

Dr. Laurence N. Benz PT, DPT, MAPP

Board Certified Orthopedic Physical Therapy
President and CEO
Confluent Health LLC

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Summary

Dr. Benz is the President/CEO of Confluent Health a Kentucky based healthcare organization with operating holdings in physical therapy (over 70 locations), education, and worker's compensation mitigation. He was also the founder of Kentucky Orthopedic Rehab Team (KORT), a private practice outpatient physical therapy provider with over 30 clinics in Kentucky and Southern Indiana which he sold in 2007. A developer of numerous entrepreneurial businesses, he is nationally recognized for his expertise in private practice physical therapy, education, and marketing. In 2012, he received the Robert G. Dicus Award, the highest achievement award in private practice physical therapy. In 2006, he received the Gallup Healthcare Award for Excellence in Healthcare and was a U.S. Ernst and Young Entrepreneur of the Year Finalist. Dr. Benz's professional specialties include: Industrial/Occupational Injury and Prevention, Managed Care, Electromyography/Nerve Conduction Studies, Strategy, Health Outcome, and Socioeconomic/Reimbursement Issues. He has presented in over 150 invited presentations throughout the United States and Canada.

Professional Experience

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|---|------------------------|--------------|
| Confluent Health | Co-Founder & President | October 2015 |
| PT Development LLC, Louisville, KY | Founder & President | 2003-2015 |
| Evidence In Motion LLC, Louisville, KY | Co-Founder | 2005-Present |
| Texas Physical Therapy Specialists, San Antonio, TX | Co-Founder | 2004-Present |
| ProRehab, Evansville, IN | Principle | 2007-Present |
| Breakthrough Physical Therapy | Principle | 2008-Present |
| Physicaltherapist.com, Ocala, FL | Co-Developer | 1996-Present |
| Kentucky Orthopedic Rehab Team, Louisville, KY | Founder & President | 1987-2007 |
| US Army Medical Specialists Corps, Ft. Knox, KY | Captain | 1984-1989 |

Education

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|-------------------------------------|-----------------------------|---------------|-----|
| University of Pennsylvania | Applied Positive Psychology | 2012---- 2013 | MA |
| MGH Institute of Health Professions | Physical Therapy | 2005 — 2005 | DPT |
| The Ohio State University | Business | 2000 — 2001 | MBA |
| US Army -- Baylor University | Physical Therapy | 1984 — 1986 | MPT |
| Bowling Green State University | Biology | 1980 — 1984 | BS |

Professional Licensure and Board Certifications

1986 – Present
Physical Therapy License
License: Kentucky, Indiana, Texas

- 1994 – Present Board Certified Clinical Specialist in Orthopaedic Physical Therapy (OCS)
American Board of Physical Therapy Specialties
ABPTS #825
- 1994 – 2010 Board Certified Clinical Specialist in Clinical Electrophysiologic
Physical Therapy (ECS)
American Board of Physical Therapy Specialists ABTPS #2979

Awards

- 2016 Dallas-Hamilton Entrepreneurial Hall of Fame. Bowling Green State University
2013 Innovation in Philanthropy Award, Business First
2013 Business First Fast Fifty Award. Evidence in Motion.
2012 Robert G. Dicus Award, Private Practice Section, APTA
2012 Business First Fast Fifty Award. Evidence in Motion.
2011 50 Best Places to Work in Texas Award Winner (Texas Physical Therapy Specialists)
2011 Distinguished Alumni Award Bowling Green State University
2009 Private Practice Section, APTA Best Physical Therapy Practice, Texas Physical Therapy
2009 Inductee-Wickliffe High School Hall of Fame
2006 Gallup Healthcare Award for Excellence
2006 Ernst and Young Entrepreneur of the Year Finalist (Healthcare)
2006 Ernst and Young Entrepreneur of the Year Regional Winner
(Healthcare – South Central Ohio / Kentucky))
2006 Business First Partner in Health Care Winner (repeated in 2007-2016)
2006 US Army-Baylor University Outstanding Alumni
2005 Best Places to Work in Kentucky Award Winner (KORT) (repeated in 2006,2007)
2000 Businessman of the Year Award-Kentucky
1996 Distinguished Service Award, Section on Clinical Electrophysiology, APTA,
1995 Physical Therapy Outstanding Service Award, Kentucky Physical Therapy Association,
1989 US Army Meritorious Service Medal Winner

Memberships/Affiliations

American Physical Therapy Association (APTA)
Kentucky Chapter, American Physical Therapy Association (KPTA)
Private Practice Section, American Physical Therapy Association
Orthopedic Section, American Physical Therapy Association
Clinical Electrophysiology Section, American Physical Therapy Association
Young President's Organization
Greater Louisville Inc.

Offices Held

Chairman, University of Louisville Board of Trustees 2015
Treasurer, Executive Committee, University of Louisville Board of Trustees 2013-2015
Chairman Bluegrass Chapter, Young President's Organization (YPO) 2010-2011
Education Chairman, Bluegrass Chapter Young President's Organization (YPO) 2009-2010
Chairman, Socioeconomic Committee, Kentucky Physical Therapy Association, 1990 - 1995
Nominating Committee, Clinical Electrophysiology Section, APTA, 1990 - 1993
Chair, American Board of Physical Therapy Specialty Council, Clinical Electrophysiology, 1993 - 1994
Adjunct Faculty, School of Physical Therapy, University of Kentucky
Adjunct Faculty, School of Physical Therapy, Bellarmine University

Boards-Current and Past

Foundation for Physical Therapy-Trustee
University of Louisville Board of Trustee

University of Louisville Foundation-Trustee
Physical Therapy Business Alliance (PTBA)
Rocky Mountain University of Health Professions
Young President's Organization (YPO) Bluegrass Chapter
American Board of Physical Therapy Specialties (ABPTS)
Neighborhood Engagement Foundation
University of Louisville Board of Overseers
University of Louisville Medical Center
TPI/Paradigm Medical Management
National Directory Assistance LLC
Blue Dolphin Energy Company (BDCO)

Publications and Presentations

Articles:

2015 Wainner RS, Benz LN. Perfect Balance: Creating Value Strategies Either Increases Revenue or Decreases Your Expenses. *Impact* 2015; November issue.

2015 Benz L, Browder D *"The Best of the Best: the best practices of the best practices"*. *Impact Magazine*.

2014 Wainner RS, Benz LN. Professional Coach. What is Coaching and Why Does It Matter To You And Your Practice?. *Impact* 2014; August issue pp. 34 – 38.

2013 Benz L, Flynn T. Response- A cautionary note on endorsing the placebo effect. *Journal of Orthopedic and Sports Physical Therapy*, 43(11): 851.

2013 Benz L, Flynn T. Placebo, nocebo, and expectations: Leveraging positive outcomes. *Journal of Orthopedic and Sports Physical Therapy*, 43(7): 439-441.

2011 Wainner RS, Whitman J, Flynn T, Benz LN An Introduction to the Multi-faceted Topic of Mentorship: Part 2; *Impact* 2011; August issue pp. 34-37

2011 Wainner RS, Whitman J, Flynn T, Benz LN An Introduction to the Multi-faceted Topic of Mentorship: Part 1. *Impact* 2011; July issue pp 32-33

2010 Childs JD, Benz L. Direct Access in Physical Therapy: Moving the Line: Part I. *Impact* 2010: 7(8):48-51

2010 Childs JD, Benz L. Direct Access in Physical Therapy: Moving the Line: Part II. *Impact* 2010: 7(9):34-36

2010 Wainner RS, Childs JD, Benz LN. Practice Building Blocks for Sustained Growth and High Performance: 2009 PPS Practice Award Winner Shares Winning Strategies. *Impact* 2010 April Issue pp 40 - 41

2009 Benz L, Wainner RS. A Brand You World. *Impact* 2009; April issue pp 12-13.

2007 Wainner RS, Benz LN, Flynn TW, Childs JD. How to Leverage Technology for Clinical Success: are you Pulling or Pushing? *Impact* 2007; August (Part I):32-34.

2007 Wainner RS, Benz LN, Flynn TW, Childs JD. How to Leverage Technology for Clinical Success: are you Pulling or Pushing? *Impact* 2007; September (Part II):32-34

2006 Childs JD, Benz, LN, Wainner RS. Translating clinical research to clinical practice: How to hit a moving target or "Evidence in Motion". *Canadian Orthopaedic Division Review*. 2006 Sept/Oct:23-25 (www.orthodiv.org)

2006 Benz, LN, Childs JD, Wainner RS, Flynn TW. Evidence-Based Practice: Passing Boomer Fad or Health Care Reality? Part I. *Impact*. 2006. Volume 3, Issue 10.

2006 Benz, LN, Childs JD, Wainner RS, Flynn TW. Evidence-Based Practice: Passing Boomer Fad or Health Care Reality? Part II. *Impact*. 2006. Volume 3, Issue 11.

2005 Benz, LN. Stretching Before Running and Other Myths. The Case for Evidence-Based Practice. *Kentuckiana Health and Fitness*. (October)

Book Chapter / Contributor:

"Carpal Tunnel Syndrome Measurement and Surveillance Management" in
Comprehensive Guide to Work Injury Management, Aspen Publishers, 1994
(Book Chapter)

Repetitive Motion Disorders of the Upper Extremity
Stephen L. Gordon, Sidney J. Blair, Lawrence J. Fine, Editors
American Academy of Orthopedic Surgeons, 1995
(Contributor)

Invited Presentations:

AmaZing Customer Service, RET, Seattle, WA April 23, 2016

10 Things You Need to Know About Empathy. Manipalooza. Denver, CO April 23, 2016.

Empathy, the Antidote to Burnout. American Physical Therapy Association Combined Section's Meeting, Anaheim, CA Feb 18, 2016.

Words Mean Things. How Language Impacts Clinical Results. American Physical Therapy Association . Combined Section's Meeting, Anaheim, CA Feb 19, 2016.

What Patients Want, AmaZing Customer Service, Best Practices of Best Practices Washington State Private Practice Special Interest Group, Chelan, WA March 20, 2015

Called to Care: Integrating Positive Psychology into Physical Therapy, American Physical Therapy Association . Combined Section's Meeting Indianapolis, IN, Feb 6, 2015. Northern Arizona University, Oct 2015. Elon University, Nov 2015.

Knowledge and Baggage. Manipalooza. Denver, CO May 2015

Best Practices of Best Practices. Annual meeting of the Private Practice Section of the American Physical Therapy Association. Colorado Springs, CO Nov 2014

One Day MBA: 2014 Wisconsin State Fall Annual Meeting, Madison, WI Oct 2014

Deliberate Practice. Manipalooza. Denver, CO May 2014

Commencement Address Kentucky Wesleyan University May 10, 2014

Commencement Address Bowling Green State University May 9, 2014

"What Patients Really Want". Annual meeting of the Private Practice Section of the American Physical Therapy Association. New Orleans, LA Nov 2013

Bo Knows Bo: Placebo, Nocebo. Manipalooza. Denver, CO May 2013

Physical Therapy Thinking Traps. Private Practice Section, American Physical Therapy Association, webinar, April 2013

Physical Therapy Business Models, Private Practice Section, American Physical Therapy Association, Las Vegas, NV, Nov 2012

One Day MBA; 2012 Washington State Private Practice Special Interest Group, Seattle, WA Oct 2012

The Black Hole of Billing: Meet Your Personal Billing Concierge, Private Practice Section, American Physical Therapy Association, Seattle, WA, Nov 2011

Turning Talent Into Performance: A Harvard Business School Case Study of GE's Talent Machine, Private Practice Section, American Physical Therapy Association, Seattle, WA, Nov 2011

Commencement Address Elon University Dec 11, 2011

Clinical Excellence Begins with World Class Service: 2010 International Private Practice Business Summit. Canada, Jan 2010 and Private Practice Section Washington DC, November 2010

Creating Centers of Excellence. APTA Creating a Culture of Collaboration: Vitalizing Practice Through Research and Research Through Practice". Philadelphia, PA, Dec 2009

Charity: Good For Business? Private Practice Section, American Physical Therapy Association, Colorado Springs, CO. Nov 2009

Current Controversies in Physical Therapy: The 2009 Rothstein Debate:"Medicare Guidelines in Physical Therapy-Overregulation or Necessity?," American Physical Therapy Association, Physical Therapy 2008: Annual Conference & Exposition, Baltimore, MD, June 2009

Building EBP Systems in Private PT Practice: Implications on Consumers, Referral Sources, and Payers, Private Practice Section, APTA 2008 Annual Conference, Orlando, FL, Nov. 2008

Current Controversies in Physical Therapy: The 2008 Rothstein Debate:"Does the Current Model of Clinical Education Really Prepare Students for Practice?," American Physical Therapy Association, Physical Therapy 2008: Annual Conference & Exposition, San Antonio, Tex, June 2008

Physical Therapists and 21st Century Health Care: Direct Employer Contracting is the Way Forward, American Physical Therapy Association, Physical Therapy 2008: Annual Conference & Exposition, San Antonio, Tex, June 2008

Integrating Evidence into Private Practice, Private Practice Section, American Physical Therapy Association, Combined Section Meeting, Boston, MA, Feb. 2007

What Matters to the "Players" in Physical Therapy?, Scully Distinguished Lecture, University of Pittsburgh, Feb. 2007

Customer Service and Quality Care: Success in Today's Competitive Healthcare Market, Fall Symposium, Colorado Chapter, American Physical Therapy Association, Denver, CO, Nov. 2006.

What Insurances Know about EBM and Does It Affect You?, Private Practice Section, American Physical Therapy Association, Miami, FL, Oct. 2006.

Translating a Practice to Evidence-Based. Gallup Healthcare Excellence Conference, Omaha, NE, Oct 2006

Pay for Performance Invited Debater, First Annual Rothstein Debate, American Physical Therapy Association Annual Conference, June 24, 2006, Orlando, FL.

Integrating Evidence into Private Practice, Private Practice Section, American Physical Therapy Association, Phoenix, AZ 2005

EBP Buzzword or Reality. Insurance Summit, Louisville, KY. Nov 2005

Marketing, Customer Service, Contrarian Truths of Physical Therapy, Metrics of a PT Practice. Numerous presentations to DPT programs at Elon College, Northern Arizona University, Regis University.

Specialization in Physical Therapy, Keynote address American Physical Therapy Association CSM Boston, MA Feb 2002

Ergonomic Injury Management Training Course, Chicago, IL, June 2000; Houston, TX, Sept 2001; Washington D.C., June 2001

Disability Management, Consulting to Industry, Outcome Studies, Isemhagen National Ergonomic Conference, Duluth, MN, August 2000

Worker's Compensation and Physical Therapy, Importance, Impact, Trends, Kentucky Physical Therapy Association, Louisville, KY, October 1993

How to Save Money in Medical Rehabilitation, Paducah, KY, March 1999

Upper Extremity Cumulative Trauma Disorders and Treatment, Multiple dates and locations

Back to Work --- Use of Objective Information in Return to Work Status, Louisville Industrial Foundation, Louisville, KY, March 1999 and multiple other dates and locations

Upper Extremity Cumulative Trauma Disorders and Treatment, Multiple dates and locations

Private Practice Section of the American Physical Therapy Association Nov 2013: *"What Patients Really Want; Results of a Conjoint Analysis"*. Platform Presentation.

Private Practice Section of the American Physical Therapy Association – Nov 2012: *"How to Design a Winning PT Business Model"*. Platform Presentation.

Private Practice Section of the American Physical Therapy Association – Nov 2011: *"GE's Talent Machine: The Making of a CEO. A HBR Case study"*. Platform presentation.