

Interim compliance leadership from people who've held the seat.

A former Chief Compliance Officer in the role during a vacancy, running the program from the inside and building the system your permanent hire inherits.

MORE THAN A PLACEHOLDER

Inside every compliance function, the urgent crowds out the important. Intake, incidents, and deadlines pull a program built to prevent, detect, and correct toward simply reacting. More consultants and more hours don't change that dynamic: **systems do**. A leadership gap is the one window to build them.

HOW THE ENGAGEMENT RUNS

1

Assess

A focused risk assessment built on documents and the right conversations, so we know what needs attention first rather than all of it at once.

2

Systematize

A compliance activity calendar that puts attention to key risks on a schedule, and tools that make staying on top of them simpler.

3

Hand off

A running program, documented lanes between functions, and help recruiting the permanent leader.

The day job gets done throughout. Investigations, intake, board reporting, and payer and regulator obligations keep moving while the system gets built.

WHAT LEADERSHIP GETS

A true partner

A senior peer for your compliance leader, GC, or CEO. Someone who has made these calls and defended them to boards and regulators.

Clear lanes

Where compliance ends and legal, HR, and IT begin. Accountability drawn by someone senior enough to draw it, and documented so it holds.

A known number

One fixed monthly fee, agreed before we start. Defined scope, three-month minimum, sized to the days each week the role actually needs.

INCLUDED · FOUNDING COHORT

Early access to ReframeOS

Interim clients join the founding cohort of our AI-powered compliance platform, launching in 2026, with **early access, preferred pricing, and a say in what gets built**. What we build together during the engagement is what keeps the program running after we leave.

OUR CO-FOUNDERS



Lisa Estrada

Chief Compliance Officer for major health systems LifePoint Health and Fresenius Medical Care; General Counsel and Chief Administrative Officer for ScionHealth. Previous experience as a regulatory and enforcement lawyer (Arent Fox, Foley & Lardner).



Annie Miyazaki-Grant

Chief Compliance and Privacy Officer at VNS Health, a \$3B integrated provider and plan, leading compliance, privacy, risk and internal audit. Previous experience as a regulatory and enforcement attorney (Arent Fox).

Fixed fees, benchmarked. No surprises.

HOW WE WORK

Fixed fee by default

Every project can be quoted as one number before we start, so you know the cost up front.

Proposal in a week

Fixed-fee proposal within a week of a scoping conversation. Speed is part of the product.

Scope changes re-scope

If the work changes materially, we pause and re-quote, in writing, before proceeding. The fee never drifts.

PRICED SERVICES

Board & investor training from \$7,500

A tailored session for your board or investors covering obligations, oversight role, and what good looks like at your stage. Delivered by a co-founder, with materials they keep. Typically 2 to 3 weeks from kickoff to delivery.

Tabletop exercise from \$15,000

A realistic scenario built for your organization, whether that's a breach, a subpoena, an audit, or a whistleblower. Facilitated live with leadership, with a written readout of what held and what didn't.

Compliance & privacy team design from \$30,000

Structure, roles, reporting lines, and resourcing for your compliance and privacy function, sized to your organization, with a transition plan leadership can act on.

Risk & program assessment scoped to your program

A structured look at your program against your actual risk profile: document review, interviews, and a prioritized roadmap. Practical findings you can act on, not a binder. Typically 4 to 6 weeks.

Investigation support scoped per matter

Experienced hands when something lands. Because no two matters look alike, we scope in defined phases. Each phase is fixed-fee and agreed with you, and with counsel where privilege applies, before it begins.

How the numbers are set. Fees are benchmarked from senior healthcare compliance consulting rates and the real effort each engagement takes, then fixed, so the risk of estimation sits with us rather than with you. "From" reflects a straightforward version of the engagement. Complexity, entity count, and timeline move the number, and the proposal explains exactly why.

Advisory retainer clients receive preferred pricing on every project above.

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