

WEISS



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The recruitment crisis.

That was the subject of Monday's blog post, **Medical Group Growth Without Recruiting**. You can follow the link to read the post online, or just keep reading.

It's not news to you that there's a huge shortage of physicians in many medical specialties, such as in anesthesiology and radiology. With the overall aging of the physician population, shortages in other medical specialties, including those that are office-based, will intensify.

As a result, many medical groups have difficulty recruiting.

But there's a secondary impact at play. As a result of the recruiting conundrum, many medical group leaders think that it's difficult or impossible to grow their group. They believe that they must be able to recruit to grow.

But that's a symptom of calcified thinking, because there are other ways to achieve growth.

It can be achieved by way of strategic M&A, a process extremely different from the PE approach. It could also be achieved in a way that does not involve any acquisition or merger at all – yes, growth without either de novo business operations or the purchase of or merger with another group.

Of course, this begs the questions of whether a growth model is appropriate for your group, to what extent it might be, of understanding the various reasons for growth including as a hedging strategy, and of what specifically constitutes growth.

Those are the real questions we guide physician leaders like you in pondering, because the questions have to be asked well before moving forward to develop and implement the strategy.

If the recruitment/growth conundrum is a challenge for you, it might make sense to chat.



The Latest on the Corporate Transparency Act

In the latest on the Corporate Transparency Act, last Friday, March 21, 2025, the Treasury Department's Financial Crimes Enforcement Network ("FinCEN"), the agency charged with enforcing the CTA, issued a new interim final rule removing the requirement for U.S. companies and U.S. persons to report beneficial ownership information under the Corporate Transparency Act.

FinCEN's new interim final rule revises the definition of "reporting company" to mean only those entities that are formed under the law of a foreign country and that have registered to do business in any U.S. State or Tribal jurisdiction by the filing of a document with a secretary of state or similar office.

As the name "interim final rule" indicates, it's possible that there will be changes between the interim final rule issued on March 21 and the eventual "final rule"—FinCen is currently accepting comments from the public.

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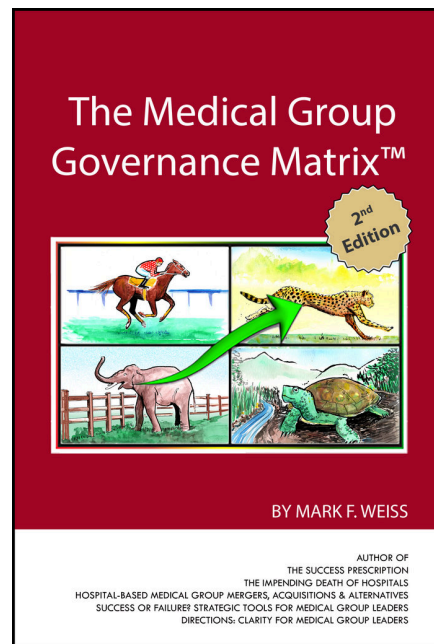
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