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FOR IMMEDIATE RELEASE

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**ZACHARY N. BESHEER APPOINTED SR. VICE PRESIDENT
WITH INTEGRATED HEALTHCARE STRATEGIES**

Healthcare human resource consulting firm, IHStrategies, enhances its expertise to clients with the addition of industry professional, Zachary N. Besheer.

KANSAS CITY, MO – December 6, 2010 - Integrated Healthcare Strategies, a human capital advisor to healthcare organizations, is pleased to announce the addition of Zachary N. Besheer to its team as Senior Vice President. Besheer's consulting role will focus on assisting executives of hospitals and healthcare systems nationwide to discover and respond to the 'people' needs of their organizations.

Besheer has an extensive background in healthcare, with nearly 20 years in both operational and executive roles. Prior to joining the firm, Besheer was an executive of a top healthcare leadership solutions firm, serving as a trusted advisor to senior executives of top performing organizations throughout the United States.

Besheer is a graduate of Xavier University with a Masters in Healthcare Administration. Additionally, he is a Fellow in the American College of Healthcare Executives.

Bob Erra, President of Integrated Healthcare Strategies, said of the appointment, "Our firm continues to grow with advisors that bring a wealth of expertise to share with our clients. Having consultants with "real life" healthcare executive experience is unique in our industry, and it allows us exclusive insights into issues facing healthcare today."

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About Integrated Healthcare Strategies

Integrated Healthcare Strategies provides not-for-profit healthcare organizations with direct access to a comprehensive array of healthcare-specific services, delivered by professionals from the industry who understand the rigors of running a healthcare organization – from the lunchroom to the Board Room. Its client list is a “who’s who” of healthcare organizations including over 1200 major healthcare providers, 1,800 hospitals, and 700 independent and affiliated medical groups. Integrated Healthcare Strategies specializes in the areas of physician strategy and compensation, employee compensation, executive compensation, human capital solutions, labor relations, leadership transition planning, executive search, employee surveys, performance management and board governance solutions. For additional information, contact Julie McCauley at 800-327-9335 or at julie.mccauley@IHStrategies.com. Visit Integrated Healthcare Strategies online at www.IHStrategies.com.