

Medical Imaging of Lehigh Valley, P.C.



Practice Overview

MEDICAL IMAGING OF LEHIGH VALLEY

Medical Imaging of Lehigh Valley, P.C. (MILV) is the largest private radiology practice in Pennsylvania, serving the Lehigh Valley, eastern, and northeastern Pennsylvania. With our 120+ member practice, we cover fourteen hospitals and over fifty outpatient facilities with a single unified PACS and dictation system for non-mammography studies. The diversity of our sites and type of imaging allows us to employ highly skilled, fellowship trained radiologists who can practice in a subspecialized manner 24/7 or read general radiology. We perform over 1.4 million studies every year and are rapidly expanding, having already been established as a regional leader in radiology with our new association with Jefferson Health. We prioritize a work-life balance in a thriving community near New York City and Philadelphia with a variety of schedule and teleradiology options.

SPECIALTIES

- Neuroradiology
- Abdominal Imaging: CT, MR and US
- Pediatric Radiology
- Breast Imaging
- Musculoskeletal Radiology
- Cardiothoracic Radiology
- Interventional Radiology
- Neurointerventional Radiology
- Nuclear Medicine: Diagnostic and Therapeutic
- General Radiology

COMPENSATION MODELS

- Annual Salary
- Per Click
- RVU Based
- Productivity-based bonus structure available

EMPLOYMENT TRACKS

- Partnership Track: on-site*, one year to partnership
- Full Time Employees: on-site, remote, and hybrid
- Part Time Employees: on-site, remote, and hybrid
- Independent Contractor: on-site, remote, and hybrid

*Nighthawk and 5PM – 2AM shifts are eligible for fully remote, full time partnership track

SHIFTS

- Day Shift
 - 7:30AM – 5PM
- Middle Shift Variations
 - 1PM – 10PM
 - 12PM – 9PM
 - 4PM – 12PM
 - 5PM – 1AM
 - 5PM – 2AM
- Nighthawk Shifts
 - 9PM – 7:30AM
 - 10PM – 6AM
- Weekend Shifts
 - 8AM – 5PM
 - 12:30PM – 9PM
- Flex Schedules

FULL-TIME DAY SHIFT PARTNERSHIP TRACK DETAILS

- Day shifts extend from 7:30am to 5PM.
- All shareholders work approximately one 12PM to 9PM shift per week.
- All shareholders work twelve to thirteen weekends per year.
- All shareholders work two holidays per year. The number of days off per year includes six public holidays. Public holidays are not counted as a day off when worked.
- All shareholders have between eleven and seventeen days off per quarter.
- All shareholders may work approximately one day per week from home.
- All shareholders cover approximately two half days of fluoroscopy/plain films. Fluoroscopy is assisted by an APC.
- One year to partnership.
- Fellowship stipend program.

MAMMOGRAPHY PARTNERSHIP TRACK DETAILS

- 80% Partnership Track.
- 100% Mammography.
- No weekends or evenings.
- Loan repayment program.
- Fellowship stipend program.

RESIDENCY PROGRAM

- Our residency program was accredited by ACGME in February 2025 with potential new residents starting July 2025 and five residents per year.
- There is an opportunity to participate in teaching, mentorship, and leadership, if desired. Participation is entirely optional.

TIME OFF & SCHEDULING

- Vacation time varies from eight to twelve weeks for full-time employment.
- Vacation time is requested and scheduled on a quarterly basis.
- Time off is distributed equally in all four quarters. You may schedule a full week of vacation or individual days.
- In the middle of the current quarter, the scheduling team will send out an email asking for full weeks of time off requested in the next quarter. Based on that input, first the weekend schedule for the next quarter is generated, so radiologists are not scheduled on the weekends associated with their week off. Prior to the beginning of the next quarter, the scheduling team will then ask radiologists to pick out additional days off for the upcoming quarter.
- The regular weekly schedule is generated two weeks in advance.
- A full-time radiologist typically works one weekend per month, two holidays per year, and approximately 200-208 weekdays per year.
- For part time employment with benefits, a minimum of 156 working days, including weeks and weekends, are required.

PHYSICIAN SELECTION & EVALUATION

- Our quality and reputation are most important to us.
- We evaluate radiologists on quality, citizenship, and productivity. All three are weighed equally.
- We use ACR RADPEER for peer review, in addition to feedback from various referring departments.
- We participate in various multidisciplinary conferences and provide valuable input in patient management.

ADVANCE PRACTICE CLINICIANS & RADIOLOGY ASSISTANT SUPPORT

- The group currently employs seven PAs, two CRNPs, and one RA.
- The APCs perform all general fluoroscopic imaging, arthrography, paracentesis, thoracentesis, lumbar punctures, and thyroid biopsies.

COMMUNICATION

- Tiger Connect: Tiger Connect is used throughout the network for instant messaging with any LVHN employee, physician, technologist, and management. It can be installed on phones and desktops for instant communication.
- Central File Room Support Team: This department contacts referring physicians and APCs on behalf of the radiologists. Radiologists can text the patient MRN to the central team and they will connect the radiologist to the clinician by phone. This service is provided 24/7.
- VIZ AI: This platform is used for acute stroke large vessel occlusion detection and care coordination.

TECHNOLOGY

- Phillips PACS System (transition to SECTRA in the Fall of 2026)
- Power Scribe 360
- Rad AI Omni for Automated Impression Generation
- AI Doc
 - Pneumothorax
 - Acute, Incidental PE, PERT Module
 - Cervical Spine Fracture
- Riverain for Lung Nodule Detection

ACCREDITATION

- Comprehensive Stroke Center
- Level One Trauma Center
- Breast Imaging Center of Excellence
- Comprehensive Cancer Center with Memorial Sloan Kettering Cancer Center Alliance
- Brain Tumor Center & Neuroscience Institute
- Premier Transplant Center

MALPRACTICE INSURANCE

Currently provided by CURI. Policy limits for Pennsylvania are \$500,000 per occurrence and \$1,500,000 annual aggregate. MCare Fund limit provided at \$500,000 per occurrence and \$1,500,000 annual aggregate for total coverage limits of \$1,000,000 per occurrence and \$3,000,000 annual aggregate.

401(k) PROFIT SHARING PLAN

- At 90 days, employees may begin to make contributions.
- 100% vested.
- Plan year: January through December
- Contribution schedule: In year one (of eligibility) there is a 3% safe harbor contribution; In year two there is a 3% safe harbor contribution plus a 9% profit sharing contribution.
- Investment Options- Multiple fund selections and investment options (target date, risk tolerance, individual fund selection).
- Personal Broker Accounts- Opportunity to use existing or new personal broker who meets plan requirements and can invest utilizing Charles Schwab, Merrill Lynch, Commonwealth Financial, Sanford Bernstein or Fidelity Investments.

BUSINESS EXPENSE REIMBURSEMENT PLAN

MILV provides an allowance of \$3,000 per year for business related expenses including dues, books, conference fees, hotel, travel, meals, etc.

MEDICAL STAFF DUES

MILV will reimburse or directly pay for medical staff dues. This expense is separate from the Business Expense Reimbursement Plan.

HEALTH INSURANCE PLANS

Two plan options through Highmark Blue Shield.

Option 1

Base Plan. Three levels of coverage Qualified High-Deductible Health Plan (\$2,000/\$4,000)

- Stay within the Lehigh Valley Health Network (LVHN) providers for Enhanced benefits.
- Non-LVHN providers are subject to a higher deductible when in the Lehigh Valley area. This plan can be used out of state under the enhanced tier.

Option 2

If you do not wish to be limited to LVHN providers and facilities, you can buy up with an additional employee cost and higher deductible (\$2,500/\$5,000)

HEALTH INSURANCE BENEFITS

- Health Savings Account (HSA). An HSA is available to covered members who are eligible. The plan provides an annual contribution of \$2,500 to an employee-owned health savings account. Employees may contribute additional funds via a pre-tax payroll deduction. These funds can be used toward the deductible, vision expenses, and non-covered medical expenses (allowed by IRS). (To be eligible you cannot have additional insurance or any part of Medicare coverage).
- Prescription Plan.
- Coverage is available the first of the month following the date of hire.
- Spousal Carve Out. If a spouse is offered coverage through their employer and the employer pays at least 50% of costs, the spouse is required to go on their employer's plan.
- MILV Pays 100% of Employee Base Plan Coverage and 75% of Dependent Base Plan Coverage.
- Cost sharing (25% of Dependent Coverage) is done through a pre-tax payroll deduction.
- Dental Plan (United Concordia) is fully paid by MILV.
- Vision Plan (Davis Vision) is fully paid by MILV.

GROUP TERM LIFE INSURANCE

MILV provides a \$50,000 group term life insurance policy. Currently insured with Hartford. Minimum requirement of 30 hours per week (90-day waiting period).

LONG TERM DISABILITY INSURANCE

Up to 40% of your monthly salary or a maximum of \$10,000 per month in LTD insurance benefits. Currently insured with Hartford. Minimum of 30 hours per week (90-day waiting period).