



**JAMES L. HEDGES, CPA, CIAP-T, MSCIS**  
*Reimbursement Consultant*

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810.750.6822 Ext. 174  
810.750.6733 Fax  
jhedges@TheRybarGroup.com

Serving as the lead of The Rybar Group's Blue Cross Reimbursement service line, Jim offers our clients over twenty-four years of financial healthcare experience. His extensive knowledge of payor reimbursement systems, including Blue Cross Blue Shield of Michigan, is continually in high demand

Jim is recognized as an expert in the Michigan hospital reimbursement community on Blue Cross front sheet reviews, the underlying claims data, and how they are reimbursed through the settlement process. He has performed cost report audits for hospitals of various sizes, including multiple hospital health systems. Jim focuses on the technical aspects of the Blue Cross Model, positioning clients to identify both present and future opportunities. He specializes in claims related Blue Cross audits, working with facilities to ensure correct payments and works to identify opportunities to recover lost revenue for providers through the use of 835 tables.

In addition, Jim has worked to ensure that Blue Cross 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 has analyzed claims data for data integrity issues and compliance with payor regulations to ensure proper reimbursement and has used data mining to validate and test third-party settlements to ensure compliance to contract.

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.

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