



RONALD K. RYBAR, FHFMA, CMAA
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As the Founder and President of The Rybar Group, Ron offers over forty years of experience in healthcare financial management to our clients. Ron began his career working in the Finance department of various Michigan hospitals, before becoming a consultant with a national public accounting firm, focusing on healthcare clients. He formed The Rybar Group in 1989 with the mission to provide quality service to healthcare management, while assisting them in maintaining financial viability through compliant, efficient business operations. He has spent the past thirty years leading The Rybar Group in becoming a nationally recognized premier healthcare consulting firm.

Over the years, Ron has worked with providers nationwide on engagements related to financial performance, revenue integrity, payment optimization and compliance with federal and third-party payor regulations. Ron's successes include:

- Successfully negotiated with Medicare and Blue Cross Blue Shield on payment and appeal issues.
- Recognized successful outcomes on numerous PRRB hearings.
- Completed numerous successful Medicare appeals and Sole Community and Medicare Dependent Hospital Volume Decrease Payment Adjustment exception requests.
- Negotiated PPO and managed care arrangements on behalf of hospitals.
- Directed several revenue integrity studies.
- Negotiated in joint-venture situations.
- Provided litigation support for a variety of providers and provided testimony in Federal District Court as an expert witness.

Additional achievements and activities include numerous Interim Chief Financial Officer engagements, cost report strategies, reimbursement and revenue estimating studies for hospitals, home health agencies, hospices and SNFs, and the completion of numerous strategic pricing analyses and feasibility studies for health-related facilities. He has assisted in corporate reorganization, establishment and set-up of new corporate entities, and provided financial training for corporate board members.

In addition to his activities, Ron is an active member of the Great Lakes Chapter of Healthcare Financial Management Association (HFMA). He has held numerous positions within the association, including Chapter President, served in National HFMA positions including Chapter Liaison Representative and on the National Advisory Committee (NAC), and presented at the ANI conference. Ron also served on the Small and Rural Hospital Council for the Michigan Health and Hospital Association. Currently, Ron serves on the Audit Committee of a Not-for-Profit hospital, which is part of a national corporation and on the Finance Committee of a mid-sized HMO.

Ron received his Masters in Business Administration from the University of Detroit, and a Bachelor of Arts degree in Economics and Political Science from Kalamazoo College.
