Telemedicine

<b>Non-Covered Departments/Groups</b>
Non-Banner Employed <sup>1</sup> – Hospitalists
Non-Banner Employed <sup>1</sup> – Intensivists
Non-Banner Employed <sup>1</sup> – Specialists <sup>2</sup>
Non-Banner Employed <sup>1</sup> – Anesthesiologists
Non-Banner Employed <sup>1</sup> – Telemedicine

This Appendix will be reviewed quarterly and updated, if necessary. Revisions to the Hospital Provider List contained in this Appendix does not require approval of the BH Board of Directors.

<sup>1</sup> Non-Banner Providers that contract with Banner to provide Billing Services are treated as covered entities.

<sup>2</sup> Specialists includes but is not limited to: Emergency Room, Surgeons, Radiologists, Labor and Delivery, and Trauma providers.