

YOUNG PROFESSIONAL OF THE YEAR AWARD FINALISTS

Karan Shah

Founder and Managing Partner, Physician Care Coordination Consultants (PC3 Health)



Biography

Karan Samir Shah, MD, MMHC, FACEP, is a physician executive, healthcare entrepreneur, and strategic leader with extensive experience in healthcare operations, physician integration, utilization management, revenue cycle optimization, and organizational growth. He is the founding and managing partner of Physician Care Coordination Consultants (PC3), a rapidly growing healthcare services organization that provides utilization management, physician advising, case management, data analytics, clinical documentation integrity, and denials management to hospitals and health systems nationwide.

Under Dr. Shah's leadership, PC3 has grown to serve over 60 healthcare facilities across 12 states and employs 97 team members. In 2025, PC3's work helped its hospital partners recover or preserve over \$500 million in healthcare revenue. The company has achieved significant growth and recognition for its innovation, workplace culture, and contributions to healthcare delivery. PC3 has received numerous distinctions, including recognition as one of Louisville Business First's Best Places to Work, Stevie Awards Gold Distinctions for Company of the Year – Health Products and Services and Small Startup of the Year, the 2024 Inno Fire Award for Exceptional Growth, the 2025 Healthcare Tech Outlook Top Healthcare Delivery Solution Award, the 2026 Corporate LiveWire Healthcare Consultancy Firm of the Year award, recognition among the 2026 Best Places to Work in Kentucky by the Kentucky Chamber, and recognition among Modern Healthcare's 2026 Best Places to Work.

Dr. Shah's accomplishments as a healthcare entrepreneur and community leader have also earned him numerous individual honors. He was awarded the Kentucky Colonel Commission, the highest title of honor bestowed by the Governor of Kentucky. He has also received a Certificate of Special Congressional Recognition from Congressman Morgan McGarvey. His professional recognition includes being named Most Admired CEO by Louisville Business First in 2025, a 40 Under 40 honoree by Louisville Business First in 2024, a member of the Power 50 – 5 on the Rise, an EY Entrepreneur of the Year 2025 East Central finalist/award recipient, and a Healthcare Hero for his contributions to healthcare entrepreneurship in 2025 by Louisville Business First.

In addition to his entrepreneurial leadership, Dr. Shah is deeply committed to public service and healthcare governance. He serves on the Kentucky Board of Medical Licensure, appointed by the

Governor of Kentucky, and on the Louisville Board of Health, appointed by the Mayor of Louisville. He also serves on the boards of Park DuValle, the Interstate Medical Licensure Compact, the Kentucky Chapter of the American College of Emergency Physicians, and Care Guide Partners, as well as the Quality, Risk, and Compliance Board for Hosparus Health.

Dr. Shah is also a managing partner of BKS Management LLC, a hospitality investment and development company. Since 2020, BKS Management has been involved in the development and acquisition of multiple hotels, including properties affiliated with Holiday Inn Express, Courtyard by Marriott, Hilton Garden Inn, Quality Inn, and Hyatt. Having grown up in the hospitality industry, Dr. Shah possesses a broad understanding of hotel acquisition, development, operations, and management. He will serve as a managing partner of the Holiday Inn Express near Lackland Air Force Base.

Prior to founding PC3, Dr. Shah spent three years with Baptist Health, where he initially served as Medical Director of the Observation Unit. In this role, he was responsible for designing and opening a new 32-bed observation unit focused on reducing length of stay while maintaining high levels of patient satisfaction and quality of care.

Dr. Shah's leadership and operational expertise quickly led to expanded responsibilities. He subsequently served as Lead System Physician Advisor and Vice President of Physician Integration for Baptist Health, where he was a member of the health system's executive leadership team and provided leadership across case management, pharmacy, laboratory, and pathology. During his tenure, he helped direct strategic initiatives at Baptist Health Louisville, collaborated with the Chief Medical Officer on physician-related initiatives, and partnered with quality leadership to improve patient care and clinical outcomes.

At the system level, Dr. Shah worked closely with case management, denials management, revenue cycle, and managed care leadership to develop and implement a comprehensive internal utilization management program. The program contributed to a reduction in denials across all nine hospitals within the Baptist Health system and strengthened the organization's overall approach to utilization management and revenue integrity.

Before joining Baptist Health, Dr. Shah served as Director of Strategy and Operations for the Emergency Department at Indiana University Health. During his tenure, he provided strategic and operational leadership that contributed to the successful acquisition of several new emergency department contracts.

Dr. Shah earned a Bachelor of Science in Biology and a Bachelor of Arts in Religious Studies from Bucknell University in Lewisburg, Pennsylvania. He received his medical degree from Wake Forest University School of Medicine and completed his residency training in Emergency Medicine at Vanderbilt University Medical Center. His interest in healthcare leadership and administration led him

to earn a Master of Management in Healthcare (MMHC) from the Vanderbilt University Owen Graduate School of Management. He subsequently completed a Hospital and Clinics Administrative Fellowship at Vanderbilt University Medical Center.

Dr. Shah is currently pursuing a Master of Science in Health Informatics through the University of South Florida Morsani College of Medicine and is expected to complete the degree in December 2026.

Throughout his career, Dr. Shah has combined clinical expertise, healthcare administration, entrepreneurship, and community leadership to develop innovative approaches to improving healthcare delivery and organizational performance. His work reflects a commitment to strengthening healthcare organizations, improving financial and clinical outcomes, and developing sustainable solutions that benefit both patients and providers.

Outside of his professional endeavors, Dr. Shah enjoys traveling, watching sports, and spending time with his family.

Why Should This Nominee Be Recognized as Kentucky's Young Professional of the Year?

Dr. Karan Samir Shah exemplifies the best qualities of a young professional: entrepreneurial vision, professional excellence, servant leadership, and an unwavering commitment to his community. As the founding and managing partner of Physician Care Coordination Consultants (PC3), he has built a nationally recognized healthcare organization that serves over 60 healthcare facilities across 12 states and employs 97 people. Under his leadership, PC3 has helped its hospital partners recover or preserve over \$500 million in healthcare revenue, creating significant value for healthcare organizations and the patients they serve.

Dr. Shah's impact extends beyond business success. Through PC3, he has created jobs, developed career opportunities, and built a team dedicated to improving healthcare. He believes leadership is about serving others and creating opportunities for those around him to succeed. His success is measured not only by company growth but also by the people he has helped and the opportunities he has created.

His commitment to service is equally evident throughout Kentucky. Dr. Shah was appointed by the Governor of Kentucky to the Kentucky Board of Medical Licensure and by the Mayor of Louisville to the Louisville Board of Health. He also serves on numerous healthcare and community boards, dedicating his expertise to improving healthcare and supporting the community.

His contributions have earned numerous honors, including the Kentucky Colonel Commission, a Certificate of Special Congressional Recognition, 40 Under 40, Most Admired CEO, Healthcare Hero, and EY Entrepreneur of the Year recognition.

Dr. Shah is a true servant leader who uses his success to lift others, create opportunities, strengthen healthcare, and give back. He represents the future of Kentucky leadership and is exceptionally deserving of being named Kentucky's Young Professional of the Year.