A Regular Board Meeting of the Board of Commissioners of the North Broward Hospital District will be held on Wednesday, November 18, 2020, at 4:00 p.m., at Broward Health Corporate Spectrum Location: 1700 Northwest 49 Street, Fort Lauderdale, Florida, 33309. The purpose of this Board meeting is to review and consider any matters within the Board’s jurisdiction.

For the most updated information, please check our website as schedules may change for reasons beyond our control: https://www.browardhealth.org/pages/board-calendar

Persons with disabilities requiring special accommodations in order to participate should contact the District by calling 954-473-7481 at least 48 hours in advance of the meeting to request such accommodations.

Any person who decides to appeal any decision of the District’s Board with respect to any matter considered at these meetings will need a record of the proceedings, and for such purpose, may need to ensure that a verbatim record of the proceedings is made which record includes testimony and evidence upon which the appeal is to be based.
The Regular Meeting of the Board of Commissioners of the North Broward Hospital District was held at 4:00 p.m., on September 24, 2020, via WebEx video conference.

1. **NOTICE**

   Official notice and agenda of this meeting is attached to the Minutes, as EXHIBIT I and EXHIBIT II, as presented for consideration of the Board.

2. **CALL TO ORDER**

   There being a quorum present, the meeting was called to order by Chair Nancy W. Gregoire at 4:00 p.m.

3. **BOARD MEMBERS**

   **Commissioners Present:**
   - Commissioner Christopher T. Ure
   - Commissioner Marie C. Waugh, Secretary/Treasurer
   - Commissioner Stacy L. Angier, Vice Chair
   - Commissioner Nancy W. Gregoire, Chair

   **Not Present:**
   - Commissioner Ray T. Berry

   **Senior Leadership**
   **Additionally Present:**
   - Gino Santorio/President/Chief Executive Officer
   - Alan Goldsmith/Chief Administrative Officer
   - Alex Fernandez/Chief Financial Officer
   - Linda Epstein/Corporate General Counsel
   - Jerry Del Amo/Deputy General Counsel

4. **GOVERNOR’S EXECUTIVE ORDER ANNOUNCEMENT**

   General Counsel delivered the Governor’s Executive Order for the record.

   “This public board meeting is being conducted through communications media technology in accordance with the Governor’s Executive Order No. 20-69, as extended by the Governor’s Executive Order No. 20-246 and Section §120.54(5)(b)2 of the Florida statutes. This meeting is open to the public who are able to attend this meeting via telephone conference call. The conference call information is currently posted on Broward Health’s website. All requirements of Florida’s Sunshine Law are still in effect, including the memorialization of minutes. While not a requirement under Florida law, we will attempt to record this meeting and post it on Broward
Health’s website for the public and for those who may not be able to attend this live telephone conference.”

5. **THE PLEDGE OF ALLEGIANCE**

The Pledge of Allegiance was led by Commissioner Stacy L. Angier.

6. **PUBLIC COMMENTS**

Chair Gregoire opened the floor for public comments.

- Former employee, Ms. Jane Tuthill, spoke to the “Rule of 80” and retiree concerns regarding changes to the insurance plans and premiums
  - Margaret J. Fryer relinquished speaking time to Ms. Tuthill.
  - Emilia Perez relinquished speaking time to Ms. Tuthill.
  - Jo Rizzutto relinquished speaking time to Ms. Tuthill.
  - Rosally F. Mason relinquished speaking time to Ms. Tuthill.
  - Danielle Orr relinquished speaking time to Ms. Tuthill.
  - Joyce Stone relinquished speaking time to Ms. Tuthill.

- Former employee, Ms. Beverly Langley Stevens, echoed Ms. Tuthill’s concerns regarding the retirees and the “Rule of 80”.
  - Kathy Collins relinquished speaking time to Ms. Langley Stevens.
  - Joan Markestyen relinquished speaking time to Ms. Langley Stevens.
  - Christiana Frank relinquished speaking time to Ms. Langley Stevens.
  - Gloria Ladenthin relinquished speaking time to Ms. Langley Stevens.
  - Pattie Duffy relinquished speaking time to Ms. Langley Stevens.
  - Margaret Winters relinquished speaking time to Ms. Langley Stevens.
  - Alanna Yormakr relinquished speaking time to Ms. Langley Stevens.
  - Patricia Partridge relinquished speaking time to Ms. Langley Stevens.
  - Marlo Proctor relinquished speaking time to Ms. Langley Stevens.
  - Robin C. Petit relinquished speaking time to Ms. Langley Stevens.

- Former employee, Mr. Steve Palmer, shared his research on the insurance plan and details on the “Rule of 80” policy, as he understood it.

- Former employee, Ms. Marilyn Dunn, shared her concerns on the subject of the retirees and the “Rule of 80” policy.

- Former employee, Ms. Sue Smith, shared her concerns on the subject of the retirees and the “Rule of 80” policy.
Former employee, Mr. Angelo Alvarado, shared his concerns on the subject of the retirees and the “Rule of 80” policy.

In support of the retirees and their concerns, it was agreed that Chair Gregoire, Mr. Santorio, and Mr. Sprada would participate in phone calls between the AON agents and retirees.

7. APPROVAL OF MINUTES
   7.1. Approval of the September 24, 2020 Regular Board Meeting Minutes.
   7.2. Approval of the September 24, 2020 Final Tax Hearing Meeting Minutes.

Without objection, Chair Gregoire approved the Regular Board Meeting Minutes for September 24, 2020 and the Final Tax Hearing Meeting Minutes for September 24, 2020.

Motion carried without dissent.

8. MEDICAL STAFF CREDENTIALING – Dr. Andrew Ta. Chief Medical Officer
   8.1.) Broward Health North
   8.2.) Broward Health Imperial Point
   8.3.) Broward Health Coral Springs
   8.4.) Broward Health Medical Center

MOTION It was moved by Commissioner Waugh, seconded by Commissioner Ure, that:

The Board of Commissioners of the North Broward Hospital District Approve Medical Staff Credentialing Reports, as Presented.

Motion confirmed by roll-call vote:

YES Commissioner Christopher T. Ure
YES Commissioner Marie C. Waugh, Secretary/Treasurer
YES Commissioner Stacy L. Angier, Vice Chair
YES Commissioner Nancy W. Gregoire, Chair

Motion carried 4/0.

9. CHIEF MEDICAL STAFF UPDATES

Medical staff updates were given by Dr. Lehr for Broward Health North, Dr. Jensen for Broward Health Imperial Point, Dr. Penate for Broward Health Coral Springs, and Dr. Kumar for Broward Health Medical Center. Said reports highlighted each of the facilities’ objectives, events, and awards received over the past month.

9.1.) Broward Health North
9.2.) Broward Health Imperial Point
9.3.) Broward Health Coral Springs
9.4.) Broward Health Medical Center
10. PRESENTATIONS

10.1. President/CEO Update – presented by Gino Santorio, President/Chief Executive Officer

*Item 10.1, President/CEO Update, was tabled to allow the remaining items on the agenda to be heard prior to a commissioner’s early departure.

11. CONSENT AGENDA

11.1. Approval of Resolution FY-21-06: Resolution of the Board of Commissioners of North Broward Hospital District Approving Payment of Reasonable Attorney's Fees for Litigation.
11.3. Approval of Compliance Budget – Fiscal Year 2021.
11.4. Approval of Resolution FY21-07 Resolution for Oversight of Compliance Program and Obligations of the CIA.
11.5. Approval of the Interim Financial Statements.
   11.5.1. Approval of Interim Financial Statement for the month of July 2020.
   11.5.3. Approval of Interim Financial Statement for the month of September 2020.
11.6. Discussion of FY20 At-Risk Accrual.
11.7. Approval of Staff Pandemic Payout.
11.8. BHMC, Adult Ophthalmology On-Call Services.
11.9. BHMC, Pediatric Genetics – Specialists Services Agreement.
11.10. BHPG, Contractual Agreement for Dr. Debora Duro.
11.11. BHCS, BHC, Replacement of Broward Health Data Center, Upgrade of Broward Health’s Telecommunications System, New Clinical Alerting Integration.

MOTION It was moved by Commissioner Angier, seconded by Commissioner Waugh, that:

The Board of Commissioners of the North Broward Hospital District approve items 11.1 through 11.12, on the Consent Agenda.

Chair Gregoire opened the floor for public comments, in which there were none.

Motion confirmed by roll-call vote:

YES Commissioner Christopher T. Ure
YES Commissioner Marie C. Waugh, Secretary/Treasurer
YES Commissioner Stacy L. Angier, Vice Chair
YES Commissioner Nancy W. Gregoire, Chair
Motion carried 4/0.

*Commissioner Waugh departed the meeting at 5:06 p.m.

12. DISCUSSION AGENDA

There were no items were listed on the Discussion Agenda for this meeting.

Ms. Epstein, General Counsel, requested an attorney/client shade session under Florida Statute 286.011, Section 8, seeking the Board’s advice regarding settlement negotiations and strategy sessions related to litigation expenditures of pending litigation to which the District is a party, specifically Case No. CACE 2000253809, David Di Pietro v. North Broward Hospital District, pending in the Circuit Court of the Seventeenth Judicial Circuit in and for Broward County, Florida, to be held following the commencement of a future open meeting.

13. COMMENTS BY COMMISSIONERS

During closing comments by commissioners, Commissioner Christopher T. Ure announced his resignation from the North Broward Hospital District Board of Commissioners, effective November 18, 2020.

14. NEXT REGULAR BOARD MEETING

The next regularly scheduled Board of Commissioner's Meeting will be held on Wednesday, November 18, 2020 at 4:00 p.m., at the Broward Health Corporate Spectrum location, 1700 Northwest 49th Street, Suite 150, Fort Lauderdale, Florida 33309.

15. ADJOURNMENT

There being no further business on the agenda, the Chair adjourned the meeting at 5:14 p.m.

Respectfully submitted,
Commissioner Marie C. Waugh, Secretary/Treasurer
SUMMARY OF REQUEST

DATE: October 28, 2020

ITEM: MEDICAL STAFF BOARD ITEMS

REASON: APPROVED RECOMMENDATIONS AS EXHIBITED FROM THE MEDICAL EXECUTIVE COMMITTEE OF BROWARD HEALTH NORTH

COST: NOT APPLICABLE

ADDITIONAL INFORMATION: NONE

LEGAL REVIEW: NOT APPLICABLE

APPROVED:

Gino Santorio, President/CEO
Date: 10/01/2020

Alice Taylor, Chief Executive Officer, Broward Health North
Date: 10/13/2020

Andrew Ta, Chief Medical Officer, Broward Health
Date: 10/13/2020
MEMORANDUM

TO: Board of Commissioners

FROM: Alice Taylor, Chief Executive Officer
      Broward Health North

DATE: October 28, 2020

SUBJECT: Medical Staff Board Items

The Medical Executive Committee of Broward Health North approved the recommendations as exhibited for:

1. Medical Staff Additions, Changes, Reappointments, and Resignations
2. Allied Health Staff Addition, Changes and Reappointments
3. Community Health Services Reappointment

I, Gary Leir, M.D., Chief of Staff at Broward Health North, do hereby attest that all pertinent and required information has been received and verified for providers being submitted to the Board of Commissioners for approval.

Therefore, it is requested that the Board of Commissioners approve these recommendations as submitted by the Medical Executive Committee at Broward Health North.
BROWARD HEALTH NORTH
ADDITIONS, CHANGES AND RESIGNATIONS

_____ Broward Health Medical Center  _________ Broward Health North
_____ Broward Health Imperial Point  _________ Broward Health Coral Springs

The following Medical Staff Committees:

CREDENTIALS: 10/1/2020  MEDICAL COUNCIL: 10/13/2020

1. Approved MEC New Business:
   1. FPPE Report- Initial Appointments from February 2020- August 2020- No Outliers
   2. OPPE Report for September 2020 (Date Range Reviewed Nov – June 2020) - No Outliers

2. APPROVED THE FOLLOWING NEW PRACTITIONERS:

   Practitioner  | Department  | Privileges  | Primary
   --------------|-------------|-------------|------
   Carlos Alvero-Pares, MD  | Medicine  | Psychiatry Telemedicine  | BHMC
   Elizabeth Atkinson, MD  | Surgery  | Otolaryngology  | BHN
   Craig DePodesta, DO  | Medicine  | Palliative Care Medicine  | BHMC
   Cindy Derequito, APRN  | Medicine  | Nurse Practitioner  | BHMC
   Tamer Eissa, MD  | Surgery  | Gynecology CHS Only  | BHMC
   Marie Hankins, APRN  | Medicine  | Nurse Practitioner  | BHMC
   Laleh Karimi, MD  | Surgery  | Gynecology CHS Only  | BHMC
   Patricia Machado, APRN  | Medicine  | Nurse Practitioner  | BHN
   Seth MacMahon, MD  | Surgery  | Pain Management  | BHN
   Joshua Shaw, MD  | Surgery  | General Surgery  | BHMC
   Michelle Thompson, MD  | Medicine  | Palliative Care/Hospice  | BHCS
   Daniel Weitz, MD  | Medicine  | Cardiology EP  | BHIP
   Wojciech Zolcik, MD  | Medicine  | Psychiatry Telemedicine  | BHMC

3. APPROVED THE FOLLOWING PRACTITIONER RESIGNATIONS:

   Practitioner  | Specialty  | Status
   --------------|------------|------
   Raina Diedrick, PA  | Physician Assistant  | Automatic Resignation
   Susan Ellor, MD  | Telemedicine  | Voluntary Resignation

4. APPROVED ADDITIONAL PRIVILEGES:

   Edson Franco, MD – request additional privileges for Da Vinci

5. CHANGE IN SPONSORSHIP:

   Clarence Graves, PA – requests additional sponsorship by Dr. Carlos Casas-Reyes
   Miguel Ortiz-Diaz, PA – requests additional sponsorship by Dr. Carlos Casas-Reyes

   Chief of Staff  
   Date: 10/1/2020

   Chief Executive Officer  
   Date: 10/13/2020

   President/CEO  
   Gino Santorio November 17, 2020 06:40 EST  
   Date: 10/13/2020
Name: Carlos M Alverio-Pares, MD

Date of Birth: 12/19/1980

Citizenship: US

Primary Facility: Broward Health Medical Center

Other Broward Health Facilities:
Broward Health Coral Springs
Broward Health Imperial Point
Broward Health North

Specialty(ies): Psychiatry

Dept. at Primary Facility: Psychiatry

Secondary Facility Depts.: Medicine

Practice Name: Asana Integrated Medical Group
Website: www.alignedth.com

Primary Address Information:
6200 Canoga Avenue
Suite 350
Woodland Hills, CA 91367
Phone: 818-529-6165
Fax: 866-405-2221
Email: tmiller@alignedth.com

ECFMG: N/A

Medical/Professional School: Ponce School of Medicine
Ponce, PR
From: 07/14/2003
To: 05/26/2007
Degree: MD

Gap:
Time off for medicare procedure and extensive post-op recovery
From: 07/01/2007
To: 06/30/2008

Internship:
Damas Hospital - Ponce School of Medicine
Ponce, PR
From: 07/01/2008
To: 06/30/2009
Specialty: Transitional Year

Residency:
Boston Medical Center
Boston, MA
From: 07/01/2009
To: 06/30/2012
Specialty: Psychiatry

Fellowship:
Boston Medical Center
Boston, MA
From: 07/01/2012
To: 06/30/2013
Specialty: Addiction Psychiatry
Hospital Affiliations/Work History:

VA Boston Healthcare System
West Roxbury, MA
From: 07/14/2013
To: Present
Specialty: Psychiatry

Daytona Beach VA
Daytona Beach, FL
From: 07/14/2013
To: Present
Specialty: Psychiatry

Viera VA Outpatient Clinic
Viera, FL
From: 07/14/2013
To: Present
Specialty: Psychiatry

Orlando VA Medical Center
Orlando, FL
From: 07/14/2013
To: Present
Specialty: Psychiatry

CN Mental Wellness
Viera, FL
From: 10/01/2016
To: 10/31/2017
Title: Owner/ Psychiatrist

Palm Bay Hospital
Palm Bay, FL
From: 02/23/2017
To: Present
Specialty: Psychiatry

Holmes Regional Medical Center
Melbourne, FL
From: 12/05/2019
To: Present
Specialty: Psychiatry

Board Certification:

Board: American Board of Psychiatry and Neurology
Specialty: Psychiatry
Certification Date: 09/13/2012
MOC Reverification Date: 03/01/2021
Certification Expiration: N/A

Board: American Board of Psychiatry and Neurology
Specialty: Addiction Psychiatry
Certification Date: 09/28/2014
MOC Reverification Date: 03/01/2021
Certification Expiration: N/A

Carlos M Alverio-Pares, MD
Name: Elizabeth Atkinson MD
Date of Birth: 07/24/1957
Citizenship: US
Primary Facility: Broward Health North
Other Broward Health Facilities: None
Specialty(ies): Otolaryngology
Dept. at Primary Facility: Surgery
Secondary Facility Depts.: None
Practice Name: All Star Recruiting Locums LLC
Website: http://www.allstarrecruiting.com/
Primary Address Information: 800 Fairway Drive
Suite 300
Deerfield Beach, FL 33441
Phone: 800-928-0229
Fax: 888-506-3572
Email: ncampo@asilocums.com
ECFMG: N/A
Medical/Professional School: Medical College Of Virginia/Virginia Commonwealth University
Richmond, VA
From: 08/01/1979
To: 05/31/1983
Degree: MD
Internship: West Virginia University
Morgantown, WV
From: 07/01/1983
To: 06/30/1984
Specialty: General Surgery
Residency: West Virginia University
Morgantown, WV
From: 07/01/1984
To: 06/30/1988
Specialty: Otolaryngology
Fellowship: N/A
Hospital Affiliations/Work History:
- Northern Virginia ENT Associates
  Sterling, VA
  From: 10/01/1988
  To: 09/01/2000
  Specialty: Otolaryngology
- Coastal ENT Specialists (Private Practice)
  Saint Mary's, GA
  From: 11/01/2000
  To: 07/31/2004
  Specialty: Otolaryngology
<table>
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<tr>
<th>Hospital Affiliations/ Work History: (cont'd)</th>
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| **Mitchell Kaye, MDPC**  
  Hopkinsville, KY  
  From: 08/02/2004  
  To: 11/30/2004  
  Specialty: Otolaryngology |
| **Elizabeth Ann Atkinson, MD PA (Private Practice)**  
  Vidalia, GA  
  From: 12/01/2004  
  To: 10/31/2009  
  Specialty: Otolaryngology |
| **Chestatee Regional Hospital**  
  Dahlonega, GA  
  From: 09/01/2009  
  To: 11/30/2010  
  Specialty: Otolaryngology |
| **Chestatee Medical Group**  
  Dahlonega, GA  
  From: 09/01/2009  
  To: 11/30/2010  
  Title: Physician |
| **ENT Institute**  
  Alpharetta, GA  
  From: 02/01/2011  
  To: 10/31/2013  
  Title: Physician |
| **Children's Healthcare of Atlanta**  
  Atlanta, GA  
  From: 06/10/2011  
  To: 04/14/2014  
  Specialty: Otolaryngology |
| **Northeast Georgia Medical Center**  
  Gainesville, GA  
  From: 02/01/2012  
  To: 10/18/2013  
  Specialty: Otolaryngology |
| **Tidewater Physicians Multispecialty Group**  
  Suffolk, VA  
  From: 11/01/2013  
  To: 09/30/2017  
  Title: Physician |
| **Sentara Williamsburg Regional Medical Center**  
  Williamsburg, VA  
  From: 03/07/2014  
  To: 03/07/2017  
  Specialty: Otolaryngology |
| **Sentara CarePlex-Hampton**  
  Hampton, VA  
  From: 04/01/2014  
  To: 02/12/2017  
  Specialty: Otolaryngology |

Elizabeth Atkinson, MD
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<td>BonSecours Mary Immaculate Hospital</td>
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<td>Newport News, VA</td>
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<td>From: 04/21/2014</td>
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<tr>
<td>UF Health Jacksonville (previously Shands</td>
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<td>Jacksonville, FL</td>
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<td>From: 12/31/2017</td>
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<td>To: 02/28/2020</td>
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<td>Northside Hospital - Forsyth</td>
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<td>Cumming, GA</td>
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<td>From: 08/01/2019</td>
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<td>Specialty: Otolaryngology</td>
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<tr>
<td>Amelia Ear, Nose and Throat</td>
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<td>Yulee, FL</td>
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<td>From: 01/01/2018</td>
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<td>To: 06/30/2019</td>
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<td>Title: Physician</td>
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<td>Jacksonville Surgery Center</td>
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<td>Concord Hospital</td>
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<td>Medicus Healthcare Solutions</td>
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<td>To: 11/25/2019</td>
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<tr>
<td>Title: Locum Tenens Physician</td>
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<tr>
<td>All Star Recruiting Locums LLC</td>
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<tr>
<td>Deerfield Beach, FL</td>
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<td>From: 06/10/2020</td>
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<tr>
<td>To: 07/11/2022</td>
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<tr>
<td>Title: Locum Tenens Physician</td>
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### Board Certification:

- **Board:** American Board of Otolaryngology
- **Specialty:** Otolaryngology
- **Certification Date:** 03/27/1989
- **MOC Reverification Date:** N/A
- **Certification Expiration:** Lifetime Certification

Elizabeth Atkinson, MD

14
Name:    Craig R DePodesta, DO

Date of Birth:    02/04/1969

Citizenship:    US

Primary Facility:    Broward Health Medical Center

Other Broward Health Facilities:
- Broward Health Coral Springs
- Broward Health Imperial Point
- Broward Health North

Specialty(ies):    Palliative Care

Dept. at Primary Facility:    Medicine

Secondary Facility Depts.:    Medicine

Practice Name:    TrustBridge, Incorporated

Primary Address Information:
- 5300 NW 34th Avenue
- West Palm Beach, FL 33407
- Phone: 561-848-5200
- Fax: 561-863-280

ECFMG:    N/A

Medical/Professional School:
- Nova Southeastern University
- Fort Lauderdale, FL
- From: 08/01/1994
- To: 05/15/1998
- Degree: DO

Internship:    N/A

Residency:
- Broward General Medical Center
- Fort Lauderdale, FL
- From: 07/01/1998
- To: 06/30/2001
- Specialty: Family Medicine

Fellowship:    N/A

Hospital Affiliations/
Work History:
- Broward Health Imperial Point
- Ft Lauderdale, FL
- From: 06/20/2001
- To: 12/20/2017
- Specialty: Family Medicine

- Broward Health North
- Deerfield Beach, FL
- From: 07/25/2001
- To: 04/28/2004
- Specialty: Family Medicine

- Broward Health
- Fort Lauderdale, FL
- From: 07/01/2001
- To: 07/08/2003
- Title: Physician
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<th>Hospital Affiliations/ Work History (cont'd)</th>
<th>Craig DePodesta, DO, PA</th>
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<td>Lauderdale by the Sea, FL</td>
<td>From: 07/01/2003</td>
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<tr>
<td>To: 04/30/2020</td>
<td>Title: Physician/Owner</td>
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<tr>
<td>Hospice by the Sea, Inc (Merged with TrustBridge)</td>
<td>Boca Raton, FL</td>
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<tr>
<td>From: 07/01/2009</td>
<td>To: 06/01/2014</td>
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<tr>
<td>Title: Physician</td>
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<tr>
<td>TrustBridge, Incorporated</td>
<td>West Palm Beach, FL</td>
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<tr>
<td>From: 06/01/2014</td>
<td>To: Present</td>
</tr>
<tr>
<td>Title: Associate Medical Director</td>
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<tr>
<td>Boca Raton Regional Hospital</td>
<td>Boca raton, FL</td>
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<tr>
<td>From: 05/24/2018</td>
<td>To: Present</td>
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<td>Specialty: Hospice/Palliative Care</td>
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<th>Board: American Osteopathic Board of Family Physicians</th>
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<td>Specialty: Hospice and Palliative Medicine</td>
<td>Certification Date: 11/15/2013</td>
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<tr>
<td>MOC Reverification Date: N/A</td>
<td>Certification Expiration: 12/31/2023</td>
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**Broward Health – Credentialing Abstract – Allied Health Professional Applicant**

**Name:** Cindy Derequito, APRN-DNP  
**Date of Birth:** 08/03/1987  
**Citizenship:** US  
**Primary Facility:** Broward Health Medical Center  
**Other Broward Health Facilities:**  
Broward Health Imperial Point  
Broward Health North  
**Specialty:** Nurse Practitioner  
**Dept. at Primary Facility:** Psychiatry  
**Secondary Facility Depts.:** Psychiatry  
Medicine  
**Physician Sponsorship:**  
Nelson E Cordero-Torres, MD  
Sandeep Mendiratta, MD  
Joant Perdomo Espinal, MD  
Peter P Ventre, MD  
**Practice Name:** Ventre Medical Associates LLC  
**Primary Address Information:**  
7261 Sheridan Street  
Suite 210  
Hollywood, FL 33024  
Phone: 954-561-6222  
Fax: 954-990-7650  
Email: terra@ventremedical.com  
**Professional School:** The University of Florida  
Gainesville, FL  
**From:** 08/01/2017  
**To:** 05/05/2020  
**Degree:** DNP  
**Major:** Psych/MH  
**Gap**  
Study/ taking Florida APRN board and employment seeking  
**From:** 05/06/2020  
**To:** 07/05/2020  
**Hospital Affiliations/ Work History:**  
Ventre Medical Associates LLC  
Hollywood, FL  
**From:** 07/07/2020  
**To:** Present  
**Title:** Nurse Practitioner  
**Board Certification:**  
**Board:** American Nurses Credentialing Center  
**Specialty:** Psychiatric and Mental Health Nurse  
**Certification Date:** 05/30/2020  
**MOC Revertification Date:** N/A  
**Certification Expiration:** 05/29/2025  

Cindy Derequito, APRN
Name: Tamer Eissa MD

Date of Birth: 01/14/1980

Citizenship: US

Primary Facility: Broward Health Medical Center

Other Broward Health Facilities:
- Broward Health North (CHS Only – Pompano Prenatal Care Center)
- Cora E. Braynon Family Health Center

Specialty(ies): Obstetrics & Gynecology

Dept. at Primary Facility: OBGYN

Secondary Facility Depts.: OBGYN

Surgery

Practice Name: Envision Physician Services Ob/Gyn

Website: www.browardhealth.org

Primary Address Information:
1600 South Andrews Avenue
West Wing, Room 342
Fort Lauderdale, FL 33316
Phone: 954-355-5110
Fax: 954-355-4919
Email: Kim.Duncan@envisionhealth.com

ECFMG:
Number: 0-781-075-7
Date Issued: 06/12/2010

Medical/Professional School:
Faculty of Medicine - University of Cairo
Cairo, Egypt
From: 09/01/1997
To: 02/10/2005
Degree: MD

Internship:
N/A

Gap:
Awaiting start of residency program at Cairo University; while also studying and preparing for USMLE.
From: 02/11/2005
To: 09/30/2005

Foreign Residency:
Cairo University Hospitals
Cairo, Egypt
From: 10/01/2005
To: 10/31/2008
Specialty: Obstetrics & Gynecology

Foreign Hospital Affiliations/Work History:
Cairo University Hospitals
Cairo, Egypt
From: 11/01/2008
To: 06/30/2011
Title: Assistant OB/Gyn Lecturer

Residency:
Richmond University Medical Center
Staten Island, NY
From: 07/01/2011
To: 06/30/2015
Specialty: Obstetrics & Gynecology

Tamer Eissa, MD
| Fellowship: | N/A |
| Hospital Affiliations/ Work History: | Community Health Center of Port Richmond  
Staten Island, NY  
From: 07/23/2015  
To: 05/13/2019  
Specialty: Obstetrics & Gynecology |
| Richmond University Medical Center  
Staten Island, NY  
From: 09/29/2015  
To: 07/24/2018  
Specialty: Obstetrics & Gynecology |
| Faculty of Medicine - Cairo University  
Egypt, FL  
From: 11/29/2017  
To: Present  
Title: OB/Gyn Lecturer |
| Board Certification: | Board: American Board of Obstetrics and Gynecology  
Specialty: Obstetrics and Gynecology  
Certification Date: 12/09/2016  
MOC Reverification Date: 12/31/2020  
Certification Expiration: N/A |
Name: Marie Hankins, APRN

Date of Birth: 01/18/1991

Citizenship: US,

Primary Facility: Broward Health Medical Center

Other Broward Health Facilities:
  - Broward Health Imperial Point
  - Broward Health North

Specialty: Nurse Practitioner

Dept. at Primary Facility: Psychiatry

Secondary Facility Depts.: Medicine

Physician Sponsorship:
  - Peter P Ventre, MD
  - Nelson E Cordero-Torres, MD
  - Sandeep Mendiratta, MD
  - Joant Perdomo Espinal, MD

Practice Name: Ventre Medical Associates LLC
Website: www.ventremedical.com

Primary Address Information:
  - 1400 East Oakland Park Boulevard
  - Suite 210
  - Oakland Park, FL 33334
  - Phone: 954-561-6222
  - Fax: 954-990-7650
  - Email: terra@ventremedical.com

Professional School:
  - Maryville University
  - St. Louis, MO
  - From: 10/24/2016
  - To: 12/15/2019
  - Degree: Doctor of Nursing
  - Major: Psychiatric Mental Health

Hospital Affiliations/Work History:
  - Delray Medical Center
    - Delray Beach, FL
    - From: 06/29/2015
    - To: 04/06/2020
    - Title: RN

Gap:
  - Sabbatical, Interviewed for a APRN job
  - From: 04/06/2020
  - To: 06/01/2020

  - Ventre Medical Associates, LLC
    - Oakland Park, FL
    - From: 06/01/2020
    - To: Present
    - Title: Psychiatric Mental Health

  - Research Ctrs of America
    - Oakland Park, FL
    - From: 06/01/2020
    - To: Present
    - Title: Psychiatric Mental Health

Marie Hankins, APRN
Board Certification:

Board: American Nurses Credentialing Center
Specialty: Psychiatric and Mental Health Nurse
Certification Date: 03/05/2020
MOC Recertification Date: N/A
Certification Expiration: 03/04/2025

Marie Hankins, APRN
Broward Health – Credentialing Abstract – Medical Staff Applicant

Name: Laleh Karimi MD

Date of Birth: 08/17/1978

Citizenship: US

Primary Facility: Broward Health Medical Center

Other Broward Health Facilities:
- Broward Health North (CHS Only – Pompano Prenatal Care Center)
- Cora E. Braynon Family Health Center

Specialty(ies): Obstetrics & Gynecology

Dept. at Primary Facility: OBGYN

Secondary Facility Depts.: OBGYN
- Surgery

Practice Name: Envision Physician Services Ob/Gyn
Website: www.browardhealth.org

Primary Address Information:
1600 South Andrews Avenue
West Wing, Room 342
Fort Lauderdale, FL 33316
Phone: 954-355-5110
Fax: 954-355-4919
Email: Kim.Durcan@envisionhealth.com

ECFMG:
Number: 0-734-230-6
Date Issued: 10/20/2008

Medical/Professional School:
Iran University of Medical Sciences and Health Services
Tehran,
From: 09/21/1996
To: 06/30/2004
Degree: MD

Internship:
N/A

Foreign Hospital Affiliations/Work History:
Dashte Azadegan Health System (unable to verify)
Khoozestan, Iran
From: 07/01/2004
To: 06/01/2009
Title: General Practitioner

Residency:
Henry Ford Hospital
Detroit, MI
From: 06/22/2009
To: 06/30/2013
Specialty: Obstetrics & Gynecology

Fellowship:
N/A

Gap:
Seeking employment, and after moving to Milwaukee went through the credentialing process at Progressive Community Health Clinics.
From: 07/01/2013
To: 01/23/2014

Laleh Karimi, MD
Hospital Affiliations/Work History:

Progressive Community Health Clinics
Milwaukee, WI
From: 01/24/2014
To: Present
Title: Physician

Aurora Sinai Medical Center
Milwaukee, WI
From: 03/17/2014
To: Present
Specialty: Obstetrics & Gynecology

Board Certification:

Board: American Board of Obstetrics and Gynecology
Specialty: Obstetrics and Gynecology
Certification Date: 11/06/2015
MOC Reverification Date: N/A
Certification Expiration: 12/31/2020
**Name:** Patricia Machado, APRN  

**Date of Birth:** 08/09/1988  

**Citizenship:** US  

**Primary Facility:** Broward Health North  

**Other Broward Health Facilities:** None  

**Specialty:** Nurse Practitioner  

**Dept. at Primary Facility:** Medicine  

**Secondary Facility Depts.:** N/A  

**Physician Sponsorship:** Maheshwari, Narendra-MD  

**Practice Name:** Sample Medical Promenade  
**Website:** N/A  

**Primary Address Information:**  
- 601 East Sample Rd.  
- Ste 101  
- Deerfield Beach, FL 33064  
- Phone: 954-942-9233  
- Fax: 954-942-9234  
- Email: nkm601@aol.com  

**Professional School:** Nova Southeastern University  
- Davie, FL  
- From: 01/05/2015  
- To: 05/31/2019  
- Degree: Master of Science in Nursing  
- Major: Family Nurse Practitioner  

**Hospital Affiliations/Work History:**  
- Jackson Memorial Hospital  
- Miami, FL  
- From: 11/28/2016  
- To: Present  
- Title: Registered Nurse  

**Board Certification:**  
- Board: American Nurses Credentialing Center  
- Specialty: Family Nurse Practitioner  
- Certification Date: 08/29/2019  
- MOC Reverification Date: N/A  
- Certification Expiration: 08/28/2024
Seth MacMahon, MD

Date of Birth: 07/07/1988

Citizenship: US

Primary Facility: Broward Health North

Other Broward Health Facilities: None

Specialty(ies): Pain Management

Dept. at Primary Facility: Surgery

Secondary Facility Depts.: None

Practice Name: Florida Spine Associates
Website: www.floridaspineassociates.com

Primary Address Information: 670 Glades Road
Suite 200
Boca Raton, FL 33431
Phone: 561-485-9511
Fax: 561-990-7426
Email: brittanyr@floridaspineassociates.com

ECFMG: N/A

Medical/Professional School: University of Miami Miller School of Medicine
Miami, FL
From: 08/22/2010
To: 06/05/2014
Degree: Doctor of Medicine

Internship: Ochsner Clinic Foundation
New Orleans, LA
From: 07/01/2014
To: 06/30/2015
Specialty: Internal Medicine

Residency: Ochsner Clinic Foundation
New Orleans, LA
From: 07/01/2015
To: 06/30/2018
Specialty: Anesthesiology

Fellowship: The University of Alabama
Birmingham, AL
From: 08/01/2018
To: 07/31/2019
Specialty: Anesthesiology Pain Medicine

Hospital Affiliations/Work History: Neurology and Neurosurgery Associates
Winter Haven, FL
From: 08/01/2019
To: 06/26/2020
Title: Pain Management Physician
Broward Health – Credentialing Abstract – Medical Staff Applicant

Gap:
Waiting to start at Florida Spine Associates

From: 06/27/2020
To: 09/01/2020

Florida Spine Associates
Boca Raton, FL

From: 09/01/2020
To: Present
Title: Pain Management

Board Certification:

Board: American Board of Anesthesiology
Specialty: Pain Medicine
Certification Date: 05/28/2019
MOC Recertification Date: 12/31/2029
Certification Expiration: N/A
Recertification Date:

Board: American Board of Pain Medicine
Specialty: Pain Medicine
Certification Date: 09/14/2020
MOC Recertification Date: 12/31/2029
Certification Expiration: N/A

Seth MacMahon, MD
Joshua Shaw MD

Date of Birth: 02/17/1983
Citizenship: US
Primary Facility: Broward Health Medical Center
Other Broward Health Facilities:
- Broward Health Coral Springs
- Broward Health Imperial Point
- Broward Health North
Specialty(ies)
- Transplant Surgery
- General Surgery
Dept. at Primary Facility: Surgery
Secondary Facility Depts.: Surgery
Practice Name: Broward Health Physician Group
Website: www.browardhealth.org

Primary Address Information:
1625 SE 3rd Avenue
Suite 721
Fort Lauderdale, FL 33316
Phone: 954-631-2763
Fax: 954-712-3970
Email: joshaw@me.com

ECFMG: N/A

Medical/Professional School:
University of Massachusetts Medical School
Worcester, MA
From: 08/01/2005
To: 06/30/2009
Degree: MD

Internship/Residency:
University of Massachusetts Medical School
Worcester, MA
From: 07/01/2009
To: 06/30/2016
Specialty: General Surgery

Fellowship:
University of Toronto
Toronto Ontario, CA
From: 08/01/2016
To: 07/31/2018
Specialty: Abdominal Transplant & HPB Surgery

Hospital Affiliations/Work History:
Cleveland Clinic Florida Hospital
Weston, FL
From: 08/27/2018
To: 08/27/2018
Specialty: Transplant Surgery

Broward Health Medical Center
Fort Lauderdale, FL
From: 08/27/2018
To: 08/27/2018
Specialty: Transplant Surgery/General Surgery
Board Certification:

Board: American Board of Surgery
Specialty: Surgery
Certification Date: 11/14/2017
MOC Reverification Date: N/A
Certification Expiration: 12/31/2028

Joshua Shaw, MD
<table>
<thead>
<tr>
<th><strong>Name:</strong></th>
<th><strong>Michelle Thompson MD</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Date of Birth:</strong></td>
<td>04/22/1970</td>
</tr>
<tr>
<td><strong>Citizenship:</strong></td>
<td>US</td>
</tr>
<tr>
<td><strong>Primary Facility:</strong></td>
<td>Broward Health Coral Springs</td>
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<tr>
<td><strong>Other Broward Health Facilities:</strong></td>
<td>Broward Health North</td>
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<tr>
<td><strong>Specialty(ies):</strong></td>
<td>Hospice/Palliative Care</td>
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<tr>
<td><strong>Dept. at Primary Facility:</strong></td>
<td>Medicine</td>
</tr>
<tr>
<td><strong>Secondary Facility Depts.:</strong></td>
<td>Medicine</td>
</tr>
<tr>
<td><strong>Practice Name:</strong></td>
<td>Vitas Healthcare</td>
</tr>
<tr>
<td><strong>Website:</strong></td>
<td><a href="http://www.vitas.com">www.vitas.com</a></td>
</tr>
<tr>
<td><strong>Primary Address Information:</strong></td>
<td>1901 S. Congress Avenue, Suite 420, Boynton Beach, FL 33426</td>
</tr>
<tr>
<td><strong>Phone:</strong></td>
<td>561-336-8180</td>
</tr>
<tr>
<td><strong>Fax:</strong></td>
<td>561-734-6342</td>
</tr>
<tr>
<td><strong>Email:</strong></td>
<td><a href="mailto:Peter.Frenchak@vitas.com">Peter.Frenchak@vitas.com</a></td>
</tr>
<tr>
<td><strong>ECFMG:</strong></td>
<td>N/A</td>
</tr>
<tr>
<td><strong>Medical/Professional School:</strong></td>
<td>Mt. Sinai School of Medicine, New York, NY</td>
</tr>
<tr>
<td><strong>From:</strong></td>
<td>08/25/1993</td>
</tr>
<tr>
<td><strong>To:</strong></td>
<td>05/31/1997</td>
</tr>
<tr>
<td><strong>Degree:</strong></td>
<td>MD</td>
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<tr>
<td><strong>Internship:</strong></td>
<td>N/A</td>
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<tr>
<td><strong>Residency:</strong></td>
<td>Montefiore Medical Center (unable to verify – please reference the AMA)</td>
</tr>
<tr>
<td><strong>From:</strong></td>
<td>07/01/1997</td>
</tr>
<tr>
<td><strong>To:</strong></td>
<td>11/14/2000</td>
</tr>
<tr>
<td><strong>Specialty:</strong></td>
<td>Internal Medicine</td>
</tr>
<tr>
<td><strong>Gap:</strong></td>
<td>Awaiting the start of the Geriatric Fellowship Program</td>
</tr>
<tr>
<td><strong>From:</strong></td>
<td>11/15/2000</td>
</tr>
<tr>
<td><strong>To:</strong></td>
<td>12/31/2000</td>
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<tr>
<td><strong>Fellowship:</strong></td>
<td>Montefiore Medical Center, Bronx, NY</td>
</tr>
<tr>
<td><strong>From:</strong></td>
<td>01/01/2001</td>
</tr>
<tr>
<td><strong>To:</strong></td>
<td>12/31/2001</td>
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<tr>
<td><strong>Specialty:</strong></td>
<td>Geriatrics</td>
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<tr>
<td><strong>Hospital Affiliations/Work History:</strong></td>
<td>Sarah Neuman Center for Healthcare &amp; Rehabilitation (unable to verify)</td>
</tr>
<tr>
<td><strong>From:</strong></td>
<td>01/01/2002</td>
</tr>
<tr>
<td><strong>To:</strong></td>
<td>04/30/2006</td>
</tr>
<tr>
<td><strong>Specialty:</strong></td>
<td>Geriatrics/Hospice &amp; Palliative Care</td>
</tr>
</tbody>
</table>

Michelle Thompson, MD
**Hospital Affiliations/ Work History:** (cont’d)

<table>
<thead>
<tr>
<th>Hospital Affiliation</th>
<th>From</th>
<th>To</th>
<th>Specialty</th>
</tr>
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<tbody>
<tr>
<td>Geriatric Medical Services, PLLC (private practice)</td>
<td>07/01/2004</td>
<td>08/31/2011</td>
<td>Geriatrics/Hospice &amp; Palliative Care</td>
</tr>
<tr>
<td>Holy Cross Hospital</td>
<td>08/12/2011</td>
<td>03/18/2019</td>
<td>Internal Medicine/Hospice &amp; Palliative Care</td>
</tr>
<tr>
<td>Holy Cross Medical Group</td>
<td>09/06/2011</td>
<td>12/31/2016</td>
<td>Medical Director, Hospice &amp; Palliative Care</td>
</tr>
<tr>
<td>Boca Raton Regional Hospital</td>
<td>12/07/2017</td>
<td>Present</td>
<td>Hospice &amp; Palliative Care</td>
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</table>

**Board Certification:**

<table>
<thead>
<tr>
<th>Board</th>
<th>Specialty</th>
<th>Certification Date</th>
<th>MOC Reverification Date</th>
<th>Certification Expiration</th>
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</thead>
<tbody>
<tr>
<td>American Board of Hospice and Palliative Medicine</td>
<td>Hospice and Palliative Medicine</td>
<td>10/04/2012</td>
<td>N/A</td>
<td>10/31/2022</td>
</tr>
</tbody>
</table>

Michelle Thompson, MD
**Name:** Daniel Weitz MD  
**Date of Birth:** 11/15/1977  
**Citizenship:** US  
**Primary Facility:** Broward Health Imperial Point  
**Other Broward Health Facilities:**  
- Broward Health Medical Center  
- Broward Health North  
**Specialty(ies):** Cardiovascular Disease  
Electrophysiology  
**Dept. at Primary Facility:** Medicine  
**Secondary Facility Depts.:** Medicine  
**Practice Name:** Holy Cross Medical Group  
**Website:** [https://physicianpartners.holy-cross.com/daniel-weitz-md-fhrs](https://physicianpartners.holy-cross.com/daniel-weitz-md-fhrs)  
**Primary Address Information:**  
- 4701 N Federal Highway  
- Suite A-39  
- Fort Lauderdale, FL 33308  
- Phone: 954-267-6780  
- Fax: 954-267-6779  
- Email: Daniel.weitz@gmail.com  
**ECFMG:** N/A  
**Medical/Professional School:** New York University School Of Medicine  
New York, NY  
**From:** 08/01/2000  
**To:** 06/20/2004  
**Degree:** MD  
**Internship:** N/A  
**Residency:** New York Presbyterian/ University Medical Center  
New York, NY  
**From:** 08/01/2004  
**To:** 06/30/2007  
**Specialty:** Internal Medicine  
**Hospital Affiliations/ Work History:**  
- Hospital for Special Surgery  
New York, NY  
**From:** 08/09/2007  
**To:** 07/01/2008  
**Specialty:** Internal Medicine  
**Fellowship:**  
- NYU Langone Medical Center and School of Medicine  
New York, NY  
**From:** 07/01/2006  
**To:** 07/01/2011  
**Specialty:** Cardiovascular Disease  
- NYU Langone Medical Center and School of Medicine  
New York, NY  
**From:** 07/01/2011  
**To:** 07/01/2012  
**Specialty:** Clinical Cardiac Electrophysiology  

Daniel Weitz, MD
### Hospital Affiliations/Work History:

<table>
<thead>
<tr>
<th>Hospital/Location</th>
<th>From</th>
<th>To</th>
<th>Specialty</th>
</tr>
</thead>
<tbody>
<tr>
<td>Holy Cross Hospital</td>
<td>07/13/2012</td>
<td>Present</td>
<td>Cardiology-Electrophysiology</td>
</tr>
<tr>
<td>Fort Lauderdale, FL</td>
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### Board Certification:

<table>
<thead>
<tr>
<th>Board</th>
<th>Specialty</th>
<th>Certification Date</th>
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<th>Certification Expiration</th>
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<tbody>
<tr>
<td>American Board of Internal Medicine</td>
<td>Cardiovascular Disease</td>
<td>11/02/2011</td>
<td>N/A</td>
<td>12/31/2021</td>
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<tr>
<td>American Board of Internal Medicine</td>
<td>Clinical Cardiac Electrophysiology</td>
<td>10/25/2012</td>
<td>N/A</td>
<td>12/31/2022</td>
</tr>
</tbody>
</table>

Daniel Weitz, MD
**Name:** Wojciech Zolcik MD  
**Date of Birth:** 04/05/1967  
**Citizenship:** US  
**Primary Facility:** Broward Health Medical Center  
**Other Broward Health Facilities:**  
- Broward Health Coral Springs  
- Broward Health Imperial Point  
- Broward Health North  
**Specialty(ies):** Psychiatry  
**Dept. at Primary Facility:** Psychiatry  
**Secondary Facility Depts.:**  
- Medicine  
- Psychiatry  
**Practice Name:** Asana Integrated Medical Group  
**Website:** [www.alignedth.com](http://www.alignedth.com)  
**Primary Address Information:** 6200 Canoga Avenue  
Suite 350  
Woodland Hills, CA 91367  
**Phone:** 818-528-6165  
**Fax:** 866-405-2221  
**Email:** tmiller@alignedth.com  
**ECFMG:**  
- **Number:** 0-471-531-4  
- **Date Issued:** 11/17/1994  
**Medical/Professional School:** Medical School of Charles University  
**Prague,**  
- **From:** 05/01/1986  
- **To:** 06/30/1992  
- **Degree:** MD  
**Internship:** N/A  
**Gap:**  
- **Personal time off before moving to the US**  
  - **From:** 07/01/1992  
  - **To:** 11/17/1992  
- **Preparing for USMLE while volunteering for Physicians for Peace in Norfolk, VA.**  
  - **Personal Time Off**  
  - **From:** 11/18/1992  
  - **To:** 07/01/1995  
**Residency:**  
- Mount Sinai Beth Israel  
- New York, NY  
- **From:** 07/01/1995  
- **To:** 06/30/1999  
- **Specialty:** Psychiatry  
**Fellowship:** N/A  
**Hospital Affiliations/Work History:**  
- Wyoming State Hospital  
- Evanston, WY  
- **From:** 07/01/1999  
- **To:** 05/01/2004  
- **Specialty:** Psychiatry
<table>
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<tr>
<th>Hospital Affiliations/Work History: (cont’d)</th>
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<tbody>
<tr>
<td>Frontier Psychiatry (Private Practice)</td>
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<tr>
<td>Gillette, WY</td>
</tr>
<tr>
<td>From: 01/01/2004</td>
</tr>
<tr>
<td>To: 06/30/2015</td>
</tr>
<tr>
<td>Title: Psychiatrist</td>
</tr>
<tr>
<td>Campbell County Memorial Hospital</td>
</tr>
<tr>
<td>Gillette, WY</td>
</tr>
<tr>
<td>From: 06/02/2004</td>
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<tr>
<td>To: 03/14/2013</td>
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<tr>
<td>Specialty: Psychiatry</td>
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<tr>
<td>Sheridan Memorial Hospital</td>
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<td>Sheridan, WY</td>
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<tr>
<td>From: 01/25/2005</td>
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<tr>
<td>To: 10/02/2012</td>
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<td>Specialty: Psychiatry</td>
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<tr>
<td>Crook County Memorial Hospital (unable to verify)</td>
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<tr>
<td>Sundance, WY</td>
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<tr>
<td>From: 07/03/2008</td>
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<td>To: 07/01/2010</td>
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<tr>
<td>Specialty: Psychiatry</td>
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<tr>
<td>Community Reach Center (unable to verify)</td>
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<td>Thornton, CO</td>
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<tr>
<td>From: 12/01/2012</td>
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<tr>
<td>To: 09/01/2013</td>
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<tr>
<td>Title: Psychiatrist</td>
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<tr>
<td>SCL Health</td>
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<tr>
<td>Broomfield, CO</td>
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<tr>
<td>From: 01/08/2013</td>
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<tr>
<td>To: 04/07/2019</td>
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<tr>
<td>Title: Psychiatrist</td>
</tr>
<tr>
<td>Medical City Dallas - HCA</td>
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<td>To: 08/26/2016</td>
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Wojciech Zolcik, MD
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<tr>
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<td>Shannon Medical Center</td>
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<td>Mercy General Hospital</td>
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Wojciech Zolot, MD
Hospital Affiliations/
Work History: (cont'd)

Mercy Hospital Folsom
Folsom, CA
From: 01/25/2018
To: Present
Specialty: Psychiatry

Mercy Methodist Hospital of Sacramento
Sacramento, CA
From: 01/25/2018
To: Present
Specialty: Psychiatry

Saint Francis Memorial Hospital
West Point, NE
From: 02/01/2018
To: Present
Specialty: Psychiatry

Saint Francis Memorial Hospital
San Francisco, CA
From: 02/01/2018
To: Present
Specialty: Psychiatry

Northbay Medical Center
Fairfield, CA
From: 02/05/2018
To: Present
Specialty: Psychiatry

Mercy Medical Center Merced Downtown
Merced, CA
From: 12/08/2017
To: Present
Specialty: Psychiatry

Woodland Memorial Hospital
Woodland, CA
From: 01/23/2018
To: Present
Specialty: Psychiatry

Mercy Medical Center Redding
Redding, CA
From: 02/08/2018
To: Present
Specialty: Psychiatry

Mercy Mount Shasta Medical Center
Mount Shasta, CA
From: 02/08/2018
To: Present
Specialty: Psychiatry

Sierra Nevada Memorial Hospital
Grass Valley, CA
From: 02/08/2018
To: Present
Specialty: Psychiatry

Wojciech Zolciak, MD
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| **Dignity Health St. Rose Dominican Hospital - San Martin Campus** |
| Las Vegas, NV                                                      |
| From: 02/20/2018                                                   |
| To: Present                                                       |
| Specialty: Psychiatry                                             |

| **Dignity Health St. Rose Dominican Hospital - Rose de LIMA Campus** |
| Henserson, NV                                                     |
| From: 02/20/2018                                                   |
| To: Present                                                       |
| Specialty: Psychiatry                                             |

| **Dignity Health St. Rose Dominican Hospital - Siena Campus**     |
| Henderson, NV                                                    |
| From: 02/20/2018                                                   |
| To: Present                                                       |
| Specialty: Psychiatry                                             |

| **St. Rose Dominican Hospital**                                   |
| Henderson, NV                                                    |
| From: 02/20/2018                                                   |
| To: Present                                                       |
| Specialty: Psychiatry                                             |

| **Colorado Plains Medical Center**                               |
| Fort Morgan, CO                                                  |
| From: 02/22/2018                                                   |
| To: 02/21/2020                                                    |
| Specialty: Psychiatry                                             |

| **St. Mary Medical Center**                                       |
| Apple Valley, CA                                                 |
| From: 02/22/2018                                                   |
| To: Present                                                       |
| Specialty: Psychiatry                                             |

| **Valley Presbyterian Hospital**                                 |
| Van Nuys, CA                                                     |
| From: 02/27/2018                                                   |
| To: Present                                                       |
| Specialty: Psychiatry                                             |

| **Bakersfield Memorial Hospital**                                |
| Bakersfield, CA                                                  |
| From: 03/01/2018                                                   |
| To: Present                                                       |
| Specialty: Psychiatry                                             |

| **Northridge Hospital Medical Center**                           |
| Northridge, CA                                                   |
| From: 03/13/2018                                                   |
| To: Present                                                       |
| Specialty: Psychiatry                                             |

Wojciech Zolcik, MD
Hospital Affiliations/Work History: (cont'd)

St John's Regional Medical Center
Joplin, MO
From: 04/26/2018
To: Present
Specialty: Psychiatry

Franciscan Health Indianapolis
Indianapolis, IN
From: 04/30/2018
To: Present
Specialty: Tele-Psychiatry

Franciscan Health Mooresville
Mooresville, IN
From: 04/30/2018
To: Present
Specialty: Tele-Psychiatry

Franciscan Health Dyer Hammond
Hammond, IN
From: 05/02/2018
To: Present
Specialty: Tele-Psychiatry

Franciscan Health Lafayette Central
Lafayette, IN
From: 05/11/2018
To: Present
Specialty: Tele-Psychiatry

St. Bernardine Medical Center
San Bernardino, CA
From: 05/22/2018
To: Present
Specialty: Tele-Psychiatry

Franciscan Health Munster
Munster, IN
From: 05/23/2018
To: Present
Specialty: Tele-Psychiatry

Los Robles Regional Medical Center
 Thousand Oaks, CA
From: 05/31/2018
To: Present
Specialty: Psychiatry

US Department of Veteran Affairs
Washington, DC
From: 06/24/2018
To: Present
Title: Medical Officer

Lake Granbury Medical Center
Granbury, TX
From: 07/13/2018
To: Present
Specialty: Tele-Psychiatry

Wojciech Zolcik, MD
Hospital Affiliations/ Work History: (cont’d)

El Camino Hospital Mountain View
Mountain View, CA
From: 06/28/2018
To: Present
Specialty: Telemedicine Psychiatry

Christus Trinity Mother Frances Health System, Sulphur Springs
Tyler, TX
From: 09/11/2018
To: Present
Specialty: Tele-Psychiatry

Christus Good Shepherd Medical Center
Longview, TX
From: 09/27/2018
To: Present
Specialty: Psychiatry

Trinity Mother Frances Health System Jacksonville
Jacksonville, TX
From: 09/14/2018
To: Present
Specialty: Psychiatry

Methodist Hospital of Southern California (Arcadia)
Arcadia, CA
From: 11/29/2018
To: Present
Specialty: Psychiatry

Community Hospital of San Bernardino
San Bernardino, CA
From: 12/01/2018
To: Present
Specialty: Psychiatry

Adventist Health Ukiah Valley
Ukiah, CA
From: 12/17/2018
To: Present
Specialty: Psychiatry

Adventist Health Howard Memorial
Willits, CA
From: 12/27/2018
To: Present
Specialty: Psychiatry

Adventist Health Tehachapi Valley
Tehachapi, CA
From: 12/28/2018
To: Present
Specialty: Psychiatry

Adventist Health St. Helena
St. Helena, CA
From: 12/31/2018
To: Present
Specialty: Psychiatry

Wojciech Zolcik, MD
### Hospital Affiliations/ Work History: (cont'd)

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<tr>
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<th>To:</th>
<th>Specialty</th>
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<td>Clearlake, CA</td>
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<td>Franciscan Health Crown Point</td>
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<td>CHRISTUS Children's Hospital of San Antonio</td>
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Wojciech Zolcik, MD
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<td>Beaumont, TX</td>
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**Board Certification:**
- Board: American Board of Psychiatry and Neurology
- Specialty: Psychiatry
- Certification Date: 01/22/2010
- MOC Revertification Date: N/A
- Certification Expiration: 12/31/2020

Wojciech Zolcik, MD
## BROWARD HEALTH NORTH

### MEDICAL STAFF REAPPOINTMENTS

**CREDENTIALS: 10/01/2020**  **MEDICAL COUNCIL: 10/13/2020**

### RECOMMENDED WITH NO CHANGE IN STATUS

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<th>Physician</th>
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<tbody>
<tr>
<td>Gus Armenakis, MD</td>
<td>Medicine</td>
<td>Internal Medicine</td>
<td>Affiliate-Non-Primary</td>
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<tr>
<td>Luis Barcena Blanch, MD</td>
<td>Medicine</td>
<td>Infectious Disease</td>
<td>Consulting-Non-Primary</td>
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<tr>
<td>John Coats, MD</td>
<td>Surgery</td>
<td>Neurosurgery</td>
<td>Active-Primary</td>
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<tr>
<td>Scott Comiter, MD</td>
<td>Surgery</td>
<td>Urology</td>
<td>Active-Primary</td>
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<tr>
<td>Colette D’Altilio, DPM</td>
<td>Surgery</td>
<td>Podiatry</td>
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<tr>
<td>Lev Grinman, MD</td>
<td>Medicine</td>
<td>Telemedicine</td>
<td>Affiliate-Primary</td>
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<tr>
<td>Manish Gupta, MD</td>
<td>Surgery</td>
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<tr>
<td>Gary Lehr, MD</td>
<td>Surgery</td>
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<td>Active-Primary</td>
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<tr>
<td>Narendra Maheshwari, MD</td>
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<td>Active-Primary</td>
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<tr>
<td>Jose Martinez, MD</td>
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<td>Pulmonary Medicine</td>
<td>Active-Primary</td>
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<tr>
<td>Kenneth Morrison, MD</td>
<td>Radiology</td>
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<tr>
<td>Andrew Norkin, DMD</td>
<td>Surgery</td>
<td>Oral Maxillofacial Surgery</td>
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<tr>
<td>Naval Parikh, MD</td>
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<td>Active-Primary</td>
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<tr>
<td>Ivan Puente, MD</td>
<td>Surgery</td>
<td>General + Trauma Surgery</td>
<td>Courtesy-Non-Primary</td>
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<td>David Robinson, MD</td>
<td>Surgery</td>
<td>General Surgery</td>
<td>Active-Primary</td>
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<td>Daniel Selbst, DPM</td>
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<tr>
<td>Hong Wang, MD</td>
<td>Pathology</td>
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<td>Selwyn Waterton, MD</td>
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<td>Adam Winton, DDS, MD</td>
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### RECOMMENDED WITH CHANGE IN STATUS

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<tr>
<td>Dean Dorfman, DPM</td>
<td>Surgery</td>
<td>Podiatry</td>
<td>Courtesy-Primary</td>
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**BROWARD HEALTH NORTH**

**ALLIED HEALTH REAPPOINTMENTS**

**CREDENTIALS: 10/01/2020  MEDICAL COUNCIL: 10/13/2020**

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<th>Name</th>
<th>Department</th>
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<th>Sponsor(s)</th>
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<tbody>
<tr>
<td>Tanya Bethel-Hall, APRN</td>
<td>ER</td>
<td>Nurse Practitioner</td>
<td>Dr. Cesar Carralero et al.</td>
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<tr>
<td>Stephanie Sabanos, APRN</td>
<td>Medicine</td>
<td>Nurse Practitioner</td>
<td>Drs. David Kenigsberg and Ahmed Osman</td>
</tr>
<tr>
<td>Stacia Vassell, APRN</td>
<td>ER</td>
<td>Nurse Practitioner</td>
<td>Dr. Cesar Carralero et al.</td>
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<tr>
<td>Heather Wray, APRN</td>
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<td>Nurse Practitioner</td>
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**RECOMMENDED WITH NO CHANGE IN STATUS**

Reappointment Cycle: 10/28/2020 to 9/30/2022

**NOT RECOMMENDED**

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BROWARD HEALTH NORTH  
COMMUNITY HEALTH SERVICES  
MEDICAL STAFF REAPPOINTMENTS  

CREDENTIALS: 10/01/2020  MEDICAL COUNCIL: 10/13/2020

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<tr>
<td>Practitioner</td>
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<tr>
<td>Susana Brandt, MD</td>
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Additional Committee Members added to BHN Peer Review Committee:

Nada Boskovic, MD  
Cesar Carralero, DO  
Seyed-Mojtaba Gashti, MD  
Iad Naji, MD

Additional Committee Member added to BHN OR Committee:

Jason Gould, MD
SUMMARY OF REQUEST

DATE: October 28, 2020

FACILITY: Broward Health Imperial Point

ITEM: Medical Staff Board Items

REASON: Approved recommendations as exhibited from the Medical Council of Broward Health Imperial Point.

COST: Not applicable

ADDITIONAL INFORMATION: None

LEGAL REVIEW: Not applicable

APPROVED:

Gino Santorio November 17, 2020 06:40 EST

DATE: ____________________

Andrew Ta November 17, 2020 07:52 EST

DATE: ____________________
MEMORANDUM

TO: Board of Commissioners

FROM: Randy Gross
Chief Executive Officer - BHIP

DATE: October 28, 2020

SUBJECT: Medical Staff Board Items

The Medical Council at Broward Health Imperial Point, at its monthly meeting on October 13, 2020 approved the recommendations as exhibited for:

- Medical Staff Changes and Additions
- Medical Staff Reappointments
- Allied Health Changes and Additions
- Allied Health Reappointments

I, William Jensen, DO, Chief of Staff at Broward Health Imperial Point do hereby attest that all pertinent and required information has been received and verified for providers being submitted to the Board of Commissioners for approval.

Therefore, it is recommended that the Board of Commissioners approve these recommendations as submitted from the Medical Council at Broward Health Imperial Point.
OFFICE OF THE MEDICAL STAFF

Broward Health Medical Center

X  Broward Health Imperial Point

Broward Health North

Broward Health Coral Springs

The following Medical Staff Committees:

CREDENTIALS COMMITTEE: 10/6/2020
MEDICAL COUNCIL: 10/13/2020

FPPE Report – Initial Applicants from June 2020 – September 2020 – No Outliers

OPPE Reports for the months of June 2020 – September 2020 – No Outliers

Approved the following New Members – Medical Staff:

RECOMMENDED FOR MEDICAL STAFF MEMBERSHIP AND CLINICAL PRIVILEGES

Appointment Cycle: 10/28/2020 to 9/30/2022

<table>
<thead>
<tr>
<th>Name</th>
<th>Department</th>
<th>Specialty</th>
<th>Primary</th>
</tr>
</thead>
<tbody>
<tr>
<td>Ritchie Ambroise, MD</td>
<td>Medicine</td>
<td>Hospital Medicine</td>
<td>BHCS</td>
</tr>
<tr>
<td>David Briston, MD</td>
<td>Medicine</td>
<td>Pediatric Cardiology</td>
<td>BHMC</td>
</tr>
<tr>
<td>Craig Depodesta, DO</td>
<td>Medicine</td>
<td>Palliative Care</td>
<td>BHMC</td>
</tr>
<tr>
<td>Yordanka Reyna, MD</td>
<td>Medicine</td>
<td>Cardiovascular Disease</td>
<td>BHMC</td>
</tr>
<tr>
<td>Joshua Shaw, MD</td>
<td>Surgery</td>
<td>General Surgery</td>
<td>BHMC</td>
</tr>
<tr>
<td>Scott Walker, MD</td>
<td>Psychiatry</td>
<td>Psychiatry</td>
<td>BHMC</td>
</tr>
<tr>
<td>Daniel Weitz, MD</td>
<td>Medicine</td>
<td>Cardiovascular Disease/</td>
<td>BHIP</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Electrophysiology</td>
<td></td>
</tr>
</tbody>
</table>

Approved the following New Members – Allied Health:

<table>
<thead>
<tr>
<th>Name</th>
<th>Department</th>
<th>Privileges</th>
<th>Sponsor(s)</th>
<th>Primary</th>
</tr>
</thead>
<tbody>
<tr>
<td>None</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Accepted the following Change of Status

<table>
<thead>
<tr>
<th>Name</th>
<th>Department</th>
<th>Privileges</th>
<th>Privileges Requested</th>
<th>Sponsor</th>
</tr>
</thead>
<tbody>
<tr>
<td>None</td>
<td></td>
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</tr>
</tbody>
</table>
Approved the following Medical Staff Reappointments and Status Changes:

**Reappointed With No Change in Status – 2 Years**

Reappointment Cycle: 10/28/2020 to 9/30/2022

<table>
<thead>
<tr>
<th>Physician</th>
<th>Department</th>
<th>Specialty</th>
<th>Recommended Status</th>
</tr>
</thead>
<tbody>
<tr>
<td>Richard Delgado, DO</td>
<td>Medicine</td>
<td>Emergency Medicine</td>
<td>Active</td>
</tr>
<tr>
<td>Hector DiCarlo, MD</td>
<td>Medicine</td>
<td>Family Medicine</td>
<td>Active</td>
</tr>
<tr>
<td>Kenneth Morrison, MD</td>
<td>Medicine</td>
<td>Radiology</td>
<td>Active</td>
</tr>
<tr>
<td>Alexander Parr, MD</td>
<td>Surgery</td>
<td>General Surgery / Robotic Surgery</td>
<td>Active</td>
</tr>
<tr>
<td>Alan Schneider, MD</td>
<td>Surgery</td>
<td>Urology</td>
<td>Active</td>
</tr>
<tr>
<td>Jeffrey Skimming</td>
<td>Medicine</td>
<td>Pediatric Cardiology</td>
<td>Consulting</td>
</tr>
<tr>
<td>Hong Wang, MD</td>
<td>Surgery</td>
<td>Pathology</td>
<td>Active</td>
</tr>
</tbody>
</table>

**Reappointed With Change in Status – 2 Year**

Reappointment Cycle: 10/28/2020 to 9/30/2022

<table>
<thead>
<tr>
<th>Physician</th>
<th>Department</th>
<th>Specialty</th>
<th>Current Status</th>
<th>Recommended Status</th>
</tr>
</thead>
<tbody>
<tr>
<td>John Coats, MD</td>
<td>Surgery</td>
<td>Neurosurgery</td>
<td>Active</td>
<td>Courtesy</td>
</tr>
<tr>
<td>Narendra Maheshwari, MD</td>
<td>Medicine</td>
<td>Internal Medicine</td>
<td>Courtesy</td>
<td>Active</td>
</tr>
<tr>
<td>Ivan Puente, MD</td>
<td>Surgery</td>
<td>General Surgery</td>
<td>Active</td>
<td>Courtesy</td>
</tr>
<tr>
<td>Gary Richmond, MD</td>
<td>Medicine</td>
<td>Pulmonary Medicine</td>
<td>Courtesy</td>
<td>Consulting</td>
</tr>
<tr>
<td>Dennis Tishko, MD</td>
<td>Surgery</td>
<td>Thoracic Surgery</td>
<td>Provisional II</td>
<td>Consulting</td>
</tr>
</tbody>
</table>

Approved the following AHP Reappointments and Status Changes:

**AHP Recommended With No Change in Status – 2 Years**

Reappointment Cycle: 10/28/2020 to 9/30/2022

<table>
<thead>
<tr>
<th>Name</th>
<th>Department</th>
<th>Specialty/</th>
<th>Sponsor(s)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Tanya Bethel-Hall, APRN</td>
<td>Medicine</td>
<td>Nurse Practitioner</td>
<td>Dane Clarke, MD</td>
</tr>
<tr>
<td>Cami Jo Dunham, PA-C</td>
<td>Surgery</td>
<td>Physician Assistant</td>
<td>Harold Dalton, DO; Kevin Cairns, MD Giuseppe Paese, DO; Kalman Blumberg, MD</td>
</tr>
<tr>
<td>Stephanie Sabanos, APRN</td>
<td>Medicine</td>
<td>Nurse Practitioner</td>
<td>Ahmed Osman, MD; David Kenigsberg, MD; Glenn Dym, MD</td>
</tr>
</tbody>
</table>

Accepted the following Resignations – Medical Staff:

<table>
<thead>
<tr>
<th>Name</th>
<th>Department</th>
<th>Privileges</th>
<th>Status</th>
<th>Reason</th>
</tr>
</thead>
<tbody>
<tr>
<td>Behnam Birgani, DO</td>
<td>Medicine</td>
<td>Family Medicine</td>
<td>Active</td>
<td>Voluntary – Zero Patient Contacts</td>
</tr>
<tr>
<td>Luis Romero, MD</td>
<td>Surgery</td>
<td>Neurosurgery</td>
<td>LOA</td>
<td>Voluntary – Practice Change</td>
</tr>
</tbody>
</table>

Accepted the following Resignations – Allied Health Professionals:

<table>
<thead>
<tr>
<th>Name</th>
<th>Department</th>
<th>Privileges</th>
<th>Status</th>
<th>Reason</th>
</tr>
</thead>
<tbody>
<tr>
<td>None</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Accepted the following Change of Sponsor(s) – Allied Health

<table>
<thead>
<tr>
<th>Allied Health Provider</th>
<th>Department</th>
<th>Specialty</th>
<th>Change of Sponsor(s)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Diane Dreibelbis, PA-C</td>
<td>Surgery</td>
<td>Physician Assistant</td>
<td>Add: Tracey Stokes, MD</td>
</tr>
<tr>
<td>Corrine Steffan, PA-C</td>
<td>Medicine</td>
<td>Physician Assistant</td>
<td>Add: Ian Kowalski, DO</td>
</tr>
</tbody>
</table>
Accepted the following Additional Privileges

<table>
<thead>
<tr>
<th>Name</th>
<th>Department</th>
<th>Privileges</th>
<th>Privileges Requested</th>
<th>Sponsor</th>
</tr>
</thead>
<tbody>
<tr>
<td>Diane Dreibelbis, PA-C</td>
<td>Medicine/</td>
<td>Physician Assistant –</td>
<td>Physician Assistant –</td>
<td>Requesting – Tracey</td>
</tr>
<tr>
<td></td>
<td>Surgery</td>
<td>Emergency Med.</td>
<td>Surgery</td>
<td>Stokes, MD</td>
</tr>
</tbody>
</table>

I, William Jensen, DO, Chief of Staff at Broward Health Imperial Point, do hereby attest that all pertinent and required information has been received and verified for providers being submitted to the Board of Commissioners for approval.

William Jensen, DO, Chief of Staff
date: 10/20/20

Randy Gross, CEO
date: 10/19/20

Gino Santorio, President/CEO

Date: __________
**Name:** Ritchie Ambroise, MD

<table>
<thead>
<tr>
<th>Date of Birth:</th>
<th>08/26/1986</th>
</tr>
</thead>
<tbody>
<tr>
<td>Citizenship:</td>
<td>US</td>
</tr>
<tr>
<td>Primary Facility:</td>
<td>Broward Health Coral Spring</td>
</tr>
<tr>
<td>Other Broward Health Facilities:</td>
<td>Broward Health Imperial Point</td>
</tr>
<tr>
<td>Specialty(ies):</td>
<td>Family Medicine</td>
</tr>
<tr>
<td>Dept. at Primary Facility:</td>
<td>Medicine</td>
</tr>
<tr>
<td>Secondary Facility Depts.:</td>
<td>Hospital Medicine</td>
</tr>
<tr>
<td>Practice Name:</td>
<td>SCP Health</td>
</tr>
<tr>
<td>Website:</td>
<td><a href="http://www.scp-health.com">www.scp-health.com</a></td>
</tr>
<tr>
<td>Primary Address Information:</td>
<td>3000 Coral Hills Drive, Coral Springs, FL 33065</td>
</tr>
<tr>
<td>Phone:</td>
<td>954-344-3296</td>
</tr>
<tr>
<td>Fax:</td>
<td>954-796-3922</td>
</tr>
<tr>
<td>Email:</td>
<td><a href="mailto:karen.windhorst@schumacherclinical.com">karen.windhorst@schumacherclinical.com</a></td>
</tr>
</tbody>
</table>

| ECFMG:               | Number: 08645269 |
|                      | Date Issued: 05/27/2015 |

| Medical/Professional School: | Ross University School of Medicine, Miramar, FL |
| From:             | 09/05/2011 |
| To:               | 04/03/2015 |
| Degree:           | Doctor of Medicine |

| Internship:       | N/A       |

| Gap:              | Prepared to start Residency Program |
| From:             | 04/04/2015 |
| To:               | 06/30/2015 |

| Residency:        | St. Mary and Elizabeth Medical Center, Chicago, IL |
| From:             | 07/01/2015 |
| To:               | 07/14/2018 |
| Specialty:        | Family Medicine |

| Fellowship:       | N/A |

| Hospital Affiliations/Work History: | St. James Olympia Fields Hospital, Olympia Fields, IL |
| From:                        | 07/10/2018 |
| To:                           | Present |
| Specialty:                   | Family Medicine |

| Board Certification: | Board: American Board of Family Medicine |
| Speciality:          | Family Medicine |
| Certification Date:  | 07/15/2018 |
| MOC Reverification Date: | 02/15/2021 |
| Certification Expiration: | N/A |
Broward Health – Credentialing Abstract – Medical Staff Applicant

Name: David A Briston, MD

Date of Birth: 12/21/1980

Citizenship: US

Primary Facility: Broward Health Medical Center

Other Broward Health Facilities:
- Broward Health Coral Springs
- Broward Health Imperial Point
- Broward Health North

Specialty(ies): Pediatric Cardiology

Dept. at Primary Facility: Pediatrics

Secondary Facility Deps.: Pediatrics

Practice Name: Pediatrics Medical Group
Website: www.pediatrics.com

Primary Address Information:
2825 N State Road 7
Suite 302
Margate, FL 33063
Phone: 954-972-1600
Fax: 954-917-0939
Email:

ECFMG: N/A

Medical/Professional School: West Virginia University School of Medicine
Morganton, WV

From: 08/01/2005
To: 05/17/2009
Degree:

Internship: N/A

Residency:
- Jackson Memorial Hospital- Miami University
Miami, FL
From: 06/24/2009
To: 06/30/2013
Specialty: Internal Medicine/ Pediatrics

Fellowship:
- Albert Einstein College of Medicine of Yeshiva University
Bronx, NY
From: 07/01/2013
To: 06/30/2016
Specialty: Pediatric Cardiology
- Ohio State University College of Medicine
Columbus, OH
From: 07/01/2016
To: 06/30/2018
Specialty: Adult Congenital Heart Disease

Gap: Awaiting start of employment with AdventHealth
From: 07/01/2018
To: 08/19/2018

David A Briston, MD
Hospital Affiliations/Work History:
AdventHealth Orlando (formerly Florida Hospital Orlando)
Orlando, FL
From: 08/20/2018
To: Present
Specialty: Pediatric Cardiology

Board Certification:
Board: American Board of Pediatrics
Specialty: Pediatrics
Certification Date: 10/24/2013
MOC Reverification Date: 02/15/2021
Certification Expiration: N/A

Board: American Board of Internal Medicine
Specialty: Internal Medicine
Certification Date: 08/08/2014
MOC Reverification Date: 04/01/2021
Certification Expiration: N/A

Board: American Board of Pediatrics
Specialty: Pediatric Cardiology
Certification Date: 11/02/2016
MOC Reverification Date: 12/30/2020
Certification Expiration: N/A

Board: American Board of Internal Medicine
Specialty: Adult Congenital Heart Disease
Certification Date: 11/06/2019
MOC Reverification Date: 04/01/2021
Certification Expiration: N/A

David A Briston, MD
Name: Craig R DePodesta, DO

Date of Birth: 02/04/1969

Citizenship: US

Primary Facility: Broward Health Medical Center

Other Broward Health Facilities:
- Broward Health Coral Springs
- Broward Health Imperial Point
- Broward Health North

Specialty(ies): Palliative Care

Dept. at Primary Facility: Medicine

Secondary Facility Depts.: Medicine

Practice Name: TrustBridge, Incorporated

Primary Address Information:
- 5300 NW 34th Avenue
- West Palm Beach, FL 33407
- Phone: 561-848-5200
- Fax: 561-863-280

ECFMG: N/A

Medical/Professional School:
- Nova SouthEastern University
- Fort Lauderdale, FL
- From: 08/01/1994
- To: 05/15/1998
- Degree: DO

Internship: N/A

Residency:
- Broward General Medical Center
- Fort Lauderdale, FL
- From: 07/01/1998
- To: 06/30/2001
- Specialty: Family Medicine

Fellowship: N/A

Hospital Affiliations/Work History:
- Broward Health Imperial Point
  - Ft Lauderdale, FL
  - From: 06/20/2001
  - To: 12/20/2017
  - Specialty: Family Medicine
- Broward Health North
  - Deerfield Beach, FL
  - From: 07/25/2001
  - To: 04/28/2004
  - Specialty: Family Medicine
- Broward Health
  - Fort Lauderdale, FL
  - From: 07/01/2001
  - To: 07/08/2003
  - Title: Physician
## Hospital Affiliations/Work History (cont’d):

<table>
<thead>
<tr>
<th>Organization</th>
<th>From</th>
<th>To</th>
<th>Title</th>
</tr>
</thead>
<tbody>
<tr>
<td>Craig DePodesta, DO, PA</td>
<td>07/01/2003</td>
<td>04/30/2020</td>
<td>Physician/Owner</td>
</tr>
<tr>
<td>Lauderdale by the Sea, FL</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Hospice by the Sea, Inc (Merged with TrustBridge)</td>
<td>07/01/2009</td>
<td>06/01/2014</td>
<td>Physician</td>
</tr>
<tr>
<td>Boca Raton, FL</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>TrustBridge, Incorporated</td>
<td>06/01/2014</td>
<td>Present</td>
<td>Associate Medical Director</td>
</tr>
<tr>
<td>West Palm Beach, FL</td>
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<td></td>
<td></td>
</tr>
<tr>
<td>Boca Raton Regional Hospital</td>
<td>05/24/2018</td>
<td>Present</td>
<td>Hospice/Palliative Care</td>
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<tr>
<td>Boca Raton, FL</td>
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</tbody>
</table>

## Board Certification:

<table>
<thead>
<tr>
<th>Board</th>
<th>Specialty</th>
<th>Certification Date</th>
<th>MOC Reverification Date</th>
<th>Certification Expiration</th>
</tr>
</thead>
<tbody>
<tr>
<td>American Osteopathic Board of Family Physicians</td>
<td>Hospice and Palliative Medicine</td>
<td>11/15/2013</td>
<td>N/A</td>
<td>12/31/2023</td>
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</table>
### Broward Health – Credentialing Abstract – Medical Staff Applicant

<table>
<thead>
<tr>
<th>Name:</th>
<th><strong>Yordanka I Reyna, MD</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Date of Birth:</strong></td>
<td>11/11/1976</td>
</tr>
<tr>
<td><strong>Citizenship:</strong></td>
<td>US</td>
</tr>
<tr>
<td><strong>Primary Facility:</strong></td>
<td>Broward Health Medical Center</td>
</tr>
</tbody>
</table>
| **Other Broward Health Facilities:** | Broward Health Coral Springs  
Broward Health Imperial Point  
Broward Health North |
| **Specialty:** | Cardiovascular Disease |
| **Dept. at Primary Facility:** | Medicine |
| **Secondary Facility Depts.:** | Medicine |
| **Practice Name:** | Heart Healthy Associates |
| **Primary Address Information:** | 20200 West Dixie Highway  
Suite 706  
Miami, FL 33180  
Phone: 954-451-5932  
Fax: 305-974-4984 |
| **ECFMG:** | Number: 0-697-244-2  
Date Issued: 06/12/2008 |
| **Medical/Professional School:** | Ross University School of Medicine  
Dominica, West Indies,  
From: 09/06/2004  
To: 05/31/2008  
Degree: MD |
| **Internship:** | N/A |
| **Residency:** | Cleveland Clinic Florida  
Weston, FL  
From: 07/01/2008  
To: 06/30/2011  
Specialty: Internal Medicine |
| **Fellowship:** | Cleveland Clinic Foundation  
Cleveland, OH  
From: 07/01/2011  
To: 06/30/2014  
Specialty: Cardiology  
Cleveland Clinic Foundation  
Cleveland, OH  
From: 07/01/2014  
To: 06/30/2015  
Specialty: Advanced Heart Failure and Transplant Cardiology |
| **Hospital Affiliations/Work History:** | Cleveland Clinic Florida  
Weston, FL  
From: 04/22/2015  
To: 12/14/2018  
Specialty: Cardiology |
Broward Health – Credentialing Abstract – Medical Staff Applicant

Gap:

CREDENTIALING PROCESS FOR
BROWARD HEALTH

From: 12/15/2018
To: 02/26/2019

Hospital Affiliations/
Work History (cont'd):

BROWARD HEALTH MEDICAL CENTER & SALAH FOUNDATION CHILDREN'S HOSPITAL
Fort Lauderdale, FL

From: 02/27/2019
To: Present
Specialty: Cardiovascular Disease

Board Certification:

Board: American Board of Internal Medicine
Specialty: Internal Medicine
Certification Date: 08/09/2011
MOC Reverification Date: N/A
Certification Expiration: 12/31/2021

Board: American Board of Internal Medicine
Specialty: Cardiovascular Disease
Certification Date: 10/20/2014
MOC Reverification Date: 04/01/2021
Certification Expiration: N/A

Board: American Board of Internal Medicine
Specialty: Advanced Heart Failure and Transplant Cardiology
Certification Date: 10/13/2016
MOC Reverification Date: 04/01/2021
Certification Expiration: N/A

Yordanka I Reyna, MD
Broward Health – Credentialing Abstract – Medical Staff Applicant

Name: Joshua Shaw MD

Date of Birth: 02/17/1983

Citizenship: US

Primary Facility: Broward Health Medical Center

Other Broward Health Facilities:
- Broward Health Coral Springs
- Broward Health Imperial Point
- Broward Health North

Specialty(ies):
- Transplant Surgery
- General Surgery

Dept. at Primary Facility: Surgery

Secondary Facility Depts.: Surgery

Practice Name: Broward Health Physician Group
Website: www.browardhealth.org

Primary Address Information:
1625 SE 3rd Avenue
Suite 721
Fort Lauderdale, FL 33316
Phone: 954-831-2763
Fax: 954-712-3970
Email: jishaw@me.com

ECFMG: N/A

Medical/Professional School:
University of Massachusetts Medical School
Worcester, MA
From: 08/01/2005
To: 06/30/2009
Degree: MD

Internship/Residency:
University of Massachusetts Medical School
Worcester, MA
From: 07/01/2009
To: 06/30/2016
Specialty: General Surgery

Fellowship:
University of Toronto
Toronto Ontario, CA
From: 08/01/2016
To: 07/31/2018
Specialty: Abdominal Transplant & HPB Surgery

Hospital Affiliations/
Work History:
Cleveland Clinic Florida Hospital
Weston, FL
From: 08/27/2018
To: 08/27/2020
Specialty: Transplant Surgery

Broward Health Medical Center
Fort Lauderdale, FL
From: 08/27/2018
To: Present
Specialty: Transplant Surgery/General Surgery

Joshua Shaw, MD
Broward Health – Credentialing Abstract – Medical Staff Applicant

Board Certification:

Board: American Board of Surgery
Specialty: Surgery
Certification Date: 11/14/2017
MOC Reverification Date: N/A
Certification Expiration: 12/31/2028

Joshua Shaw, MD
Name: Scott F Walker MD, MPH

Date of Birth: 02/13/1982
Citizenship: US
Primary Facility: Broward Health Medical Center
Other Broward Health Facilities:
   Broward Health Imperial Point
Specialty(ies): Psychiatry
Dept. at Primary Facility: Psychiatry
Secondary Facility Depts.: Psychiatry
Practice Name: Broward Health Physician Group
Website: www.browardhealth.org

Primary Address Information:
   1608 SE 3rd Avenue
   Suite 503
   Fort Lauderdale, FL 33316
   Phone: 954-767-5503
   Fax: 954-767-5435
   Email: sfwalker@gmail.com

ECFMG: N/A
Medical/Professional School: University of Miami Miller School of Medicine
   Miami, FL
   From: 06/13/2011
   To: 06/10/2015
   Degree: MD, MPH

Internship: N/A
Residency: Harvard Longwood/Brigham and Womens Hospital
   Boston, MA
   From: 06/20/2015
   To: 06/30/2019
   Specialty: Psychiatry

Fellowship: N/A
Gap:
   Prepared for board certification, and applied for privileges with Broward Health
   From: 07/01/2019
   To: 11/10/2019

Hospital Affiliations/Work History:
   Broward Health Medical Center
   Fort Lauderdale, FL
   From: 11/20/2019
   To: Present
   Specialty: Psychiatry

Board Certification:
   Board: American Board of Psychiatry and Neurology
   Specialty: Psychiatry
   Eligibility Date: 09/16/2019
   MOC Revalidation Date: 03/01/2021
   Eligibility Expiration: N/A
Broward Health – Credentialing Abstract – Medical Staff Applicant

Name: Daniel Weitz MD

Date of Birth: 11/15/1977

Citizenship: US

Primary Facility: Broward Health Imperial Point

Other Broward Health Facilities:
- Broward Health Medical Center
- Broward Health North

Specialty(ies):
- Cardiovascular Disease
- Electrophysiology

Dept. at Primary Facility: Medicine

Secondary Facility Depts.: Medicine

Practice Name: Holy Cross Medical Group
Website: https://physicianpartners.holy-cross.com/daniel-weitz-md-fhrs

Primary Address Information:
4701 N Federal Highway
Suite A-39
Fort Lauderdale, FL 33308
Phone: 954-267-6780
Fax: 954-267-6779
Email: Daniel.weitz@gmail.com

ECFMG: N/A

Medical/Professional School:
New York University School Of Medicine
New York, NY
From: 08/01/2000
To: 06/20/2004
Degree: MD

Internship: N/A

Residency:
New York Presbyterian/ University Medical Center
New York, NY
From: 08/01/2004
To: 06/30/2007
Specialty: Internal Medicine

Hospital Affiliations/ Work History:
Hospital for Special Surgery
New York, NY
From: 08/09/2007
To: 07/01/2008
Specialty: Internal Medicine

Fellowship:
NYU Langone Medical Center and School of Medicine
New York, NY
From: 07/01/2008
To: 07/01/2011
Specialty: Cardiovascular Disease

NYU Langone Medical Center and School of Medicine
New York, NY
From: 07/01/2011
To: 07/01/2012
Specialty: Clinical Cardiac Electrophysiology

Daniel Weitz, MD
**Hospital Affiliations/ Work History:**

<table>
<thead>
<tr>
<th>Holy Cross Hospital</th>
<th>Fort Lauderdale, FL</th>
</tr>
</thead>
<tbody>
<tr>
<td>From:</td>
<td>07/13/2012</td>
</tr>
<tr>
<td>To:</td>
<td>Present</td>
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<tr>
<td>Specialty:</td>
<td>Cardiology-Electrophysiology</td>
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**Board Certification:**

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<tr>
<th>Board:</th>
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<tr>
<td>Specialty:</td>
<td>Cardiovascular Disease</td>
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<td>Certification Date:</td>
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<td>MOC Reverification Date:</td>
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<td>Certification Expiration:</td>
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<th>American Board of Internal Medicine</th>
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</thead>
<tbody>
<tr>
<td>Specialty:</td>
<td>Clinical Cardiac Electrophysiology</td>
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<td>Certification Date:</td>
<td>10/25/2012</td>
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<td>MOC Reverification Date:</td>
<td>N/A</td>
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<tr>
<td>Certification Expiration:</td>
<td>12/31/2022</td>
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Daniel Weitz, MD
SUMMARY OF REQUEST

DATE: November 18, 2020

FACILITY: Broward Health Coral Springs

ITEM: Medical Staff Board Items

REASON: Approved Recommendations as Exhibited From the Medical Executive Committee of Broward Health Coral Springs

COST: Not applicable

ADDITIONAL INFORMATION: See Attached

SUBMITTED FOR LEGAL COUNSEL REVIEW: Not applicable

APPROVED: Gino Santorio November 17, 2020 06:41 EST

Andrew Ta November 17, 2020 07:53 EST

Jared Smith CEO

Date

Date
MEMORANDUM

TO: Board of Commissioners
FROM: Jared Smith, CEO
DATE: November 18, 2020
SUBJECT: Medical Staff Board Items

The Medical Executive Committee at Broward Health Coral Springs, at its monthly meeting on November 10, 2020, approved the recommendations as exhibited for the following:

Medical Staff Changes and Additions
Medical Staff Reappointments

Allied Health Changes and Additions
Allied Health Reappointments

I, Israel Penate, MD, Chief of Staff at Broward Health Coral Springs, do hereby attest that all pertinent and required information has been received and verified for providers being submitted to the Board of Commissioners for approval.

Therefore, it is requested that the Board of Commissioners approve these recommendations as submitted from the Medical Executive Committee at Broward Health Coral Springs.
BROWARD HEALTH CORAL SPRINGS
MEDICAL STAFF CHANGES AND ADDITIONS

______ Broward Health Medical Center ________ Broward Health North

______ Broward Health Imperial Point ________ X__ Broward Health Coral Springs

The following Medical Staff Committees:

CREDENTIALS COMMITTEE: November 5, 2020

MEDICAL EXECUTIVE COMMITTEE: November 10, 2020

Approved MEC New Business:
1. FPPE Report for October 2020 – Initial Appointments from April 2020 – No Outliers
2. OPPE Report for Nurse Practitioners AHPs (Date Range Reviewed: February 2020 – September 2020) – No Outliers
3. OPPE Report for November 2020 (Date Range Reviewed: January 2020 – August 2020) – No Outliers

Approved the following New Members - Medical Staff:

<table>
<thead>
<tr>
<th>Name</th>
<th>Department</th>
<th>Specialty</th>
<th>Primary</th>
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</thead>
<tbody>
<tr>
<td>1. Aye, Rose, MD</td>
<td>Medicine</td>
<td>Infectious Disease; Internal Medicine</td>
<td>BHN</td>
</tr>
<tr>
<td>2. Bokhari, Hassan MD</td>
<td>Medicine</td>
<td>Psychiatry (Teledmedicine)</td>
<td>BHMC</td>
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<tr>
<td>3. Briggs, Jeffrey, DO</td>
<td>Medicine</td>
<td>Psychiatry (Teledmedicine)</td>
<td>BHMC</td>
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<tr>
<td>4. Coombs, Andre, MD</td>
<td>Medicine</td>
<td>Critical Care Medicine; Sedation</td>
<td>BHN</td>
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<tr>
<td>5. Douajji, Bassam, MD</td>
<td>Medicine</td>
<td>Pulmonary Critical Care Medicine; Sedation</td>
<td>BHN</td>
</tr>
<tr>
<td>6. Ernstoff, Nathaniel, MD</td>
<td>Medicine</td>
<td>Gastroenterology</td>
<td>BHCS</td>
</tr>
<tr>
<td>7. Golawala, Mushfeka, MD</td>
<td>Medicine</td>
<td>Internal Medicine</td>
<td>BHN</td>
</tr>
<tr>
<td>8. Grenier, Ernesto, MD</td>
<td>Medicine</td>
<td>Psychiatry (Teledmedicine)</td>
<td>BHMC</td>
</tr>
<tr>
<td>9. Jaishankar, Vidyalakshmi, MD</td>
<td>Medicine</td>
<td>Psychiatry (Teledmedicine)</td>
<td>BHMC</td>
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<tr>
<td>10. Nadeem, Abdul, MD</td>
<td>Medicine</td>
<td>Psychiatry (Teledmedicine)</td>
<td>BHMC</td>
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<tr>
<td>11. Patzke, Anamaria, MD</td>
<td>Pediatrics</td>
<td>Pediatrics</td>
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<td>12. Seligsohn, Jacob, MD</td>
<td>Pediatrics</td>
<td>Pediatrics</td>
<td>BHCS</td>
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<tr>
<td>13. Vazquez, Zael, MD</td>
<td>Medicine</td>
<td>Pulmonary Critical Care Medicine; Sedation</td>
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Approved the following New Members - Allied Health:

<table>
<thead>
<tr>
<th>Name</th>
<th>Department</th>
<th>Specialty</th>
<th>Sponsor</th>
<th>Primary</th>
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<tbody>
<tr>
<td>1. Garcia, Mercedes, APRN</td>
<td>Surgery</td>
<td>Nurse Practitioner (Gen Surgery)</td>
<td>Jose Martin, DO</td>
<td>BHCS</td>
</tr>
<tr>
<td>2. Innis, Jamie, PA-C</td>
<td>Medicine</td>
<td>Physician Assistant (IM)</td>
<td>Kathleen Joseph-McBean, MD</td>
<td>BHCS</td>
</tr>
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Approved the following Addition of Privileges:

<table>
<thead>
<tr>
<th>Name</th>
<th>Department</th>
<th>Specialty</th>
<th>Requested Privilege(s)</th>
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<tbody>
<tr>
<td>Alayoubi, Houssam, MD</td>
<td>Medicine</td>
<td>Cardiology</td>
<td>DEL: Sedation (failure to provide life card certification)</td>
</tr>
<tr>
<td>El-Sayed, Mohamed, MD</td>
<td>Medicine</td>
<td>Cardiology</td>
<td>DEL: Sedation (failure to provide life card certification)</td>
</tr>
<tr>
<td>Nelson-Curtis, Beverley, MD</td>
<td>Pediatrics</td>
<td>Pediatrics</td>
<td>DEL: Sedation (failure to provide life card certification)</td>
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Approved the following Status Changes:

<table>
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<th>Department</th>
<th>Specialty</th>
<th>Current Status</th>
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<tbody>
<tr>
<td>Brezing, Richard, MD</td>
<td>Surgery</td>
<td>Cardiovascular/Thoracic Surgery</td>
<td>LOA</td>
<td>Active</td>
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<tr>
<td>Nelson-Wernick, Eleanor, Ph.D.</td>
<td>Medicine</td>
<td>Psychology</td>
<td>Consulting</td>
<td>Affiliate</td>
</tr>
<tr>
<td>Wernick, Robert, Ph.D.</td>
<td>Medicine</td>
<td>Psychology</td>
<td>Consulting</td>
<td>Affiliate</td>
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Approved the following Medical Staff Reappointments and Status Changes:

**RECOMMENDED WITH NO CHANGE IN STATUS – 2 YEARS**

Reappointment Cycle: 11/18/2020 – 10/30/2022

<table>
<thead>
<tr>
<th>Physician</th>
<th>Department</th>
<th>Specialty</th>
<th>Recommended Status</th>
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<tbody>
<tr>
<td>Dubrovsky, Aleksandr, DO</td>
<td>Medicine</td>
<td>Emergency Medicine; Sedation</td>
<td>Active</td>
</tr>
<tr>
<td>Faria, Rohan, MD</td>
<td>Medicine</td>
<td>Hematology / Oncology</td>
<td>Active</td>
</tr>
<tr>
<td>Khan, Aslam, MD</td>
<td>Medicine</td>
<td>Cardiovascular Disease; Internal Medicine</td>
<td>Active</td>
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<tr>
<td>Kohan, Melvin, MD</td>
<td>Medicine</td>
<td>Infectious Medicine; Internal Medicine</td>
<td>Active</td>
</tr>
<tr>
<td>Le Bienvenu, Christian, MD</td>
<td>Medicine</td>
<td>Internal Medicine (NCP)</td>
<td>Active</td>
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<tr>
<td>Levens, David, MD</td>
<td>Surgery</td>
<td>Plastic Surgery (Hand Surgery); Plastic Surgery within the Head and Neck</td>
<td>Affiliate</td>
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<tr>
<td>Nguyen-Sperry, Janet, MD</td>
<td>Medicine</td>
<td>Radiation Oncology</td>
<td>Active</td>
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<tr>
<td>Oliva, Luis, MD</td>
<td>Pediatrics</td>
<td>Pediatric Gastroenterology</td>
<td>Active</td>
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<tr>
<td>Penate, Israel, MD</td>
<td>Medicine</td>
<td>Internal Medicine</td>
<td>Active</td>
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<tr>
<td>Perl, Mike, MD</td>
<td>Medicine</td>
<td>Internal Medicine</td>
<td>Active</td>
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<tr>
<td>Porudominsky, Rony, MD</td>
<td>Medicine</td>
<td>Gastroenterology</td>
<td>Active</td>
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<td>Rosario, Reinaldo, MD</td>
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<td>Nephrology</td>
<td>Consulting</td>
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<tr>
<td>Roskin, Amy, MD</td>
<td>OBGYN</td>
<td>Gynecology ONLY</td>
<td>Courtesy</td>
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<tr>
<td>Roth, Todd, MD</td>
<td>Pediatrics</td>
<td>Pediatric Cardiology</td>
<td>Consulting</td>
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<tr>
<td>Scumpia, Alexander, DO</td>
<td>Medicine</td>
<td>Emergency Medicine; Sedation</td>
<td>Medicine</td>
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<tr>
<td>Vela, Nathan, DPM</td>
<td>Surgery</td>
<td>Podiatry</td>
<td>Courtesy</td>
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<tr>
<td>Zeichner, Daniel, MD</td>
<td>Surgery</td>
<td>Plastic Surgery</td>
<td>Consulting</td>
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### RECOMMENDED WITH CHANGES IN STATUS – 2 YEARS
Reappointment Cycle: 11/18/2020 – 10/30/2022

<table>
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<tr>
<td>Armenakis, Kiprianos, MD</td>
<td>Medicine</td>
<td>Internal Medicine</td>
<td>Courtesy</td>
<td>Active</td>
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<tr>
<td>Blanco, Ernesto, MD</td>
<td>Pediatrics</td>
<td>Pediatrics (NCP)</td>
<td>Provisional II</td>
<td>Affiliate</td>
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<tr>
<td>Kuhn, Kerry, MD</td>
<td>OBGYN</td>
<td>Obstetrics / Gynecology</td>
<td>Active</td>
<td>Courtesy</td>
</tr>
<tr>
<td>Mejia-Carvaljal, Carmen, MD</td>
<td>Pediatrics</td>
<td>Pediatrics</td>
<td>Provisional II</td>
<td>Affiliate</td>
</tr>
<tr>
<td>Ortiz-Gonzalez, Karla, MD</td>
<td>OBGYN</td>
<td>Obstetrics / Gynecology</td>
<td>Courtesy</td>
<td>Active</td>
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<tr>
<td>Phillips, Bruce, MD</td>
<td>Medicine</td>
<td>Radiation Oncology</td>
<td>Provisional II</td>
<td>Courtesy</td>
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<tr>
<td>Rhoden, Donna, MD</td>
<td>Pediatrics</td>
<td>Pediatric Cardiology</td>
<td>Courtesy</td>
<td>Active</td>
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<tr>
<td>Rosenthal, Jon, DO</td>
<td>Surgery</td>
<td>Otolaryngology</td>
<td>Courtesy</td>
<td>Consulting</td>
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### RECOMMENDED WITH CHANGE IN STATUS – 1 YEAR
Reappointment Cycle: 11/18/2020 – 10/30/2021

<table>
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NONE

Approved the following AHP Reappointments and Status Changes:

### AHP RECOMMENDED WITH NO CHANGE IN STATUS – 2 YEARS
Reappointment Cycle: 11/18/2020 – 10/30/2022

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<th>Sponsor(s)</th>
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<tbody>
<tr>
<td>Marchand, Melissa, PA-C</td>
<td>Surgery</td>
<td>Physician Assistant</td>
<td>Michael Zahalsky, MD; Mini Varghese, MD; Christopher Hollowell, MD; Michael Tyler, MD; Laurel Sofer, MD</td>
</tr>
<tr>
<td>Morello, Tiffany, PA-C</td>
<td>Surgery</td>
<td>Physician Assistant</td>
<td>Kahlil Shillingford, MD; Niranjan Shintre, MD; Bernard Zaragoza, MD; Mark Shachner, MD</td>
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<tr>
<td>Padrino, Lenia, APRN</td>
<td>Medicine</td>
<td>Nurse Practitioner</td>
<td>Ahmed Osman, MD; David Kenigsberg, MD</td>
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Accepted the following Resignations – Medical Staff:

<table>
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<th>Department</th>
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<tbody>
<tr>
<td>Emmanuel, Charlyn, MD</td>
<td>Pediatrics</td>
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<td>Consulting</td>
<td>Voluntary Resignation</td>
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<tr>
<td>Masood, Samreen, MD</td>
<td>Medicine</td>
<td>Family Medicine</td>
<td>Provisional II</td>
<td>Voluntary Resignation</td>
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<tr>
<td>Nahmias, Harvan, MD</td>
<td>Medicine</td>
<td>Endocrinology; Internal Medicine</td>
<td>Active</td>
<td>Voluntary Resignation (Practice Change)</td>
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<tr>
<td>Nguyen, Trinh, MD</td>
<td>Pediatrics</td>
<td>Pediatrics</td>
<td>Courtesy</td>
<td>Voluntary Resignation (Contract Change)</td>
</tr>
<tr>
<td>Rosenthal, Daniel, MD</td>
<td>Medicine</td>
<td>Internal Medicine</td>
<td>Courtesy</td>
<td>Deceased</td>
</tr>
<tr>
<td>Zafran, Bruce, MD</td>
<td>OBGYN</td>
<td>Obstetrics / Gynecology</td>
<td>LOA</td>
<td>Voluntary Resignation</td>
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Accepted the following Resignations – Allied Health Professional:

<table>
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<th>Department</th>
<th>Specialty</th>
<th>Sponsor(s)</th>
<th>Reason</th>
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Approved the following Change of Sponsor(s) – Allied Health:

<table>
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<th>Name</th>
<th>Department</th>
<th>Specialty</th>
<th>Add/Delete Sponsor</th>
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<tbody>
<tr>
<td>NONE</td>
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APPROVALS:

Chief of Staff: [Signature]
Date: 11/11/2020

BHCS/CEO: [Signature]
Date: 11/11/20

President, CEO: Gino Santoro
Date: 11/17/2020
Broward Health – Credentialing Abstract – Medical Staff Applicant

Name: Rose Aye, MD

Date of Birth: 10/15/1981

Citizenship: US

Primary Facility: Broward Health North

Other Broward Health Facilities:
- Broward Health Coral Springs
- Broward Health Imperial Point

Specialty(ies):
- Infectious Disease
- Internal Medicine

Dept. at Primary Facility: Medicine

Secondary Facility Depts.:
- Medicine

Practice Name: Infectious Disease Consultants PA

Primary Address Information:
- 2901 Coral Hills Drive
  Suite 220
  Coral Springs, FL 33065
- Phone: 954-345-0404
- Fax: 954-346-8315
- Email: nsingh@idcares.com

ECFMG:
- Number: 0-765-369-4
- Date Issued: 06/17/2014

Medical/Professional School:
- University of Sint Eustatius School of Medicine
- Sint Eustatius, Neth,
- From: 01/01/2006
- To: 12/30/2013
- Degree: MD

Externship:
- Lafayette AMG Hospital
  Lafayette, LA
- From: 01/01/2013
- To: 04/30/2015
- Specialty: Extern

Gap:
- Vacationing
- From: 05/01/2015
- To: 06/30/2015

Residency:
- Louisiana State University Hospital and Clinics
  Lafayette, LA
- From: 07/01/2015
- To: 06/30/2018
- Specialty: Internal Medicine

Fellowship:
- Winthrop University Hospital
  Mineola, NY
- From: 07/01/2018
- To: 06/30/2020
- Specialty: Infectious Diseases

Hospital Affiliations/Work History:
- N/A
Broward Health – Credentialing Abstract – Medical Staff Applicant

**Gap:**

<table>
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<th>From</th>
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<td>09/30/2020</td>
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**Board Certification:**

<table>
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<tr>
<th>Board</th>
<th>American Board of Internal Medicine</th>
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<tr>
<td>Specialty</td>
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<td>Eligibility Date</td>
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<td>Eligibility Expiration</td>
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<td>Infectious Disease</td>
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<tr>
<td>Eligibility Expiration</td>
<td>06/30/2027</td>
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Rose Aye, MD
Name: Hassan A Bokhari, MD

Date of Birth: 07/13/1975
Citizenship: US
Primary Facility: Broward Health Medical Center
Other Broward Health Facilities: Broward Health Coral Springs
Broward Health Imperial Point
Broward Health North
Specialty(ies): Psychiatry (Telemedicine)
Dept. at Primary Facility: Psychiatry
Secondary Facility Depts.: Medicine
Psychiatry
Practice Name: Asana Integrated Medical Group
Website: www.alignedth.com

Primary Address Information: 6200 Canoga Avenue
Suite 350
Woodland Hills, CA 91367
Phone: 818-525-6165
Fax: 666-405-2221
Email: tmiller@alignedth.com

ECFMG: Number: 0-703-102-4
Date Issued: 08/17/2007
Medical/Professional School: Quaid-E-Azam Medical College
Bahawalpur, Pakistan
From: 08/01/1994
To: 07/05/1999
Degree: MD

Internship: PSN Shifa Naval Hospital
Karachi, Pakistan
From: 06/01/1999
To: 12/31/1999
Specialty: Internal Medicine

Foreign Residency: PNG Shifa Naval Hospital
Karachi, Pakistan
From: 01/01/2000
To: 07/31/2000
Specialty: Surgery

Foreign Hospital Affiliations/Work History:
Pakistan Naval Medical Center
From: 08/01/2000
To: 01/31/2002
Specialty: Emergency Room Physician

Foreign Fellowship: Pakistan Navy Undersea Medical Institute
Karachi, Pakistan
From: 02/01/2001
To: 02/28/2002
Specialty: Emergency Medicine

Hassan A Bokhari, MD
Broward Health – Credentialing Abstract – Medical Staff Applicant

Gap:
Various positions as a physician in Pakistan
From: 03/01/2002
To: 06/30/2008

Residency:
Rutgers New Jersey Medical School
Newark, NJ
From: 07/01/2008
To: 06/30/2011
Specialty: Psychiatry

Fellowship:
Georgetown University Hospital
Washington, DC
From: 07/01/2011
To: 06/30/2013
Specialty: Child and Adolescent Psychiatry

Hospital Affiliations/
Work History:
Eastern Shore Hospital Center
Cambridge, MD
From: 08/08/2012
To: 04/05/2019
Specialty: Psychiatry

Adventist Healthcare Shady Grove Medical Center
Rockville, MD
From: 08/05/2013
To: 08/15/2015
Specialty: Psychiatry

St. Joseph's Hospital
Tampa, FL
From: 06/24/2015
To: Present
Specialty: Psychiatry

Morton Plant North Bay Hospital
New Port Richey, FL
From: 03/13/2018
To: 03/12/2019
Specialty: Psychiatry

Cleveland Clinic Indian River Hospital
Vero beach, FL
From: 01/19/2019
To: Present
Specialty: Psychiatry

Cleveland Clinic Martin Health (North,South,Tradition)
Stuart, FL
From: 02/20/2020
To: Present
Specialty: Psychiatry

Board Certification:
Board: American Board of Psychiatry and Neurology
Specialty: Psychiatry
Certification Date: 09/23/2013
MOC Reverification Date: 03/01/2021
Certification Expiration: N/A

Hassan A Bokhari, MD
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</table>
## Name: Jeffrey D Briggs, DO

### Date of Birth:
02/06/1989

### Citizenship:
US

### Primary Facility:
Broward Health Medical Center

### Other Broward Health Facilities:
- Broward Health Coral Springs
- Broward Health Imperial Point
- Broward Health North

### Specialty(ies):
Psychiatry (Telemedicine)

### Dept. at Primary Facility:
Psychiatry (Telemedicine)

### Secondary Facility Depts.:
- Medicine
- Psychiatry

### Practice Name:
Asana Integrated Medical Group
Website: www.alignedth.com

### Primary Address Information:
6200 Canoga Avenue
Suite 350
Woodland Hills, CA 91367
Phone: 818-528-6165
Fax: 866-405-2221
Email: tmiller@alignedth.com

### ECFMG:
N/A

### Medical/Professional School:
Texas College of Osteopathic Medicine
Fort Worth, TX
- From: 07/05/2011
- To: 05/31/2015
- Degree: DO

### Internship:
N/A

### Residency:
John Peter Smith Hospital
Fort Worth, TX
- From: 07/01/2015
- To: 06/30/2019
- Specialty: Psychiatry

### Fellowship:
N/A

### Hospital Affiliations/Work History:
- **Lake Granbury Medical Center**
  - Granbury, TX
  - From: 07/10/2019
  - To: Present
  - Specialty: Psychiatry

  **Trinity Mother Frances Health System, Sulphur Springs**
  - Tyler, TX
  - From: 08/09/2019
  - To: Present
  - Specialty: Psychiatry
HOSPITAL AFFILIATIONS/WORK HISTORY (CONT'D):

CHRISTUS Santa Rosa Health Care System
San Antonio, TX
From: 08/15/2019
To: Present
Specialty: Psychiatry

Trinity Mother Francis Hospital of Winnsboro
Winnsboro, TX
From: 08/16/2019
To: Present
Specialty: Psychiatry

Good Shepherd Medical Center
Longview, TX
From: 08/16/2019
To: Present
Specialty: Psychiatry

Methodist Charlton Medical Center
Dallas, TX
From: 09/30/2019
To: Present
Specialty: Psychiatry

Methodist Dallas Medical Center
Dallas, TX
From: 09/30/2019
To: Present
Specialty: Psychiatry

Methodist Mansfield Medical Center
Mansfield, TX
From: 09/30/2019
To: Present
Specialty: Psychiatry

The Children's Hospital of San Antonio
San Antonio, TX
From: 10/15/2019
To: Present
Specialty: Psychiatry

CHRISTUS Spohn Health System
Corpus Christi, TX
From: 05/11/2020
To: Present
Specialty: Psychiatry

BOARD CERTIFICATION:

Board: American Board of Psychiatry and Neurology
Specialty: Psychiatry
Certification Date: 09/16/2019
MOC Reverification Date: 03/01/2021
Certification Expiration: N/A

Jeffery D Briggs, DO
Broward Health – Credentialing Abstract – Medical Staff Applicant

Name: Andre V Coombs MD

Date of Birth: 12/23/1983

Citizenship: Permanent Resident Expire: 12/03/2024

Primary Facility: Broward Health North

Other Broward Health Facilities:
- Broward Health Coral Springs
- Broward Health Imperial Point

Specialty(ies): Critical Care Medicine

Dept. at Primary Facility: Medicine

Secondary Facility Depts.: Medicine

Practice Name: NuView Telehealth LLC
Website: nувiewhealth.com

Primary Address Information:
1825 NW Corporate Boulevard
Suite 105
Boca Raton, FL 33431
Phone: 561-299-3667
Fax: 561-299-3670
Email: tbrown@nувiewhealth.com

ECFMG:
Number: 06800064
Date Issued: 10/25/2012

Medical/Professional School:
The University of the West Indies
Mona, Jamaica
From: 08/01/2002
To: 07/01/2007
Degree: M.B.B.S.

Foreign Internship:
Queen Elizabeth Hospital
Barbados
From: 07/01/2007
To: 12/31/2007
Specialty: Intern

Foreign Hospital Affiliations/Work History:
San Fernando General Hospital
Trinidad and Tobago
From: 01/01/2008
To: 06/30/2010
Title: House Officer Emergency Medicine/Neurosurgery

Foreign Residency:
University of West Indies
Mona, Jamaica
From: 07/01/2010
To: 01/01/2012
Specialty: Neurosurgery

Volunteer:
University of Miami Miller school of Medicine
Miami, FL
From: 02/01/2012
To: 10/31/2012
Title: Volunteer Researcher Dept of Neurosurgery

Andre V Coombs, MD
Broward Health – Credentialing Abstract – Medical Staff Applicant

Research Fellow:
LESS Institute
Wilton Manors, FL
Title: Neurosurgery and Spine Research (Volunteer)

Residency:
Jackson Memorial Hospital- University of Miami
Miami, FL
Specialty: General Surgery

Mount Sinai Medical Center
Miami Beach, FL
Specialty: General Surgery

Fellowship:
Stanford Health Care
Stanford, CA
Specialty: Trauma/Surgical Critical Care

Hospital Affiliations/Work History:
N/A

Board Certification:
Board: American Board of Surgery
Specialty: Surgery
Certification Date: 10/22/2019
MOC Reverification Date: 12/31/2020
Certification Expiration: N/A

Board: American Board of Surgery
Specialty: Surgical Critical Care
Eligibility Date: 07/31/2020
MOC Reverification Date: N/A
Eligibility Expiration Date: 07/31/2027
Broward Health – Credentialing Abstract – Medical Staff Applicant

Name: Bassam Doujaji, MD

Date of Birth: 01/02/1960
Citizenship: US

Primary Facility: Broward Health North
Other Broward Health Facilities:
Broward Health Coral Springs

Specialty(ies): Pulmonary Critical Care
Dept. at Primary Facility: Medicine
Secondary Facility Depts.: Medicine

Practice Name: NuView Telehealth LLC
Website: nuviewhealth.com

Primary Address Information: 1825 NW Corporate Boulevard
Suite 105
Boca Raton, FL 33431
Phone: 561-299-3667
Fax: 561-299-3670
Email: tbrown@nuviewhealth.com

ECFMG:
Number: 0-395437-7
Date Issued: 07/06/1988

Medical/Professional School: St Georges School of Medicine
Bay Shore
Great River, NY
From: 01/02/1982
To: 06/30/1987
Degree: MD

Internship:
Waterbury Hospital
Waterbury, CT
From: 07/01/1987
To: 06/30/1988
Specialty: Internal Medicine

Residency:
St. Francis and Helene Fuld Medical Center
Trenton, NJ
From: 07/01/1988
To: 06/30/1991
Specialty: Internal Medicine

Fellowship:
National Institutes of Health
Bethesda, MD
From: 07/01/1991
To: 06/30/1993
Specialty: Pulmonary

Mount Sinai School of Medicine
New York, NY
From: 07/01/1993
To: 06/30/1994
Specialty: Critical Care Medicine

Bassam Doujaji, MD
Broward Health – Credentialing Abstract – Medical Staff Applicant

Gap: Vacation and preparation for Pulmonary medical boards
From: 07/01/1994
To: 11/30/1994

Hospital Affiliations/
Work History:

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<td>Somerset Medical Center</td>
<td>03/26/1998</td>
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<td>Somerville, NJ</td>
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<td>Saudi Aramco</td>
<td>10/17/2002</td>
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<td>Houston, TX</td>
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<td>Bahrain Specialists Hospital</td>
<td>01/02/2017</td>
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<td>AdventHealth Lake Wales Medical Center</td>
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<td>07/01/2017</td>
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<td>Team Health</td>
<td>07/01/2019</td>
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Bassam Doujaji, MD
Broward Health – Credentialing Abstract – Medical Staff Applicant

**Hospital Affiliations/ Work History:**

AdventHealth Orlando
Winter Park, FL
From: 01/09/2020
To: Present
Specialty: Critical Care Medicine

**Board Certification:**

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Bassam Douaiji, MD
Broward Health – Credentialing Abstract – Medical Staff Applicant

Name:  Nathaniel Ernstoff, MD

Date of Birth:  01/11/1983

Citizenship:  US

Primary Facility:  Broward Health Coral Springs

Other Broward Health Facilities:  None

Specialty(ies):  Gastroenterology

Dept. at Primary Facility:  Medicine

Secondary Facility Depts.:  None

Practice Name:  Digestive Care of North Broward, LLC
dba Gastro Health LLC

Primary Address Information:  3001 Coral Hills Drive
Suite 250
Coral Springs, FL 33065
Phone:  954-721-5400
Fax:  877-840-6994
Email: mjames@loveygpi.com

ECFMG:  Number:  0-820-100-6
Date Issued:  05/29/2013

Medical/Professional School:  St. Georges University Grenada
Grenada, West Indies
From:  08/10/2009
To:  05/10/2013
Degree:  MD

Internship:  N/A

Residency:  Mount Sinai Beth Israel Medical Center
New York, NY
From:  07/01/2013
To:  06/30/2016
Specialty:  Internal Medicine

Fellowship:  Mount Sinai Beth Israel Medical Center
New York, NY
From:  07/01/2016
To:  06/30/2017
Specialty:  Medical Education and Administration/ Chief

Jackson Memorial Hospital- Miami University
Miami, FL
From:  07/01/2017
To:  06/30/2020
Specialty:  Gastroenterology

Hospital Affiliations/ Work History:  N/A

Gap:  Credentialing process for Broward Health
From:  07/13/2020
To:  Present

Nathaniel Ernstoff, MD
### Board Certification:

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Broward Health – Credentialing Abstract – Medical Staff Applicant

Name: Mushfeka M Golawala, MD

Date of Birth: 11/06/1977
Citizenship: US
Primary Facility: Broward Health North
Other Broward Health Facilities: Broward Health Coral Springs
Specialty(ies): Internal Medicine
Dept. at Primary Facility: Medicine
Secondary Facility Depts.: Medicine
Practice Name: Medical Specialist of South Florida, LLC
Primary Address Information: 4966 N. Pine Island Road
Sunrise, FL 33351
Phone: 561-931-3941
Fax: 561-961-4412
Email: Salcedob2018@gmail.com

ECFMG:
Number: 0-644-521-7
Date Issued: 01/15/2005

Medical/Professional School: Pravara Medical Trust’s Rural Medical College
Pune,
From: 10/01/1996
To: 01/01/2002
Degree: M.B.B.S.

Gap:
Preparing for USMLE exams, completed observership at University of Miami, and
maternity leave
From: 01/02/2002
To: 07/20/2006

Internship:
N/A

Residency:
Cleveland Clinic Florida
Weston, FL
From: 07/21/2006
To: 07/20/2009
Specialty: Internal Medicine

Fellowship:
N/A

Hospital Affiliations/
Work History:
West Boca Medical Center
Boca Raton, FL
From: 06/24/2009
To: Present
Specialty: Internal Medicine

Mushfeka Consulting LLC
Coconut Creek, FL
From: 07/01/2015
To: Present
Title: Owner/Physician

Mushfeka M Golawala, MD
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Mushfeka M Golawala, MD
Broward Health – Credentialing Abstract – Medical Staff Applicant

Name: Ernesto M Grenier, MD

Date of Birth: 10/13/1975
Citizenship: US
Primary Facility: Broward Health Medical Center
Other Broward Health Facilities:
- Broward Health Coral Springs
- Broward Health Imperial Point
- Broward Health North
Specialty: Psychiatry (Telemedicine)
Department: Psychiatry
Practice Name: Asana Integrated Medical Group
Website: www.alignedth.com
Primary Address Information:
- 6200 Canoga Avenue
- Suite 350
- Woodland Hills, CA 91367
- Phone: 818-528-6165
- Fax: 866-405-2221
- Email: tmiller@alignedth.com
ECFMG:
- Number: 0-651-698-3
- Date Issued: 07/28/2007
Medical/Professional School:
- University of Havana School of Medicine aka The Rector of the Higher Havana, Cuba
  - From: 09/01/1993
  - To: 07/23/1999
  - Degree: MD
Foreign Affiliations:
- Primary Care Physician and ER Physician
  - Havana, Cuba
  - From: 09/01/1999
  - To: 10/30/2001
  - Title: Physician
Hospital Affiliations/Work History:

Miami Behavioral Health Center
- Miami, FL
  - From: 11/01/2001
  - To: 05/31/2002
  - Title: Mental Health Technician
Jackson Memorial Hospital
- Miami, FL
  - From: 05/13/2002
  - To: 07/03/2005
  - Title: Mental Health Specialist
University of Miami
- Coral Gables, FL
  - From: 09/22/2005
  - To: 06/13/2008
  - Title: Research Associate

Ernesto M Grenier, MD
<table>
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<th>Role</th>
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<td>Hospital Affiliations/ Work History</td>
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<td>Fort Lauderdale, FL</td>
<td>01/28/2015</td>
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<td>Woodland Hills, CA</td>
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Ernesto M Grenier, MD
Broward Health – Credentialing Abstract – Medical Staff Applicant

Name: Vidhyalakshmi V Jaishanker, MD

Date of Birth: 08/11/1974
Citizenship: US
Primary Facility: Broward Health Medical Center
Other Broward Health Facilities: Broward Health Coral Springs
                                      Broward Health Imperial Point
                                      Broward Health North
Specialty(ies): Psychiatry (Telemedicine)
Dept. at Primary Facility: Psychiatry
Secondary Facility Depts.: Psychiatry
                                      Medicine
Practice Name: Asana Integrated Medical Group
Website: www.alignedth.com

Primary Address Information: 6200 Canoga Avenue
                               Suite 350
                               Woodland Hills, CA 91367
Phone: 818-528-6165
Fax: 866-405-2221
Email: tmiller@alignedth.com

ECFMG: Number: 0-603-731-1
       Date Issued: 01/13/2000

Medical/Professional School: The Tamil Nadu Dr. M.G.R. Medical University
                             Chennai, India
                             From: 10/01/1992
                             To: 04/30/1997
                             Degree: MD

Internship: N/A

Foreign Residency: Chennai Medical College Affiliated Hospitals
                  Chennai, India
                  From: 05/30/1997
                  To: 05/30/1998
                  Specialty: Rotating Intern

Foreign Hospital Affiliations/Work History: Kumarans Specialty Clinic
                                          Chennai, India
                                          From: 06/01/1998
                                          To: 12/31/1998
                                          Title: Physician

Gap: Relocated from India to the US while preparing for USMLE exams
     From: 01/01/1999
     To: 12/31/1999

Unpaid research assistant at University Family Physicians in St. Paul, MN
From: 01/01/2000
To: 04/30/2000

Vidhyalakshmi V Jaishanker, MD
Broward Health – Credentialing Abstract – Medical Staff Applicant

Gap (cont'd):
Relocated from Minnesota to Illinois to start residency training
From: 05/01/2000
To: 06/30/2000

Residency:
Chicago Medical School Univ of Health Sciences
North Chicago, IL
From: 07/01/2001
To: 09/30/2004
Specialty: Psychiatry

Fellowship:
Case Western Reserve University
Cleveland, OH
From: 07/01/2004
To: 08/30/2006
Specialty: Child and Adolescent Psychiatry

Hospital Affiliations/Work History:
Applewood Community Mental Health Center
Cleveland, OH
From: 07/01/2005
To: 12/31/2015
Title: Psychiatrist

Appleseed Community Mental Health Center
Ashland, OH
From: 11/01/2006
To: 09/30/2014
Title: Child & Adolescent Psychiatrist

Christian Children's Home of Ohio
Wooster, OH
From: 03/01/2010
To: 06/30/2013
Title: Child & Adolescent Psychiatrist

University Behavioral Center
Orlando, FL
From: 10/15/2014
To: 05/31/2017
Title: Psychiatrist

Coastal Mental Health Center Inc
Orlando, FL
From: 07/05/2017
To: 02/14/2019
Title: Psychiatrist

Cleveland Clinic-Indian River Medical Center
Vero Beach, FL
From: 03/13/2019
To: Present
Specialty: Psychiatry

AdventHealth Orlando
Orlando, FL
From: 09/06/2019
To: Present
Specialty: Child and Adolescent Psychiatry

Vidhyalakshmi V Jaishankar, MD
Broward Health – Credentialing Abstract – Medical Staff Applicant

| Hospital Affiliations/Work History (cont'd): | Cleveland Clinic Martin Health (North, South, Tradition)  
Stuart, FL  
From: 12/23/2019  
To: Present  
Specialty: Psychiatry |
<table>
<thead>
<tr>
<th></th>
<th></th>
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</thead>
<tbody>
<tr>
<td>Board Certification:</td>
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</tbody>
</table>
Board: American Board of Psychiatry and Neurology  
Specialty: Psychiatry  
Certification Date: 06/08/2007  
MOC Reverification Date: 03/01/2021  
Certification Expiration: N/A  
Board: American Board of Psychiatry and Neurology  
Specialty: Child and Adolescent Psychiatry  
Certification Date: 11/13/2009  
MOC Reverification Date: 03/01/2021  
Certification Expiration: N/A |

Vidyadhar V. Vaishnav, MD
Broward Health – Credentialing Abstract – Medical Staff Applicant

Name: Abdul Nadeem MD

Date of Birth: 07/25/1965

Citizenship: US

Primary Facility: Broward Health Medical Center

Other Broward Health Facilities:
- Broward Health Coral Springs
- Broward Health Imperial Point
- Broward Health North

Specialty(ies): Telemedicine Psychiatry

Dept. at Primary Facility: Psychiatry

Secondary Facility Depts.:
- Medicine
- Psychiatry

Practice Name: Asana Integrated Medical Group
Website: www.alignnedth.com

Primary Address Information:
6200 Canoga Avenue
Suite 350
Woodland Hills, CA 91367
Phone: 818-528-6165
Fax: 866-405-2221
Email: tmiller@alignnedth.com

ECFMG:
Number: 0-465-831-8
Date Issued: 08/14/1992

Medical/Professional School:
Jinnah Sindh Medical University
Karachi, Pakistan
From: 04/01/1983
To: 12/01/1989
Degree: MBBS

Gap:
Private Practice as a General Practitioner in Karachi Pakistan. Also completed residency interviews until transitioning to SUNY Health Science Center.
From: 12/02/1989
To: 06/30/1993

Internship:
New York Medical College-Westchester Medical Center
Valhalla, NY
From: 07/01/1993
To: 06/30/1994
Specialty: Internal Medicine

SUNY Health Science Center Stony Brook (unable to verify – reference AMA)
Syracuse, NY
From: 07/01/1994
To: 05/30/1995
Specialty: Neurology

Residency:
New York-Presbyterian Hospital/Weill Cornell Medical Center
New York, NY
From: 06/26/1995
To: 05/30/1998
Specialty: Psychiatry
Broward Health – Credentialing Abstract – Medical Staff Applicant

**Fellowship:**

<table>
<thead>
<tr>
<th>Institution</th>
<th>From</th>
<th>To</th>
</tr>
</thead>
<tbody>
<tr>
<td>Brown University</td>
<td>07/01/1998</td>
<td>06/30/2000</td>
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<tr>
<td>Providence, RI</td>
<td></td>
<td></td>
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<tr>
<td>Specialty: Geriatric Psychiatry</td>
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**Hospital Affiliations/Work History:**

<table>
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<tr>
<th>Institution</th>
<th>From</th>
<th>To</th>
<th>Specialty</th>
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<tbody>
<tr>
<td>Sarasota Memorial Health Care System</td>
<td>08/01/2000</td>
<td>06/30/2019</td>
<td>Psychiatry</td>
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<tr>
<td>Sarasota, FL</td>
<td></td>
<td>08/01/2000</td>
<td>Specialty</td>
</tr>
<tr>
<td>Specialty: Psychiatry</td>
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<td>06/30/2019</td>
<td>Psychiatry</td>
</tr>
<tr>
<td>Abdul Nadeem, MD LLC (Private Practice)</td>
<td>11/01/2010</td>
<td>Present</td>
<td>Psychiatrist</td>
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<tr>
<td>Bradenton, FL</td>
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<tr>
<td>Bay Village of Sarasota (unable to verify)</td>
<td>04/01/2018</td>
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<td>Psychiatrist Medical Director</td>
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<tr>
<td>Sarasota, FL</td>
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<td>Present</td>
<td>Psychiatrist Medical Director</td>
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<tr>
<td>North Tampa Behavioral Health Hospital</td>
<td>07/15/2018</td>
<td>10/04/2019</td>
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<td>Wesley Chapel, FL</td>
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**Board Certification:**

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</table>

Abdul Nadeem, MD
Broward Health – Credentialing Abstract – Medical Staff Applicant

Name: Anamaria Patzke, MD

Date of Birth: 05/23/1991

Citizenship: US

Primary Facility: Broward Health Coral Springs

Other Broward Health Facilities: None

Specialty(ies): Pediatrics

Dept. at Primary Facility: Pediatrics

Secondary Facility Depts.: None

Practice Name: Children's Medical Association
Website: www.childrensmedicalassociation.com

Primary Address Information: 8430 West Broward Blvd.
Ste 300
Plantation, FL 33324
Phone: 954-722-0300
Fax: 954-473-8588
Email: skleiman@childrenmedicalassociates.com

ECFMG: Number: N/A

Medical/Professional School: Florida Atlantic University
Boca Raton, FL
From: 08/12/2013
To: 04/28/2017
Degree: Doctor of Medicine

Internship: N/A

Residency: Miami Children’s Hospital
Miami, FL
From: 06/27/2017
To: 06/30/2020
Specialty: Pediatrics

Fellowship: N/A

Gap: Preparing to start at Children’s Medical Association, while studying for the Pediatric Board
From: 06/30/2020
To: 08/01/2020

Hospital Affiliations/Work History: Children's Medical Association, PA
Plantation, FL
From: 08/01/2020
To: Present
Title: Pediatrics

Board Certification: Board: American Board of Pediatrics
Specialty: Pediatrics
Eligibility Date: 06/30/2020
MOC Reverification Date: N/A
Eligibility Expiration Date: 06/30/2027

Anamaria Patzke, MD
Broward Health – Credentialing Abstract – Medical Staff Applicant

Name: Jacob S Seligsohn MD

Date of Birth: 07/11/1978

Citizenship: US:

Primary Facility: Broward Health Coral Springs

Other Broward Health Facilities: None

Specialty(ies): Pediatrics

Dept. at Primary Facility: Pediatrics

Secondary Facility Depts.: None

Practice Name: Pediatric Associates

Website: www.pediatricassociates.com

Primary Address Information: 4500 Sheridan Street
Hollywood, FL 33021
Phone: 954-966-8000
Fax: 954-966-6614
Email: nsamedi@pediatricassociates.com

ECFMG:

Number: 0-624-454-5
Date Issued: 05/23/2003

Medical/Professional School: Sackler School of Medicine
Tel-Aviv, Israel
From: 08/01/1995
To: 05/31/2003
Degree: MD

Internship/Residency:

Long Island Jewish Medical Center
New Hyde Park, NY
From: 07/01/2003
To: 06/30/2006
Specialty: Pediatrics

Fellowship:

N/A

Hospital Affiliations/
Work History:

Joe DiMaggio Children's Hospital
Hollywood, FL
From: 06/28/2006
To: Present
Specialty: Pediatrics

Memorial Hospital Miramar
Miramar, FL
From: 06/28/2006
To: Present
Specialty: Pediatrics

Memorial Hospital West
Pembroke Pines, FL
From: 06/28/2006
To: Present
Specialty: Pediatrics

Jacob S Seligsohn, MD
Broward Health – Credentialing Abstract – Medical Staff Applicant

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Jacob S Seligsohn, MD
### Name: Zael Vazquez MD

**Date of Birth:** 09/08/1976  
**Citizenship:** US  
**Primary Facility:** Broward Health Coral Springs  
**Other Broward Health Facilities:** Broward Health North  
**Specialty(ies):** Pulmonary Medicine, Critical Care Medicine  
**Dept. at Primary Facility:** Medicine  
**Secondary Facility Depts.:** Medicine  
**Practice Name:** Pulmonary Physicians of South Florida, LLC  
**Website:** [https://lungdoctors.com/](https://lungdoctors.com/)  
**Primary Address Information:**  
7421 N. University Drive  
Suite 212  
Tamarac, FL 33321  
Phone: 305-216-7312  
Fax: 305-500-2137  
Email: thernandez@lungdoctors.com  
**ECFMG:**  
Number: 0-665-421-4  
Date Issued: 02/01/2007  
**Medical/Professional School:** Ross University School of Medicine  
Dominica, Caribbean  
**From:** 09/09/2002  
**To:** 11/24/2006  
**Degree:** MD  
**Gap:** Spent time working odd jobs while awaiting the start of the residency program.  
**From:** 11/25/2006  
**To:** 05/31/2007  
**Internship/Residency:** Drexel University College of Medicine/Hahnemann University Hospital  
Philadelphia, PA  
**From:** 06/01/2007  
**To:** 06/30/2010  
**Specialty:** Internal Medicine  
**Fellowship:** Temple University Hospital  
Philadelphia, PA  
**From:** 07/01/2010  
**To:** 06/30/2014  
**Specialty:** Pulmonary Medicine/Critical Care  
**Hospital Affiliations/Work History:**  
Memorial Hospital Miramar  
Miramar, FL  
**From:** 08/27/2014  
**To:** Present  
**Specialty:** Pulmonary Disease  

Zael Vazquez, MD
| Hospital Affiliations/Work History: (cont'd) | Memorial Hospital Pembroke  
| Pembroke Pines, FL | 08/27/2014  
| To: Present  
| Specialty: Pulmonary Disease  
| Memorial Hospital West  
| Pembroke Pines, FL | 08/27/2014  
| To: Present  
| Specialty: Pulmonary Disease  
| Memorial Regional Hospital /Memorial Regional Hospital South  
| Hollywood, FL | 08/27/2014  
| To: Present  
| Specialty: Pulmonary Disease  
| Mario Macalas M.D., P.A.  
| Pembroke Pines, FL | 09/01/2014  
| To: Present  
| Title: Physician  

| Board Certification: | Board: American Board of Internal Medicine  
| Specialty: Internal Medicine  
| Certification Date: 08/04/2013  
| MOC Reverification Date: 04/01/2021  
| Certification Expiration: N/A  
| Board: American Board of Internal Medicine  
| Specialty: Pulmonary Disease  
| Certification Date: 10/05/2016  
| MOC Reverification Date: 04/01/2021  
| Certification Expiration: N/A  
| Board: American Board of Internal Medicine  
| Specialty: Critical Care Medicine  
| Certification Date: 11/20/2019  
| MOC Reverification Date: 04/01/2021  
| Certification Expiration: N/A  

Zael Vazquez, MD
Name: Mercedes Garcia, APRN

Date of Birth: 02/03/1982

Citizenship: US

Primary Facility: Broward Health Coral Springs

Other Broward Health Facilities: None

Specialty: Nurse Practitioner

Dept. at Primary Facility: Surgery

Secondary Facility Depts.: None

Physician Sponsorship: Jose A Martin, MD

Practice Name: Martin Surgical Associates, LLC

Primary Address Information:
7401 N. University Dr.
Suite 103
Tamarac, FL 33321
Phone: 954-233-0913
Fax: 954-391-5011
Email: martinsurgicalassociates@gmail.com

Professional School:
Florida International University
Miami, FL
From: 08/01/2007
To: 08/01/2009
Degree: MS
Major: Nursing

Gap:
Maternity Leave and stay at home mom
From: 08/09/2009
To: 07/01/2011

Hospital Affiliations/Work History:
Alliance Of Home Care Physicians
**Unable to verify - Acquired by IPC/Team Health**
Detroit, MI
From: 07/01/2011
To: 12/31/2012
Title: Nurse Practitioner

IPC Hospitalist Company
Detroit, MI
From: 12/18/2012
To: 05/13/2014
Title: Nurse Practitioner

Gap:
Relocating from Michigan to Florida and vacationing
From: 05/13/2014
To: 08/07/2014

Cardiovascular & Interventional Center of South FL
Hialeah, FL
From: 08/08/2014
To: 03/06/2020
Title: Nurse Practitioner

Mercedes Garcia, APRN
Broward Health – Credentialing Abstract – Allied Health Professional Applicant

**Hospital Affiliations/ Work History (cont’d):**

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<tr>
<th>Hospital/Medical Center</th>
<th>Location</th>
<th>Dates</th>
<th>Specialty</th>
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<tbody>
<tr>
<td>Palmetto General Hospital (TENET)</td>
<td>Hialeah, FL</td>
<td>From: 06/25/2015</td>
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<tr>
<td>Jackson Memorial Hospital</td>
<td>Miami, FL</td>
<td>From: 07/24/2019</td>
<td>Present</td>
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<tr>
<td>University Hospital and Medical Center (HCA)</td>
<td>Tamarac, FL</td>
<td>From: 12/13/2019</td>
<td>Present</td>
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<tr>
<td>Martin Surgical Associates, LLC</td>
<td>Tamarac, FL</td>
<td>From: 01/01/2020</td>
<td>Present</td>
</tr>
<tr>
<td>Kindred Hospital South Florida - Hollywood (INV)</td>
<td>Hollywood, FL</td>
<td>From: 03/20/2020</td>
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**Board Certification:**

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<th>Board</th>
<th>Specialty</th>
<th>Certification Date</th>
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<th>Certification Expiration</th>
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<td>American Academy of Nurse Practitioners</td>
<td>Adult Nurse Practitioner (ANP)</td>
<td>10/01/2009</td>
<td>N/A</td>
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<td>American Nurses Credentialing Center</td>
<td>Adult Nurse Practitioner</td>
<td>01/12/2010</td>
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<td>01/11/2025</td>
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</table>

Mercedes Garcia, APRN
Name: Jamie Innis, PA-C

Date of Birth: 10/03/1990

Citizenship: US

Primary Facility: Broward Health Coral Springs

Other Broward Health Facilities:

Specialty: Physician Assistant

Dept. at Primary Facility: Medicine

Secondary Facility Depts.:

Physician Sponsorship:

Practice Name: SCP Health
Website: www scp-health com

Primary Address Information:
3000 Coral Hills Drive
Coral Springs, FL 33065
Phone: 954-344-3296
Fax: 954-796-3922
Email: karen windhorsj@schumacherclinical com

Professional School: Nova Southeastern University
Fl. Lauderdale, FL
From: 03/01/2016
To: 08/26/2018
Degree: Master of Science
Major: Physician Assistant

Gap: Seeking employment while studying for the Boards
From: 08/27/2018
To: 12/31/2018

Hospital Affiliations/Work History:

Mercy Hospital-Bay View Inpatient Rehab.
Miami, FL
From: 01/07/2019
To: Present
Specialty: Physician Assistant

Terence Peppard, MD, P.A.
Miami Beach, FL
From: 01/07/2019
To: Present
Title: Associate

SCP Health
Hollywood, FL
From: 01/06/2020
To: Present
Title: Physician Assistant

Mount Sinai Medical Center
Miami Beach, FL
From: 01/21/2020
To: Present
Specialty: Physician Assistant
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<th>National Commission on Certification of Physician</th>
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<td></td>
<td>Assistants</td>
<td>Physician Assistant - Certified (PA-C)</td>
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<td>Specialty:</td>
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<td>Certification Expiration:</td>
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</table>

Jamie Innis, PA-C
SUMMARY OF REQUEST

DATE: October 28, 2020

FACILITY: Broward Health Medical Center

ITEM: Medical Staff Board Items

REASON: Approved Recommendations as Exhibited From the Medical Executive Committee of Broward Health Medical Center

COST: N/A

ADDITIONAL INFORMATION: See Attached

SUBMITTED FOR LEGAL COUNSEL REVIEW: N/A

APPROVED: Heather Havericak, Chief Executive Officer

Andrew Ta November 17, 2020 07:53 EST

Andrew Ta, MD, EVP, Chief Medical Officer

Gino Santorio November 17, 2020 06:40 EST

Gino Santorio, Broward Health, Chief Executive Officer
MEMORANDUM

TO: Board of Commissioners
FROM: Heather Havericak, Chief Executive Officer
DATE: October 28, 2020
SUBJECT: Medical Staff Board Items

The Medical Executive Committee at Broward Health Medical Center, at its monthly meeting on October 13, 2020 approved the recommendations as exhibited for the following:

Medical Staff Changes and Additions
Allied Health Changes and Additions
Community Health Services Changes and Additions
Medical Staff Reappointments
Allied Health Reappointments
Community Health Services & Urgent Care Center Reappointments
Committee Service Recommendations

I, Sunil Kumar, MD, Chief of Staff at BHMC, do hereby attest that all pertinent and required information has been received and verified for providers being submitted to the Board of Commissioners for approval.

Therefore, it is requested that the Board of Commissioners approve these recommendations as submitted from the Medical Executive Committee at Broward Health Medical Center.

HH/MA
NORTH BROWARD HOSPITAL DISTRICT
MEDICAL STAFF CHANGES AND ADDITIONS

√Broward Health Medical Center _____________________ Broward Health North

______________________ Broward Health Imperial Point _____________________ Broward Health Coral Springs

The following Medical Staff Committees:

CREDENTIALS COMMITTEE: October 6, 2020  MEDICAL EXECUTIVE COMMITTEE: October 13, 2020

APPROVED MEC NEW BUSINESS:
OPPE/FPPE
OPPE Report: October 2020 (Timeframe Reviewed: December 2019 -- July 2020)
AHP OPPE: September 2020 -Emergency Department- (Timeframe Reviewed January 2020 – August 2020)
FPPE Report: Initial Appointments June 2019- Two Outliers

APPROVED THE FOLLOWING NEW MEMBERS:

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<thead>
<tr>
<th>Doctor</th>
<th>Department</th>
<th>Privileges</th>
<th>Status</th>
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</thead>
<tbody>
<tr>
<td>Carlos Alverio-Pares, MD</td>
<td>Psychiatry</td>
<td>Psychiatry (Telemedicine)</td>
<td>Provisional</td>
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<tr>
<td>Craig DePodesta, DO</td>
<td>Family Medicine</td>
<td>Palliative Care</td>
<td>Provisional</td>
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<tr>
<td>Tamer Eissa, MD</td>
<td>ObGyn</td>
<td>ObGyn</td>
<td>Provisional</td>
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<tr>
<td>Paramjit Kalirao, MD</td>
<td>Medicine</td>
<td>Nephrology</td>
<td>Provisional</td>
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<tr>
<td>Laleh Karimi, MD</td>
<td>ObGyn</td>
<td>ObGyn</td>
<td>Provisional</td>
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<tr>
<td>Erasmo Passaro, Sr., MD</td>
<td>Medicine</td>
<td>Neurology (Telemedicine)</td>
<td>Provisional</td>
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<tr>
<td>Daniel Weitz, MD</td>
<td>Medicine</td>
<td>Cardiology-Electrophysiology</td>
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<tr>
<td>Wojciech Zolcik, MD</td>
<td>Psychiatry</td>
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APPROVED THE FOLLOWING NEW MEMBERS ALLIED HEALTH PRACTITIONERS:

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<thead>
<tr>
<th>Provider</th>
<th>Department</th>
<th>Physician Sponsor</th>
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<tbody>
<tr>
<td>Mary Kathryn McGarity, CRNA</td>
<td>Surgery</td>
<td>E. Czinn, MD</td>
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<tr>
<td>Cynthia Ryan, APRN</td>
<td>Medicine</td>
<td>A. Khan, MD</td>
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<tr>
<td>Vicky Turner, APRN</td>
<td>Medicine</td>
<td>S. Kumar, MD</td>
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APPROVED THE FOLLOWING NEW MEMBER(S) (CHS):

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<tr>
<td>Katina Brown-Burgess, DO</td>
<td>ObGyn</td>
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<td>Tamer Eissa, MD</td>
<td>ObGyn</td>
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<tr>
<td>Laleh Karimi, MD</td>
<td>ObGyn</td>
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APPROVED THE FOLLOWING NEW ALLIED HEALTH PROFESSIONALS (CHS):

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APPROVED THE FOLLOWING NEW MEMBER(S) AT CDTC:

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APPROVED THE FOLLOWING NEW ALLIED HEALTH PROFESSIONAL(S) URGENT CARE CENTERS:

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REQUEST FOR DELETION PRIVILEGES/SETTING:

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<th>Specialty</th>
<th>Privileges/Setting Deleted</th>
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<tbody>
<tr>
<td>None</td>
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REQUEST FOR DELETION PRIVILEGES/SETTING:
Provider - None
Department - Specialty - Privileges/Setting Deleted

REQUEST FOR ADDITIONAL PRIVILEGES/SETTING:
Provider - Edson Franco, MD
Department - Surgery
Specialty - Transplant Surgery
Privileges Requested - daVinci

REQUEST FOR DELETION OF SPONSOR:
Provider - None
Department - Specialty - Sponsor

REQUEST FOR ADDITIONAL SPONSOR:
Provider - Kelly Roland, APRN
Department - Surgery/Medicine
Specialty - Nurse Practitioner
Sponsor - M. Mustafa, MD

Provider - Corinne Steffen, PA-C
Department - Medicine
Specialty - Physician Assistant
Sponsor - I. Kowalski, DO

REQUEST FOR CHANGE IN STATUS:
Provider - Erica Wigdor, DO
Department - Medicine
Specialty - Internal Medicine
Current Status - Provisional II
New Status - Affiliate

REQUEST FOR CHANGE IN PRIMARY FACILITY:
Provider - None
Department - New Primary Facility:

REQUEST FOR LEAVE OF ABSENCE:
Provider - None
Department - Specialty

APPROVED THE FOLLOWING MEDICAL STAFF RESIGNATIONS:
Doctor - Francisco Belette, MD
Department - Medicine
Reason - Practice Change

Doctor - Susan V. Ellor, MD
Department - Medicine
Reason - Practice Change

Doctor - Robert Fields, MD
Department - ObGyn
Reason - Voluntary

Doctor - Jorge Hurtado-Cordovi, MD
Department - Medicine
Reason - Voluntary

APPROVED THE FOLLOWING RESIGNATIONS AHP:
Provider - Shivanand Persad, PA-C
Department - Medicine
Reason - Voluntary-No Sponsor

APPROVED THE FOLLOWING REAPPOINTMENTS: See attached List.
Chief of Staff: [Signature]
Date: 10/15/2020

BHMC CEO: [Signature]
Date: 10/14/2020

President, CEO: [Signature]
Date: [Signature]
Date: [Signature]
October 28, 2020

Board of Commissioners
North Broward Hospital District
1800 NW 49th Street
Fort Lauderdale, FL 33309

Re: Reappointment Recommendations
Medical Staff

Dear Members of the Board:

The Medical Executive Committee, at its October 13, 2020 meeting, approved the recommendation of the clinical departments with regard to the reappointment of members of the Medical Staff at Broward Health Medical Center.

Therefore, the attached Medical Staff Reappointments are hereby submitted for your review and approval.

Very truly yours,

[Signature]

Heather Havericak, CEO

HH/MA
# BHMC Medical Staff Reappointments
## October 2020

### Recommended with No Change in Status
**Reappointment Cycle: 10/28/2020 – 09/30/2022**

<table>
<thead>
<tr>
<th>Physician</th>
<th>Specialty</th>
<th>Department</th>
<th>Status</th>
</tr>
</thead>
<tbody>
<tr>
<td>Maxim Chumak, MD</td>
<td>Family Medicine</td>
<td>Family Medicine</td>
<td>Courtesy</td>
</tr>
<tr>
<td>John Coats, MD</td>
<td>Neurosurgery/Spinal Surgery</td>
<td>Surgery</td>
<td>Consulting</td>
</tr>
<tr>
<td>Azhar Dalal, DO</td>
<td>Internal Medicine</td>
<td>Medicine</td>
<td>Active</td>
</tr>
<tr>
<td>Richard Delgado, DO</td>
<td>Emergency Medicine</td>
<td>Emergency Medicine</td>
<td>Active</td>
</tr>
<tr>
<td>Hector DiCarlo, MD</td>
<td>Family Medicine</td>
<td>Family Medicine</td>
<td>Active</td>
</tr>
<tr>
<td>Jerry Gilles, MD</td>
<td>Obstetrics/Gynecology, Maternal Fetal Medicine</td>
<td>ObGyn</td>
<td>Active</td>
</tr>
<tr>
<td>Lev Grinman, MD</td>
<td>Neurology</td>
<td>Medicine</td>
<td>Affiliate</td>
</tr>
<tr>
<td>Suzanne Hagler, MD</td>
<td>Pediatric Neurology</td>
<td>Pediatrics</td>
<td>Courtesy</td>
</tr>
<tr>
<td>Leonel Hernandez-Toledo, MD</td>
<td>Gastroenterology, Internal Medicine</td>
<td>Medicine</td>
<td>Active</td>
</tr>
<tr>
<td>Kenneth Morrison, MD</td>
<td>Radiology</td>
<td>Radiology</td>
<td>Sr. Active</td>
</tr>
<tr>
<td>Julie Ann Phillips, MD</td>
<td>Emergency Medicine</td>
<td>Emergency Medicine</td>
<td>Active</td>
</tr>
<tr>
<td>Jessica Okun, DO</td>
<td>Neurosurgery</td>
<td>Surgery</td>
<td>Courtesy</td>
</tr>
<tr>
<td>Ivan Puente, MD</td>
<td>Trauma/General Surgery</td>
<td>Surgery</td>
<td>Active</td>
</tr>
<tr>
<td>Gary Richmond, MD</td>
<td>Pulmonary Medicine, Critical Care Medicine</td>
<td>Medicine</td>
<td>Sr. Active</td>
</tr>
<tr>
<td>Amir Shariati, MD</td>
<td>Urogynecology</td>
<td>ObGyn</td>
<td>Consulting</td>
</tr>
<tr>
<td>Delisa Skeete-Henry, MD</td>
<td>Obstetrics/Gynecology, Robotic Surgery</td>
<td>ObGyn</td>
<td>Active</td>
</tr>
<tr>
<td>Hong Wang, MD</td>
<td>Pathology/Clinical Pathology</td>
<td>Pathology</td>
<td>Active</td>
</tr>
</tbody>
</table>

### Recommended with Change in Status
**Reappointment Cycle: 10/28/2020 – 09/30/2022**

<table>
<thead>
<tr>
<th>Physician</th>
<th>Specialty</th>
<th>Department</th>
<th>Current Status</th>
<th>New Status</th>
</tr>
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<tbody>
<tr>
<td>Meenu Gupta, MD</td>
<td>Family Medicine</td>
<td>Family Medicine</td>
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<td>Courtesy</td>
</tr>
<tr>
<td>John Kaelber, MD</td>
<td>Obstetrics/Gynecology</td>
<td>ObGyn</td>
<td>Active</td>
<td>Courtesy</td>
</tr>
<tr>
<td>Sohail Punjwani, MD</td>
<td>Psychiatry/Child Psychiatry</td>
<td>Psychiatry</td>
<td>LOA-2</td>
<td>Courtesy</td>
</tr>
<tr>
<td>Jeffery Skimming, MD</td>
<td>Pediatric Cardiology</td>
<td>Pediatrics</td>
<td>Courtesy</td>
<td>Active</td>
</tr>
<tr>
<td>Erica Wigdor, MD</td>
<td>Internal Medicine</td>
<td>Medicine</td>
<td>Provisional II</td>
<td>Affiliate</td>
</tr>
<tr>
<td>Israel Wiznitzer, MD</td>
<td>Medical Oncology, Internal Medicine</td>
<td>Medicine</td>
<td>Provisional</td>
<td>Consulting</td>
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</table>
### Reappointments – Allied Health Professional Staff
#### Recommended with No Change in Status
Reappointment Cycle: 10/8/2020 – 09/30/2022

<table>
<thead>
<tr>
<th>Name</th>
<th>Department</th>
<th>Specialty</th>
<th>Sponsor(s)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cami Jo Dunham, PA-C</td>
<td>Surgery</td>
<td>Physician’s Assistant</td>
<td>Harold Dalton, DO, Kevin Cairns, MD, Giuseppe Paese, DO, Kalman Blumberg, MD, George Caldwell, MD</td>
</tr>
<tr>
<td>Ann Marie Emmonette, APRN</td>
<td>ObGyn</td>
<td>Nurse Practitioner</td>
<td>Adolfo Gonzalez-Garcia, MD</td>
</tr>
<tr>
<td>Stephanie Sabanos, APRN</td>
<td>Medicine</td>
<td>Nurse Practitioner</td>
<td>David Kenigsberg, MD, Ahmed Fakhry Osman, MD</td>
</tr>
<tr>
<td>Bret Sharf, PA-C</td>
<td>Medicine</td>
<td>Physician’s Assistant</td>
<td>Kathir Subramanian, MD, Kenneth Zelnick, MD</td>
</tr>
<tr>
<td>Heather Wray, ARPN</td>
<td>Emergency Medicine</td>
<td>Nurse Practitioner</td>
<td>Gary Lai, DO, Benny Menendez, MD, Nirit Swerdloff, MD, Cesar Carralero, DO</td>
</tr>
</tbody>
</table>

### Reappointments – Allied Health Professional Staff
#### Recommended with Change in Status
Reappointment Cycle: 10/28/2020 – 09/30/2022

<table>
<thead>
<tr>
<th>Physician</th>
<th>Specialty</th>
<th>Current Status</th>
<th>Recommended Status</th>
</tr>
</thead>
<tbody>
<tr>
<td>None</td>
<td></td>
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</table>

### Community Health Services Medical Staff Reappointments
#### Recommended with NO Change in Status
Reappointment Cycle: 10/28/2020 – 09/30/2022

<table>
<thead>
<tr>
<th>Physician</th>
<th>Specialty</th>
<th>Current Status</th>
<th>Recommended Status</th>
</tr>
</thead>
<tbody>
<tr>
<td>Susana Brandt, MD</td>
<td>Family Medicine</td>
<td>Associate</td>
<td>Associate</td>
</tr>
</tbody>
</table>

### Community Health Services AHP Reappointments
#### Recommended with NO Change in Status
Reappointment Cycle: 10/28/2020 – 09/30/2022

<table>
<thead>
<tr>
<th>Name</th>
<th>Department</th>
<th>Specialty</th>
<th>Sponsor(s)</th>
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<tbody>
<tr>
<td>None</td>
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</table>

### Urgent Care Centers Medical Staff Reappointments
#### Recommended with NO Change in Status
Reappointment Cycle: 10/28/2020 – 09/30/2022

<table>
<thead>
<tr>
<th>Physician</th>
<th>Department</th>
<th>Specialty</th>
<th>Recommended Status</th>
</tr>
</thead>
<tbody>
<tr>
<td>None</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
The above applicants have been reviewed by Quality and Health Information Management; they have met the required criteria to be reappointed.
* = Quality review report cited various outcomes, met criteria to be reappointed.
Committee Service Recommendations

October 13, 2020

Committee Member Addition

- James Fletcher, MD- Vice Chair- Department of Surgery
Broward Health – Credentialing Abstract – Medical Staff Applicant

Name: Carlos M Alverio-Pares, MD

Date of Birth: 12/19/1980

Citizenship: US

Primary Facility: Broward Health Medical Center

Other Broward Health Facilities:
- Broward Health Coral Springs
- Broward Health Imperial Point
- Broward Health North

Specialty(ies): Psychiatry

Dept. at Primary Facility: Psychiatry

Secondary Facility Depts.: Medicine

Practice Name: Asana Integrated Medical Group

Website: www.alignedth.com

Primary Address Information:
6200 Canoga Avenue
Suite 350
Woodland Hills, CA 91367
Phone: 818-528-6165
Fax: 888-405-2221
Email: tmiller@alignedth.com

ECFMG: N/A

Medical/Professional School: Ponce School of Medicine
Ponce, PR
From: 07/14/2003
To: 05/28/2007
Degree: MD

Gap:
Time off for medical procedure and extensive post-op recovery
From: 07/01/2007
To: 06/30/2008

Internship:
Damas Hospital - Ponce School of Medicine
Ponce, PR
From: 07/01/2008
To: 06/30/2009
Specialty: Transitional Year

Residency:
Boston Medical Center
Boston, MA
From: 07/01/2009
To: 06/30/2012
Specialty: Psychiatry

Fellowship:
Boston Medical Center
Boston, MA
From: 07/01/2012
To: 06/30/2013
Specialty: Addiction Psychiatry

Carlos M Alverio-Pares, MD
# Broward Health – Credentialing Abstract – Medical Staff Applicant

<table>
<thead>
<tr>
<th>Hospital Affiliations/ Work History:</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>VA Boston Healthcare System</td>
<td>West Roxbury, MA</td>
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<tr>
<td>From: 07/14/2013 To: Present</td>
<td>Specialty: Psychiatry</td>
</tr>
<tr>
<td>Daytona Beach VA</td>
<td>Daytona Beach, FL</td>
</tr>
<tr>
<td>From: 07/14/2013 To: Present</td>
<td>Specialty: Psychiatry</td>
</tr>
<tr>
<td>Viera VA Outpatient Clinic</td>
<td>Viera, FL</td>
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<tr>
<td>From: 07/14/2013 To: Present</td>
<td>Specialty: Psychiatry</td>
</tr>
<tr>
<td>Orlando VA Medical Center</td>
<td>Orlando, FL</td>
</tr>
<tr>
<td>From: 07/14/2013 To: Present</td>
<td>Specialty: Psychiatry</td>
</tr>
<tr>
<td>CN Mental Wellness</td>
<td>Viera, FL</td>
</tr>
<tr>
<td>From: 10/01/2016 To: 10/31/2017 Title: Owner/ Psychiatrist</td>
<td></td>
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<tr>
<td>Palm Bay Hospital</td>
<td>Palm Bay, FL</td>
</tr>
<tr>
<td>From: 02/23/2017 To: Present</td>
<td>Specialty: Psychiatry</td>
</tr>
<tr>
<td>Holmes Regional Medical Center</td>
<td>Melbourne, FL</td>
</tr>
<tr>
<td>From: 12/05/2019 To: Present</td>
<td>Specialty: Psychiatry</td>
</tr>
</tbody>
</table>

## Board Certification:

| Board: American Board of Psychiatry and Neurology |
| Specialty: Psychiatry |
| Certification Date: 08/13/2012 |
| MOC Reverification Date: 03/01/2021 |
| Certification Expiration: N/A |

| Board: American Board of Psychiatry and Neurology |
| Specialty: Addiction Psychiatry |
| Certification Date: 09/29/2014 |
| MOC Reverification Date: 03/01/2021 |
| Certification Expiration: N/A |

Carlos M Alverio-Pares, MD
Broward Health – Credentialing Abstract – Medical Staff Applicant

Name: Craig R DePodesta, DO

Date of Birth: 02/04/1969

Citizenship: US

Primary Facility: Broward Health Medical Center

Other Broward Health Facilities:
- Broward Health Coral Springs
- Broward Health Imperial Point
- Broward Health North

Specialty(ies): Palliative Care

Dept. at Primary Facility: Family Medicine

Secondary Facility Depta.: Medicine

Practice Name: TrustBridge, Incorporated

Primary Address Information:
- 5300 NW 34th Avenue
- West Palm Beach, FL 33407
- Phone: 561-848-5200
- Fax: 561-863-280

ECFMG: N/A

Medical/Professional School: Nova SouthEastern University
- Fort Lauderdale, FL
- From: 08/01/1994
- To: 05/15/1998
- Degree: DO

Internship: N/A

Residency: Broward General Medical Center
- Fort Lauderdale, FL
- From: 07/01/1998
- To: 06/30/2001
- Specialty: Family Medicine

Fellowship: N/A

Hospital Affiliations/Work History:
- Broward Health Imperial Point
  - Ft Lauderdale, FL
  - From: 06/20/2001
  - To: 12/20/2017
  - Specialty: Family Medicine

- Broward Health North
  - Deerfield Beach, FL
  - From: 07/25/2001
  - To: 04/28/2004
  - Specialty: Family Medicine

- Broward Health
  - Fort Lauderdale, FL
  - From: 07/01/2001
  - To: 07/08/2003
  - Title: Physician
Broward Health – Credentialing Abstract – Medical Staff Applicant

Hospital Affiliations/Work History (cont’d):

Craig DePodesta, DO, PA
Lauderdale by the Sea, FL
From: 07/01/2003
To: 04/30/2020
Title: Physician/Owner

Hospice by the Sea, Inc (Merged with TrustBridge)
Boca Raton, FL
From: 07/01/2009
To: 06/01/2014
Title: Physician

TrustBridge, Incorporated
West Palm Beach, FL
From: 06/01/2014
To: Present
Title: Associate Medical Director

Boca Raton Regional Hospital
Boca Raton, FL
From: 05/24/2018
To: Present
Specialty: Hospice/Palliative Care

Board Certification:

Board: American Osteopathic Board of Family Physicians
Specialty: Family Medicine / Osteopathic Manipulative Treatment
Certification Date: 03/01/2002
MOC Reverification Date: N/A
Certification Expiration: 12/31/2028

Board: American Osteopathic Board of Family Physicians
Specialty: Hospice and Palliative Medicine
Certification Date: 11/15/2013
MOC Reverification Date: N/A
Certification Expiration: 12/31/2023
Broward Health – Credentialing Abstract – Medical Staff Applicant

Name: Tamer Eissa MD

Date of Birth: 01/14/1980

Citizenship: US

Primary Facility: Broward Health Medical Center

Other Broward Health Facilities:
- Broward Health North (CHS Only – Pompano Prenatal Care Center)
- Cora E. Braynon Family Health Center

Specialty(ies): Obstetrics & Gynecology

Dept. at Primary Facility: OB/GYN

Secondary Facility Depts.:
- OB/GYN
- Surgery

Practice Name: Envision Physician Services Ob/Gyn
Website: www.browardhealth.org

Primary Address Information:
- 1600 South Andrews Avenue
- West Wing, Room 342
- Fort Lauderdale, FL 33316
- Phone: 954-355-5110
- Fax: 954-355-4919
- Email: Kim.Durcan@ envisionhealth.com

ECFMG:
- Number: 0-781-075-7
- Date Issued: 08/12/2010

Medical/Professional School:
- Faculty of Medicine - University of Cairo
- Cairo, Egypt
- From: 09/01/1997
- To: 02/10/2006
- Degree: MD

Internship:
- N/A

Gap:
- Awaiting start of residency program at Cairo University; while also studying and preparing for USMLE.
- From: 02/11/2005
- To: 09/30/2005

Foreign Residency:
- Cairo University Hospitals
- Cairo, Egypt
- From: 10/01/2005
- To: 10/31/2008
- Specialty: Obstetrics & Gynecology

Foreign Hospital Affiliations/Work History:
- Cairo University Hospitals
- Cairo, Egypt
- From: 11/01/2008
- To: 06/30/2011
- Title: Assistant OB/Gyn Lecturer

Residency:
- Richmond University Medical Center
- Staten Island, NY
- From: 07/01/2011
- To: 06/30/2015
- Specialty: Obstetrics & Gynecology

Tamer Eissa, MD
Broward Health – Credentialing Abstract – Medical Staff Applicant

Fellowship: N/A

Hospital Affiliations/
Work History:

Community Health Center of Port Richmond
Staten Island, NY
From: 07/23/2015
To: 05/13/2019
Specialty: Obstetrics & Gynecology

Richmond University Medical Center
Staten Island, NY
From: 09/29/2015
To: 07/24/2018
Specialty: Obstetrics & Gynecology

Faculty of Medicine - Cairo University
Egypt, FL
From: 11/29/2017
To: Present
Title: OB/Gyn Lecturer

Board Certification:

Board: American Board of Obstetrics and Gynecology
Specialty: Obstetrics and Gynecology
Certification Date: 12/09/2016
MOC Reverification Date: 12/31/2020
Certification Expiration: N/A

Tamer Eissa, MD
Broward Health – Credentialing Abstract – Medical Staff Applicant

Name: Paramjit Kalirao MD

Date of Birth: 01/13/1976

Citizenship: US

Primary Facility: Broward Health Coral Springs

Other Broward Health Facilities:
- Broward Health North
- Broward Health Imperial Point
- Broward Health Medical Center

Specialty(ies): Nephrology

Dept. at Primary Facility: Medicine

Secondary Facility Depts.: Medicine

Practice Name: Florida Kidney Physicians, LLC
Website: Pkalirao@fkidney.com

Primary Address Information:
5441 North University Drive
Suite 101
Coral Springs, FL 33065
Phone: 954-345-4333
Fax: 954-345-4334
Email: jcaphton@fkidney.com

Medical/Professional School:
Ross University
Roseau, West Indies
From: 09/03/1997
To: 11/30/2004
Degree: MD

GAP:
Awaiting acceptance into Residency Program
From: 12/01/2004
To: 01/31/2005

Internship:
NA

Residency:
New Jersey Medical School
Newark, NJ
From: 02/01/2005
To: 01/31/2008
Specialty: Internal Medicine

GAP:
Completed Residency early, awaiting start of Fellowship program
From: 02/01/2008
To: 06/30/2008

Fellowship:
University of Minnesota
Minneapolis, MN
From: 07/01/2008
To: 06/30/2010
Specialty: Nephrology

Hospital Affiliations/Work History:
Health South Sunrise Rehabilitation Hospital
Sunrise, FL
From: 07/10/2010
To: Present
Specialty: Nephrology

Paramjit Kalirao, MD
Broward Health – Credentialing Abstract – Medical Staff Applicant

University Hospital and Medical Center
Tamarac, FL
From: 07/19/2010
To: Present
Specialty: Nephrology

South Florida Nephrology Associates
Lauderdale Lakes, FL
From: 08/02/2010
To: 02/07/2013
Specialty: Nephrology

North Shore Hospital FMC Campus
Lauderdale Lakes, FL
From: 06/03/2010
To: Present
Specialty: Nephrology

Plantation General Hospital (HCA)
Plantation, FL
From: 08/18/2010
To: 06/17/2015
Specialty: Nephrology

Broward Health Coral Springs
Coral Springs, FL
From: 06/25/2010
To: Present
Specialty: Nephrology

Northwest Medical Center (HCA)
Margate, FL
From: 09/21/2010
To: Present
Specialty: Nephrology

Westside Regional Medical Center (HCA)
Plantation, FL
From: 09/23/2010
To: 01/22/2019
Specialty: Nephrology

St. Lucie Medical Center (HCA)
Port St. Lucie, FL
From: 11/28/2012
To: 08/13/2014
Specialty: Nephrology

Board Certification:

Board: American Board of Internal Medicine
Specialty: Internal Medicine
Certification Date: 05/12/2008
MOC Reverification Date: 04/01/2021
Certification Expiration: N/A

Board: American Board of Internal Medicine
Specialty: Nephrology
Certification Date: 11/04/2010
MOC Reverification Date: 12/31/2020
Certification Expiration: N/A

Paramjit Kalirao, MD
Name: Laleh Karimi MD

Date of Birth: 08/17/1978

Citizenship: US

Primary Facility: Broward Health Medical Center

Other Broward Health Facilities:
- Broward Health North (CHS Only – Pompano Prenatal Care Center)
- Cora E. Braynon Family Health Center

Specialty(ies): Obstetrics & Gynecology

Dept. at Primary Facility: OBGYN

Secondary Facility Depts.:
- OBGYN
- Surgery

Practice Name: Envision Physician Services Ob/Gyn
Website: www.browardhealth.org

Primary Address Information:
1600 South Andrews Avenue
West Wing, Room 342
Fort Lauderdale, FL 33316
Phone: 954-355-5110
Fax: 954-355-4919
Email: Kim.Durcan@ envisionhealth.com

ECFMG:
Number: 0-734-230-6
Date Issued: 10/20/2008

Medical/Professional School: Iran University of Medical Sciences and Health Services
Tehran, Iran
From: 09/21/1996
To: 06/30/2004
Degree: MD

Internship: N/A

Foreign Hospital Affiliations/Work History:
- Dashte Azadegan Health System (unable to verify)
  Khoozestan, Iran
  From: 07/01/2004
  To: 06/01/2009
  Title: General Practitioner

Residency:
Henry Ford Hospital
Detroit, MI
From: 06/22/2009
To: 06/30/2013
Specialty: Obstetrics & Gynecology

Fellowship:
N/A

Gap:
Seeking employment, and after moving to Milwaukee went through the credentialing process at Progressive Community Health Clinics.
From: 07/01/2013
To: 01/23/2014
Broward Health – Credentialing Abstract – Medical Staff Applicant

**Hospital Affiliations/Work History:**

<table>
<thead>
<tr>
<th>Medical Center</th>
<th>From</th>
<th>To</th>
<th>Title</th>
</tr>
</thead>
<tbody>
<tr>
<td>Progressive Community Health Clinics</td>
<td>01/24/2014</td>
<td>Present</td>
<td>Physician</td>
</tr>
<tr>
<td>Aurora Sinai Medical Center</td>
<td>03/17/2014</td>
<td>Present</td>
<td>Obstetrics &amp; Gynecology</td>
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</tbody>
</table>

**Board Certification:**

<table>
<thead>
<tr>
<th>Board</th>
<th>Specialty</th>
<th>Certification Date</th>
<th>MOC Reverification Date</th>
<th>Certification Expiration</th>
</tr>
</thead>
<tbody>
<tr>
<td>American Board of Obstetrics and Gynecology</td>
<td>Obstetrics and Gynecology</td>
<td>11/06/2015</td>
<td>N/A</td>
<td>12/31/2020</td>
</tr>
</tbody>
</table>
Broward Health – Credentialing Abstract – Medical Staff Applicant

Name: Erasmo Passaro Sr., MD

Date of Birth: 12/05/1961
Citizenship: US
Primary Facility: Broward Health North
Other Broward Health Facilities: Broward Health Medical Center
Specialty(ies): Neurology
Dept. at Primary Facility: Medicine
Secondary Facility Dept.: Medicine
Practice Name: Advanced Medical Resources, LLC
Website: www.amrorservices.com

Primary Address Information: 2150 Town Square Place
Suite 290
Sugarland, TX 77479
Phone: 281-768-6747
Fax: 281-768-6755
Email: Emaidonado@amrorservices.com

ECFMG: N/A

Medical/Professional School: Rutgers Robert Wood Johnson Medical School
Piscataway, NJ
From: 08/29/1984
To: 05/06/1988
Degree: MD

Internship: University of Califomia Los Angeles
Sylmar, CA
From: 06/24/1988
To: 06/23/1989
Specialty: Internal Medicine

Residency: University of California San Diego
La Jolla, CA
From: 07/01/1989
To: 06/30/1990
Specialty: Psychiatry

University of California Los Angeles.
Los Angeles, CA
From: 07/01/1990
To: 06/30/1993
Specialty: Neurology

Fellowship: University of California Los Angeles
Los Angeles, CA
From: 07/01/1993
To: 06/30/1995
Specialty: Epilapsy and EEG

Erasmo Passaro, Sr, MD
<table>
<thead>
<tr>
<th>Hospital Affiliations/Work History:</th>
<th>University of South Florida - Tampa General Hospital <strong>Unable to verify</strong></th>
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<tr>
<td>From:</td>
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<tr>
<td>To:</td>
<td>12/31/1997</td>
</tr>
<tr>
<td>Title:</td>
<td>Clinical Assistant Professor of Neurology</td>
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**Gap:**

Relocated from Florida to Michigan
From: 01/01/1998
To: 01/31/1998

University of Michigan
From: 02/02/1998
To: 05/10/2002
Title: Assistant Professor of Neurology/Director, Adult Epilepsy Laboratory

**Gap:**

Relocated from Michigan to Florida
From: 05/11/2002
To: 07/09/2002

Bayfront Health System
St. Petersburg, FL
From: 07/10/2002
To: Present
Specialty: Neurology

Edward White Hospital
St. Petersburg, FL
From: 07/16/2002
To: 11/24/2014
Specialty: Neurology

St. Anthony's Hospital
St. Petersburg, FL
From: 08/01/2002
To: Present
Specialty: Neurology

Johns Hopkin's All Children's Hospital
St. Petersburg, FL
From: 08/01/2002
To: Present
Specialty: Clinical Neurophysiology

Tampa General Hospital
Tampa, FL
From: 08/30/2003
To: Present
Specialty: Clinical Neurophysiology

University of South Florida
Tampa, FL
From: 10/01/2004
To: 07/31/2007
Title: Associate Professor (Affiliate)

Florida Center for Neurology
St. Petersburg, FL
From: 04/01/2009
To: Present
Title: Director of Practice

Erasmo Passaro, Sr.MD
**Broward Health – Credentialing Abstract – Medical Staff Applicant**

<table>
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<tr>
<th>Hospital Affiliations/ Work History (continued):</th>
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<td>To:</td>
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<th>Palms of Pasadena Hospital</th>
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<th>St. Joseph's Hospital (Baycare)</th>
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<th>South Florida Baptist Hospital (Baycare - INV)</th>
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Erasmo Passaro, Sr.MD
Broward Health – Credentialing Abstract – Medical Staff Applicant

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Erasmo Passaro, Sr.MD
Broward Health – Credentialing Abstract – Medical Staff Applicant

Name: Daniel Weitz MD

Date of Birth: 11/15/1977

Citizenship: US

Primary Facility: Broward Health Imperial Point

Other Broward Health Facilities:
- Broward Health Medical Center
- Broward Health North

Specialty(ies):
- Cardiovascular Disease
- Electrophysiology

Dept. at Primary Facility: Medicine

Secondary Facility Depts.: Medicine

Practice Name: Holy Cross Medical Group

Website: https://physicianpartners.holy-cross.com/daniel-weitz-md-fhrs

Primary Address Information:
- 4701 N Federal Highway
  Suite A-39
  Fort Lauderdale, FL 33308
- Phone: 954-267-6780
- Fax: 954-267-6779
- Email: Daniel.weitz@qmail.com

ECFMG: N/A

Medical/Professional School: New York University School Of Medicine

New York, NY

From: 08/01/2000
To: 06/20/2004
Degree: MD

Internship: N/A

Residency:

New York Presbyterian/ University Medical Center

New York, NY

From: 08/01/2004
To: 06/30/2007
Specialty: Internal Medicine

Hospital Affiliations/ Work History:

Hospital for Special Surgery

New York, NY

From: 08/09/2007
To: 07/01/2008
Specialty: Internal Medicine

Fellowship:

NYU Langone Medical Center and School of Medicine

New York, NY

From: 07/01/2008
To: 07/01/2011
Specialty: Cardiovascular Disease

NYU Langone Medical Center and School of Medicine

New York, NY

From: 07/01/2011
To: 07/01/2012
Specialty: Clinical Cardiac Electrophysiology

Daniel Weitz, MD
Broward Health – Credentialing Abstract – Medical Staff Applicant

| Hospital Affiliations/Work History: | Holy Cross Hospital  
|                                    | Fort Lauderdale, FL  
| From:                              | 07/13/2012  
| To:                                | Present  
| Specialty:                         | Cardiology-Electrophysiology  

| Board Certification:               | Board:                American Board of Internal Medicine  
|                                    | Specialty:            Cardiovascular Disease  
|                                    | Certification Date:   11/02/2011  
|                                    | MOC Reverification Date: N/A  
|                                    | Certification Expiration: 12/31/2021  
|                                    | Board:                American Board of Internal Medicine  
|                                    | Specialty:            Clinical Cardiac Electrophysiology  
|                                    | Certification Date:   10/25/2012  
|                                    | MOC Reverification Date: N/A  
|                                    | Certification Expiration: 12/31/2022  

Daniel Weitz, MD
Broward Health – Credentialing Abstract – Medical Staff Applicant

Name: Wojciech Zolcik MD

Date of Birth: 04/05/1967

Citizenship: US

Primary Facility: Broward Health Medical Center

Other Broward Health Facilities:
- Broward Health Coral Springs
- Broward Health Imperial Point
- Broward Health North

Specialty(ies): Psychiatry

Dept. at Primary Facility: Psychiatry

Secondary Facility Deps.:
- Medicine
- Psychiatry

Practice Name: Asana Integrated Medical Group
Website: www.aliignedht.com

Primary Address Information:
6200 Canoga Avenue
Suite 350
Woodland Hills, CA 91367
Phone: 818-528-6165
Fax: 866-405-2221
Email: tmillerr@alignedht.com

ECFMG:
Number: 0-471-531-4
Date Issued: 11/17/1994

Medical/Professional School: Medical School of Charles University
Prague, Czech Republic
From: 05/01/1986
To: 06/30/1992
Degree: MD

Internship: N/A

Gap: Personal time off before moving to the US
From: 07/01/1992
To: 11/17/1992

Preparing for USMLE while volunteering for Physicians for Peace in Norfolk, VA.

Personal Time Off
From: 11/18/1992
To: 07/01/1995

Residency:
Mount Sinai Beth Israel
New York, NY
From: 07/01/1995
To: 06/30/1999
Specialty: Psychiatry

Fellowship: N/A

Hospital Affiliations/Work History:
- Wyoming State Hospital
  Evanston, WY
  From: 07/01/1999
  To: 05/01/2004
  Specialty: Psychiatry

Wojciech Zolcik, MD
Broward Health – Credentialing Abstract – Medical Staff Applicant

Hospital Affiliations/Work History: (cont'd)

Frontier Psychiatry (Private Practice)
Gillette, WY
From: 01/01/2004
To: 06/30/2015
Title: Psychiatrist

Campbell County Memorial Hospital
Gillette, WY
From: 06/02/2004
To: 03/14/2013
Specialty: Psychiatry

Sheridan Memorial Hospital
Sheridan, WY
From: 01/25/2005
To: 10/02/2012
Specialty: Psychiatry

Crook County Memorial Hospital (unable to verify)
Sundance, WY
From: 07/03/2008
To: 07/01/2010
Specialty: Psychiatry

Community Reach Center (unable to verify)
Thornton, CO
From: 12/01/2012
To: 06/01/2013
Title: Psychiatrist

SCL Health
Broomfield, CO
From: 01/08/2013
To: 04/07/2019
Title: Psychiatrist

Medical City Dallas - HCA
Dallas, TX
From: 11/17/2014
To: 09/26/2015
Specialty: Addiction Psychiatry

Medical Center of Plano-HCA
Plano, TX
From: 11/26/2014
To: 11/12/2015
Specialty: Addiction Psychiatry

Medical Center of Lewisville (HCA)
Lewisville, TX
From: 12/16/2014
To: 01/19/2016
Specialty: Addiction Psychiatry

North Hills Hospital - HCA
North Richland Hills, TX
From: 06/17/2015
To: 08/26/2016
Specialty: Addiction Psychiatry

Wojciech Zolcik, MD
Broward Health – Credentialing Abstract – Medical Staff Applicant

Hospital Affiliations/Work History: (cont'd)

Methodist Stone Oak Hospital - San Antonio
San Antonio, TX
From: 06/18/2015
To: 08/19/2016
Specialty: Psychiatry

Methodist Healthcare System - San Antonio
San Antonio, TX
From: 06/18/2015
To: 08/19/2016
Specialty: Psychiatry

Denton Regional Medical Center - HCA
Denton, TX
From: 06/24/2015
To: 07/20/2015
Specialty: Addiction Psychiatry

Las Colinas Medical Center (HCA)
Irving, TX
From: 08/18/2015
To: 02/16/2016
Specialty: Addiction Psychiatry

Shannon Medical Center
San Angelo, TX
From: 05/05/2016
To: 10/01/2018
Specialty: Psychiatry

St John's Medical Center
Jackson, WY
From: 07/01/2017
To: Present
Specialty: Psychiatry

Mark Twain Medical Center
San Andreas, CA
From: 01/23/2018
To: Present
Specialty: Psychiatry

Woodland Memorial Hospital
Woodland, CA
From: 01/23/2018
To: Present
Specialty: Psychiatry

Mercy General Hospital
Sacramento, CA
From: 01/25/2018
To: Present
Specialty: Psychiatry

Mercy San Juan Hospital
Carmichael, CA
From: 01/25/2018
To: Present
Specialty: Psychiatry

Wojciech Zolcik, MD
Mercy Hospital Folsom
Folsom, CA
From: 01/25/2018
To: Present
Specialty: Psychiatry

Mercy Methodist Hospital of Sacramento
Sacramento, CA
From: 01/25/2018
To: Present
Specialty: Psychiatry

Saint Francis Memorial Hospital
West Point, NE
From: 02/01/2018
To: Present
Specialty: Psychiatry

Saint Francis Memorial Hospital
San Francisco, CA
From: 02/01/2018
To: Present
Specialty: Psychiatry

Northbay Medical Center
Fairfield, CA
From: 02/05/2018
To: Present
Specialty: Psychiatry

Mercy Medical Center Merced Downtown
Merced, CA
From: 12/08/2017
To: Present
Specialty: Psychiatry

Woodland Memorial Hospital
Woodland, CA
From: 01/23/2018
To: Present
Specialty: Psychiatry

Mercy Medical Center Redding
Redding, CA
From: 02/08/2018
To: Present
Specialty: Psychiatry

Mercy Mount Shasta Medical Center
Mount Shasta, CA
From: 02/09/2018
To: Present
Specialty: Psychiatry

Sierra Nevada Memorial Hospital
Grass Valley, CA
From: 02/08/2018
To: Present
Specialty: Psychiatry
Broward Health – Credentialing Abstract – Medical Staff Applicant

Hospital Affiliations/Work History: (cont’d)

St. Elizabeth Community Hospital
Red Bluff, CA
From: 02/08/2018
To: Present
Specialty: Psychiatry

Dignity Health St. Rose Dominican Hospital - San Martin Campus
Las Vegas, NV
From: 02/20/2018
To: Present
Specialty: Psychiatry

Dignity Health St. Rose Dominican Hospital-Rose de LIMA Campus
Henderson, NV
From: 02/20/2018
To: Present
Specialty: Psychiatry

Dignity Health St. Rose Dominican Hospital-Siena Campus
Henderson, NV
From: 02/20/2018
To: Present
Specialty: Psychiatry

St Rose Dominican Hospital
Henderson, NV
From: 02/20/2018
To: Present
Specialty: Psychiatry

Colorado Plains Medical Center
Fort Morgan, CO
From: 02/22/2018
To: 02/21/2020
Specialty: Psychiatry

St. Mary Medical Center
Apple Valley, CA
From: 02/22/2018
To: Present
Specialty: Psychiatry

Valley Presbyterian Hospital
Van Nuys, CA
From: 02/27/2018
To: Present
Specialty: Psychiatry

Bakersfield Memorial Hospital
Bakersfield, CA
From: 03/01/2018
To: Present
Specialty: Psychiatry

Northridge Hospital Medical Center
Northridge, CA
From: 03/13/2018
To: Present
Specialty: Psychiatry

Wojciech Zolcik, MD
| Hospital Affiliations/Work History: (cont'd) | St John's Regional Medical Center  
Joplin, MO |  
From: 04/26/2018  
To: Present  
Specialty: Psychiatry  
Franciscan Health Indianapolis  
Indianapolis, IN |  
From: 04/30/2018  
To: Present  
Specialty: Tele-Psychiatry  
Franciscan Health Mooresville  
Mooresville, IN |  
From: 04/30/2018  
To: Present  
Specialty: Tele-Psychiatry  
Franciscan Health Dyer Hammond  
Hammond, IN |  
From: 05/02/2018  
To: Present  
Specialty: Tele-Psychiatry  
Franciscan Health Lafayette Central  
Lafayette, IN |  
From: 05/11/2018  
To: Present  
Specialty: Tele-Psychiatry  
St. Bernardine Medical Center  
San Bernardino, CA |  
From: 05/22/2018  
To: Present  
Specialty: Tele-Psychiatry  
Franciscan Health Munster  
Munster, IN |  
From: 05/23/2018  
To: Present  
Specialty: Tele-Psychiatry  
Los Robles Regional Medical Center  
Thousand Oaks, CA |  
From: 05/31/2018  
To: Present  
Specialty: Psychiatry  
US Department of Veteran Affairs  
Washington, DC |  
From: 06/24/2018  
To: Present  
Title: Medical Officer  
Lake Granbury Medical Center  
Granbury, TX |  
From: 07/13/2018  
To: Present  
Specialty: Tele-Psychiatry  

Wojciech Zolcik, MD
Hospital Affiliations/Work History: (cont'd)

El Camino Hospital Mountain View
Mountain View, CA
From: 06/28/2018
To: Present
Specialty: Telemedicine Psychiatry

Christus Trinity Mother Frances Health System, Sulphur Springs
Tyler, TX
From: 09/11/2018
To: Present
Specialty: Tele-Psychiatry

Christus Good Shepherd Medical Center
Longview, TX
From: 09/27/2018
To: Present
Specialty: Psychiatry

Trinity Mother Frances Health System Jacksonville
Jacksonville, TX
From: 09/14/2018
To: Present
Specialty: Psychiatry

Methodist Hospital of Southern California (Arcadia)
Arcadia, CA
From: 11/29/2018
To: Present
Specialty: Psychiatry

Community Hospital of San Bernardino
San Bernardino, CA
From: 12/01/2018
To: Present
Specialty: Psychiatry

Adventist Health Ukiah Valley
Ukiah, CA
From: 12/17/2018
To: Present
Specialty: Psychiatry

Adventist Health Howard Memorial
Willits, CA
From: 12/27/2018
To: Present
Specialty: Psychiatry

Adventist Health Tehachapi Valley
Tehachapi, CA
From: 12/28/2018
To: Present
Specialty: Psychiatry

Adventist Health St. Helena
St. Helena, CA
From: 12/31/2018
To: Present
Specialty: Psychiatry

Wojciech Zolcik, MD
<table>
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<td>To: Present</td>
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<td>San Antonio, TX</td>
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<td>Portland, OR</td>
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Wojciech Zolcik, MD
Broward Health – Credentialing Abstract – Medical Staff Applicant

| Hospital Affiliations/ Work History: (cont'd) | Adventist Health Bakersfield |
| From: | To: |
| 11/27/2019 | Present |
| Specialty: | Psychiatry |

| Adventist Health Tulare |
| Tulare, CA |
| From: | To: |
| 02/13/2020 | Present |
| Specialty: | Psychiatry |

| Adventist Health Simi Valley |
| Simi Valley, CA |
| From: | To: |
| 03/01/2020 | Present |
| Specialty: | Psychiatry |

| Franciscan Health Michigan City |
| Michigan City, IN |
| From: | To: |
| 03/25/2020 | Present |
| Specialty: | Tele-Psychiatry |

| Cleveland Clinic Indian River Medical Center |
| Vero Beach, FL |
| From: | To: |
| 05/13/2020 | Present |
| Specialty: | Psychiatry |

| CHRISTUS Spohn Health System |
| Corpus Christi, TX |
| From: | To: |
| 06/11/2020 | Present |
| Specialty: | Psychiatry |

| CHRISTUS Southeast Texas St. Elizabeth |
| Beaumont, TX |
| From: | To: |
| 06/25/2020 | Present |
| Specialty: | Psychiatry |

| Board Certification: | Board: American Board of Psychiatry and Neurology |
| Specialty: | Psychiatry |
| Certification Date: | 01/22/2010 |
| MOC Reverification Date: | N/A |
| Certification Expiration: | 12/31/2020 |

Wojciech Zolock, MD
Broward Health – Credentialing Abstract – Allied Health Professional Applicant

Name: Mary Kathryn McGarity, APRN-CRNA

Date of Birth: 03/22/1978

Citizenship: US

Primary Facility: Broward Health Medical Center

Other Broward Health Facilities: None

Specialty: Nurse Anesthetist

Dept. at Primary Facility: Surgery

Secondary Facility Depts.: None

Physician Sponsorship: Edward A Czinn, MD

Practice Name: Anesco, LLC
Website: www.drivinghp.com

Primary Address Information:
3601 West Commercial Boulevard
Suite 4/5
Fort Lauderdale, FL 33309
Phone: 954-485-5666
Fax: 954-484-1651
Email: bmelendez@anesco.net

Professional School: Barry University
Miami Shores, FL
From: 08/21/2017
To: 04/25/2020
Degree: Master of Science
Major: Anesthesiology

Gap: Study/taking NBCRNA boards, employment seeking, and credentialing
From: 04/29/2020
To: Present

Hospital Affiliations/ Work History: N/A

Board Certification: Board: National Board of Certification and Recertification for Nurse Anesthetists (NBCRNA)
Specialty: Certified Registered Nurse Anesthetist (CRNA)
Certification Date: 05/15/2020
MOC Reverification Date: N/A
Certification Expiration: 05/31/2024
Broward Health – Credentialing Abstract – Allied Health Professional Applicant

Name: Cynthia L Ryan APRN

Date of Birth: 06/06/1970

Citizenship: US

Primary Facility: Broward Health Coral Springs

Other Broward Health Facilities: Broward Health Medical Center

Specialty: Nurse Practitioner

Dept. at Primary Facility: Medicine

Secondary Facility Depts.: Medicine

Physician Sponsorship: Aslam Khan, MD

Practice Name: Aslam Khan, MD PA
Website: N/A

Primary Address Information:
4900 W. Oakland Park Blvd.
Suite 207
Fort Lauderdale, FL 33313
Phone: 954-735-7550
Fax: 954-735-9130
Email: Cynthia.ryanaprnp@gmail.com

Professional School:
Florida Atlantic University
Boca Raton, FL
From: 08/01/2004
To: 08/10/2007
Degree: MSN
Major: Family Nurse Practitioner

Gap: After graduation, seeking employment as Nurse Practitioner.
From: 08/11/2007
To: 10/31/2007

Hospital Affiliations/Work History:
Illuma Spa & Laser Center (Unable to verify - Closed)
Aventura, FL
From: 11/01/2007
To: 04/01/2008
Title: Nurse Practitioner

CVS MinuteClinic
Woonsocket, RI
From: 02/26/2008
To: 02/25/2009
Title: Nurse Practitioner

Gap: Between Jobs Due to Laid Off
From: 02/26/2009
To: 07/26/2009

Hospital Affiliations/Work History:
Palm Beach Cardiovascular Clinic
Jupiter, FL
From: 07/27/2009
To: 08/09/2010
Title: Nurse Practitioner

Cynthia L Ryan, ARNP
Broward Health – Credentialing Abstract – Allied Health Professional Applicant

Hospital Affiliations/Work History: (cont'd)

Palm Beach Gardens Hospital
Palm Beach Gardens, FL
From: 09/22/2009
To: 11/02/2010
Specialty: Nurse Practitioner

Jupiter Medical Center
Jupiter, FL
From: 01/07/2010
To: 09/02/2010
Specialty: Nurse Practitioner

EMSI (Unable to verify — facility closed)
Irving, TX
From: 07/01/2010
To: 12/31/2010
Title: Nurse Practitioner

CVS MinuteClinic
Woonsocket, RI
From: 10/20/2010
To: 09/07/2015
Title: Nurse Practitioner

Instant Medical Care (Unable to verify — change in ownership)
Fort Lauderdale, FL
From: 04/01/2011
To: 08/31/2011
Title: Nurse Practitioner

Aureus Medical Group
Omaha, NE
From: 07/01/2011
To: 10/07/2011
Title: Nurse Practitioner

Broward Health Medical Center
Fort Lauderdale, FL
From: 09/28/2015
To: 05/10/2017
Title: Nurse Practitioner

Gap:
Personal Family Time Off
From: 05/11/2017
To: 10/30/2018

Broward Health Medical Center
Fort Lauderdale, FL
From: 10/31/2018
To: 07/29/2020
Specialty: Nurse Practitioner

Broward Health Coral Springs
Coral Springs, FL
From: 11/28/2018
To: Present
Specialty: Nurse Practitioner

Board Certification:
Board: American Academy of Nurse Practitioners
Specialty: Family Nurse Practitioner
Certification Date: 11/01/2007
MOC Reverification Date: N/A
Certification Expiration: 10/31/2022

Cynthia L Ryan, ARNP
Name: Vicky L. Turner, APRN-DNP

Date of Birth: 08/20/1962

Citizenship: US

Primary Facility: Broward Health Medical Center

Other Broward Health Facilities: None

Specialty: Nurse Practitioner

Dept. at Primary Facility: Medicine

Secondary Facility Depts.: None

Physician Sponsorship: Sunil Kumar, MD

Practice Name: Dhanvan, LLC

Primary Address Information:
7420 NW 5th Street
Suite 103
Plantation, FL 33317
Phone: 954-474-4704
Fax: 954-587-8686
Email: suvanesh@aol.com

Professional School: University of Kentucky College of Nursing
Lexington, KY
From: 08/28/1991
To: 05/05/2001
Degree: MSN
Major: Nursing

Eastern Kentucky University
Richmond, KY
From: 08/17/2013
To: 09/15/2016
Degree: DNP
Major: Nursing

Gap:
Preparing for boards
From: 06/01/2001
To: 08/25/2001

Hospital Affiliations/ Work History:
University of Kentucky
Lexington, KY
From: 08/27/2001
To: 08/02/2016
Title: Advanced Practice Provider III

University of Kentucky Hospital - Division of Anesthesiology
Lexington, KY
From: 11/18/2001
To: 11/30/2002
Specialty: Nurse Practitioner

University of Kentucky Albert B. Chandler
Lexington, KY
From: 11/16/2001
To: 08/02/2016
Specialty: Nurse Practitioner
| Hospital Affiliations/ Work History (cont'd): | University of Kentucky Good Samaritan Hospital  
Lexington, KY  
From: 11/16/2001  
To: 08/02/2015  
Specialty: Nurse Practitioner  

University of Kentucky Hospital - Division of Gastroenterology  
Lexington, KY  
From: 12/01/2002  
To: 08/12/2005  
Specialty: Nurse Practitioner  

University of Kentucky Hospital - Division of Cardiotoracic Surgery  
Lexington, KY  
From: 08/12/2005  
To: 02/23/2012  
Specialty: Nurse Practitioner  

University of Kentucky Hospital - Division of Cardiology  
Lexington, KY  
From: 02/23/2012  
To: 08/02/2016  
Specialty: Nurse Practitioner  

Mednax Services, Inc.  
Sunrise, FL  
From: 08/08/2016  
To: 07/01/2020  
Title: VP, Advance Practitioner Program  

Gap:  
From: 07/02/2020  
To: Present  

Board Certification:  
Board: American Nurses Credentialing Center  
Specialty: Acute Care Nurse Practitioner  
Certification Date: 08/22/2001  
MOC Reverification Date: N/A  
Certification Expiration: 08/22/2021
Broward Health – Credentialing Abstract – Medical Staff Applicant

Name: Katina Brown-Burgess DO

Date of Birth: 05/30/1973

Citizenship: US

Primary Facility: Broward Health Medical Center

Other Broward Health Facilities: Cora E. Braynon Family Health Center (CHS)

Specialty(ies): Obstetrics & Gynecology

Dept. at Primary Facility: OBGYN

Secondary Facility Depts.: OBGYN

Practice Name: Envision Physician Services OBGYN
Website: www.envisionhealth.com

Primary Address Information: Cora E. Braynon Family Health Center
200 NW 7th Avenue
Fort Lauderdale, FL 33311
Phone: 954-759-6600
Fax: 954-759-6785
Email: Kim.Durcan@envisionhealth.com

ECFMG: N/A

Medical/Professional School: Nova Southeastern University
Davie, FL
From: 08/01/1998
To: 05/26/2002
Degree: DO

Internship: N/A

Residency: St John Hospital and Medial Center
Detroit, MI
From: 07/01/2002
To: 07/14/2006
Specialty: Obstetrics/Gynecology

Fellowship: N/A

Hospital Affiliations/Work History:

Milwaukee Health Services Inc.
Milwaukuee, WI
From: 10/01/2006
To: 05/31/2012
Specialty: Obstetrics/Gynecology

Gap:
Transitioned from Wisconsin to Florida.
From: 06/01/2012
To: 08/28/2012

Broward Health Medical Center & Salah Foundation Children's Hospital
Fort Lauderdale, FL
From: 08/29/2012
To: Present
Specialty: Obstetrics/Gynecology

Katina Brown-Burgess, DO
Broward Health – Credentialing Abstract – Medical Staff Applicant

Hospital Affiliations/ Work History: (cont'd)
Florida Medical Center
Fort Lauderdale, FL
From: 11/10/2015
To: 10/10/2017
Specialty: Obstetrics / Gynecology

Board Certification:
Board: American Osteopathic Board of Obstetrics and Gynecology
Specialty: Obstetrics and Gynecology
Certification Date: 05/01/2010
MOC Reverification Date: N/A
Certification Expiration: 12/31/2022

Katina Brown-Burgess, DO
Broward Health – Credentialing Abstract – Medical Staff Applicant

Name: Tamer Eissa MD

Date of Birth: 01/14/1980

Citizenship: US

Primary Facility: Broward Health Medical Center

Other Broward Health Facilities:
- Broward Health North (CHS Only – Pompano Prenatal Care Center)
- Cora E. Braynon Family Health Center

Specialty(ies): Obstetrics & Gynecology

Dept. at Primary Facility: OBGYN

Secondary Facility Depts.: OBGYN, Surgery

Practice Name: Envision Physician Services Ob/Gyn
Website: www.browardhealth.org

Primary Address Information:
1500 South Andrews Avenue
West Wing, Room 342
Fort Lauderdale, FL 33316
Phone: 954-355-5110
Fax: 954-355-4919
Email: Kim.Durcan@ envisionhealth.com

ECFMG:
Number: 0-781-075-7
Date Issued: 08/12/2010

Medical/Professional School:
Faculty of Medicine – University of Cairo
Cairo, Egypt
From: 09/01/1997
To: 02/10/2005
Degree: MD

Internship:
N/A

Gap:
Awaiting start of residency program at Cairo University; while also studying and preparing for USMLE.
From: 02/11/2005
To: 09/30/2005

Foreign Residency:
Cairo University Hospitals
Cairo, Egypt
From: 10/01/2005
To: 10/31/2008
Specialty: Obstetrics & Gynecology

Foreign Hospital Affiliations/ Work History:
Cairo University Hospitals
Cairo, Egypt
From: 11/01/2008
To: 06/30/2011
Title: Assistant OB/Gyn Lecturer

Residency:
Richmond University Medical Center
Staten Island, NY
From: 07/01/2011
To: 06/30/2015
Specialty: Obstetrics & Gynecology

Tamer Eissa, MD
**Broward Health – Credentialing Abstract – Medical Staff Applicant**

<table>
<thead>
<tr>
<th>Fellowship:</th>
<th>N/A</th>
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<tbody>
<tr>
<td><strong>Hospital Affiliations/ Work History:</strong></td>
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</tbody>
</table>
| Community Health Center of Port Richmond  
Staten Island, NY  
From: 07/23/2015  
To: 05/13/2019  
Specialty: Obstetrics & Gynecology |
| Richmond University Medical Center  
Staten Island, NY  
From: 09/29/2015  
To: 07/24/2018  
Specialty: Obstetrics & Gynecology |
| Faculty of Medicine – Cairo University  
Egypt, FL  
From: 11/29/2017  
To: Present  
Title: OB/Gyn Lecturer |
| **Board Certification:** |                  |
| Board: American Board of Obstetrics and Gynecology  
Specialty: Obstetrics and Gynecology  
Certification Date: 12/09/2016  
MOC Reverification Date: 12/31/2020  
Certification Expiration: N/A |

Tamer Eissa, MD
Broward Health – Credentialing Abstract – Medical Staff Applicant

Name: Laleh Karimi MD

Date of Birth: 08/17/1978

Citizenship: US

Primary Facility: Broward Health Medical Center

Other Broward Health Facilities:
- Broward Health North (CHS Only – Pompano Prenatal Care Center)
- Cora E. Braynon Family Health Center

Specialty(ies): Obstetrics & Gynecology

Dept. at Primary Facility: OBGYN

Secondary Facility Depts.:
- OBGYN
- Surgery

Practice Name: Envision Physician Services Ob/Gyn
Website: www.browardhealth.org

Primary Address Information:
1600 South Andrews Avenue
West Wing, Room 342
Fort Lauderdale, FL 33316
Phone: 954-355-5110
Fax: 954-355-4919
Email: Kim.Durcan@envisionhealth.com

ECFMG:
Number: 0-734-230-6
Date Issued: 10/20/2008

Medical/Professional School: Iran University of Medical Sciences and Health Services
Tehran, Iran
From: 09/21/1996
To: 06/30/2004
Degree: MD

Internship: N/A

Foreign Hospital Affiliations/Work History:
Dashte Azadegan Health System (unable to verify)
Khoozestan, Iran
From: 07/01/2004
To: 06/30/2009
Title: General Practitioner

Residency:
Henry Ford Hospital
Detroit, MI
From: 06/22/2009
To: 05/30/2013
Specialty: Obstetrics & Gynecology

Fellowship: N/A

Gap:
Seeking employment, and after moving to Milwaukee went through the credentialing process at Progressive Community Health Clinics.
From: 07/01/2013
To: 01/23/2014

Laleh Karimi, MD
Broward Health – Credentialing Abstract – Medical Staff Applicant

Hospital Affiliations/Work History:
- Progressive Community Health Clinics
  Milwaukee, WI
  From: 01/24/2014
  To: Present
  Title: Physician

- Aurora Sinai Medical Center
  Milwaukee, WI
  From: 03/17/2014
  To: Present
  Specialty: Obstetrics & Gynecology

Board Certification:
- Board: American Board of Obstetrics and Gynecology
- Specialty: Obstetrics and Gynecology
- Certification Date: 11/09/2015
- MOC Revertification Date: N/A
- Certification Expiration: 12/31/2020

Laleh Karimi, MD
Board of Commissioners
CEO Report

November 18, 2020
FY 2021 Strategic Plan

BROWARD HEALTH PILLARS

Quality  Service  People  Growth  Finance
**Quality**

**Improve Reporting Profiles for Quality Indicators**

**Standardize Processes and Data**

**Enhance Clinical Trials and Research**

**Improve Coordination of Care**

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**KEY INITIATIVES**

**PROGRESS**

- Broward Health has conducted more than 71,000 COVID-19 tests.
- The system has treated 3,588 admitted COVID-19 patients with an 89% discharge rate through Nov. 17.
- Enhanced text messaging security implemented through CareAware Connect Messenger.
- BHN reaccredited for breast imaging by American College of Radiology; PET imaging by Alliance Healthcare.
- BHN’s “Stop Sepsis Through Multidisciplinary Team Approach” education will be displayed at IHI Symposium.
- BHN acquired THOR UV room cleaning robot to reduce turnaround times and ensure complete disinfection.
- Unannounced AHCA visit showed no deficiencies in practices and policies at BHCS.
Service

Enhance Patient Flow
Enhance Patient Experience
Expand Community Outreach and Education
Evaluate and Restructure Key Services
Compliance and Ethics

KEY INITIATIVES

PROGRESS

- Corporate Compliance & Ethics Week celebrated by rounding with gifts and with an educational newsletter.
- Compliance Relations Council held inaugural meeting with multidisciplinary team guiding compliance efforts.
- Over 600 patients downloaded BHealthy Now app since Oct. 13 launch.
- Offering $99 lung cancer screenings in observance of Lung Cancer Awareness Month.
- Dennis Tishko, M.D., thoracic surgeon, featured in American Lung Assoc’s Facebook and Instagram campaigns.
- BHMC employees donated to Women in Distress during Breast Cancer Awareness Month.
- Mario Gomez, D.O., BHN trauma surgeon, demonstrated Stop the Bleed techniques in educational video.
- Broward Health partnering with Winterfest on Letters to Santa campaign during holidays.

Thanksgiving Outreach:

- CDTC’s 28th Annual Thanksgiving Basket Brigade will deliver Thanksgiving baskets to 1,300 CDTC families.
- BHF and Healthcare for the Homeless are hosting a Grab and Go Thanksgiving Lunch.
- The Faith Based Turkey Giveaway will distribute approximately 500 turkeys to the community.
People

Enhance Employee Engagement

Performance Management

Drive Physician Engagement

KEY INITIATIVES

PROGRESS

• Broward Health recognized its veterans through employee profiles representing various military branches.
• Alan Goldsmith, EVP/CAO received Sun-Sentinel Next Excalibur award.
• Alan Goldsmith appointed to board of Broward Behavioral Health Coalition.
• Dave Lacknauth, exec dir, pharmacy svcs, will serve on American Society of Health Sys Pharmacists Committee.
• Commissioner Christopher Ure and Ivory Monroe, BHMC finance dir., recognized with CFO Alex Fernandez’s Finance Chain.
• Sunil Kumar, MD, BHMC chief of staff, honored at GFLCC’s Perspectives on Florida’s Healthcare for COVID-19 response.
• Multidisciplinary team at BHMC’s Clinical Practice Recognition Program application approved by the CPR Ladder Committee.
• Walter Brown Maxwell, patient financial services mgr, awarded Q2 Leadership Award for BHMC and SFCH.
• Patricia Ann Rowe-King, MD, SFCH peds med. dir, and Ellie Schrot, CDTC’s Early Steps dir., honored at March of Dimes Women of Distinction virtual event.
• Broward Health leaders presented at national conference on Patient Logistics Center best practices.
• 15 Broward Health employees completed Green Belt projects.
• Michael Leopold, BHCS COO, nominated to serve second term on the Coral Springs/Coconut Creek Chamber Board.
• BHIP’s Jaime Bryant, Critical Care SICU Assistant Nurse Manager, achieved level 5 clinical practice recognition.
• BHCS is hosting an open house for brand new Employee Wellness Center.
Growth

KEY INITIATIVES

Expand Key Services to Meet Community Needs
Expand Telehealth Services
Restructure ACGME

PROGRESS

• Internal Med Residents had 4 posters accepted for the ACP of Florida virtual conference.
• Deepak Kapila, MD, ortho surgery, supervised microvascular training for ortho residents.
• BHMC is the only hospital in Broward County to offer WATCHMAN FLX device.
• Since the robotic surgery program’s inception, BHCS tied its highest cases in Oct.
• BHCS’s diagnostic cardiac interventional cases continue to grow, performing 21 cases in Oct.
Broward Health System

Expense Management
Revenue Enhancement
Credit Rating Improvement
IT Services and Technology Enhancement

PERFORMANCE

• Broward Health as a system exceeded budget by $4.1M, under prior year by $24.0M.
• Broward Health Coral Springs exceeded budget by $4.5M, under prior year by $2.3M.
• Broward Health Imperial Point exceeded budget by $0.6M, under prior year by $2.6M.
• Broward Health Medical Center was under budget by $11.1M, under prior year by $20.7M.
• Broward Health North exceeded budget by $3.0M, under prior year by $0.7M.
Resolution FY21-08

Resolution of the Board of Commissioners of North Broward Hospital District
Approving Payment of Private Counsel for Certain Named Defendants in Pending Litigation; Delegating Authority to the General Counsel

WHEREAS, North Broward Hospital District (the “District”), a special district as defined under § 189.012(6), Florida Statutes, was established in 1951 by virtue of authority granted by the Florida Legislature under ch. 27438, Laws of Florida, which was recodified in ch. 2006-347, Laws of Florida, as amended;

WHEREAS, the District, as a special district of the State of Florida, is subject to certain Florida laws governing the conduct of public entities;

WHEREAS, from time to time, Board members, officers, employees, and agents (collectively, “Public Officials”) may be subjected to a lawsuit when such Public Officials, while acting in the scope of their public duties, were protecting the public’s interests and fulfilling the mission and purpose of the District;

WHEREAS, there exists a common law right in Florida, independent of statute, ordinance, or charter, to furnish or pay fees for counsel to defend Public Officials subjected to attack in civil proceedings where the conduct complained of arises out of or in connection with the performance of his or her official duties and while serving a public purpose;

WHEREAS, in addition to the common law requirement of defending Public Officials, Florida’s Legislature passed § 111.07, Florida Statutes, authorizing public entities to provide legal representation to such Public Officials to defend civil actions arising from an act or omission of the Public Officials’ job function unless such Public Official acted in bad faith, malicious purpose, or in a manner exhibiting wanton and willful disregard of human rights, safety, or property;

WHEREAS, Article VII.(c) of the Board’s Amended and Restated Bylaws of the North Broward Hospital District (the “Bylaws”) provides that the District shall indemnify, defend, and hold harmless Board members to the extent that such Board member is liable for an act or omission arising out of and in the course of the performance and scope of such Board member’s duties and responsibilities to the District provided such indemnification is consistent with Florida Law and the Bylaws;

WHEREAS, the former General Counsel of the District, Lynn Barrett, has filed a lawsuit against the District in Broward County naming the District and certain Public Officials in their individual capacities as parties to the lawsuit for certain acts they took during the course and scope of their employment or function with the District (the “Pending Litigation”); and

WHEREAS, unless context otherwise requires, capitalized terms used but not defined herein have the meanings ascribed to such terms in the Bylaws and its accompanying Codified Resolutions of the Board of Commissioners of the North Broward Hospital District.

NOW, THEREFORE, BE IT RESOLVED, by the Board, that:

1. The Board makes a finding and concludes that the conduct complained of in the Pending Litigation against the Public Officials involves conduct that the Public Officials performed while fulfilling public duties and while serving a public purpose.
2. To the extent permitted under the District’s Bylaws and section 111.07, Florida Statutes, common law, and other applicable law, and subject to the other provisions of this Resolution, following Board approval to pay for court costs and reasonable attorney’s fees for a specific Public Official named in the Pending Litigation, the District may expend fees for court costs, reasonable attorney’s fees, and other reasonable legal costs for the individual Public Official who was approved by the Board for such payment of court costs, reasonable attorney’s fees and other reasonable legal costs to defend such Public Official in the Pending Litigation during the pendency of the Pending Litigation and continuing through any appeals until the Pending Litigation is dismissed with prejudice and/or a final judgement enters inclusive of, to the extent permissible under applicable law, any related post-judgement proceedings (the “Pendency of the Pending Litigation”).

3. Notwithstanding any other District resolution, policy or procedure, the Board hereby delegates to the District’s General Counsel the authority to negotiate rates and sign any contracts or engagement letters with outside private counsel for the purposes of defending each of the Public Officials during the Pendency of the Pending Litigation. Any contracts or engagement letters executed by the General Counsel pertaining to the defense of the Public Officials during the Pendency of the Pending Litigation shall be for and on the behalf of the District and shall be a binding obligation of the District.

4. Any contract or engagement letter entered into by the District to pay reasonable attorney’s fees and reasonable legal costs for a Public Official during the Pendency of the Pending Litigation shall include language that (a) the District shall not pay for unreasonable fees and/or costs billed; (b) any disputes regarding the reasonableness or unreasonableness of fees or costs shall be resolved with the District and not with the particular Public Official; (c) any actions or litigation pertaining to disputes concerning the reasonableness or unreasonableness of fees or costs billed shall only be taken against the District and shall not be taken against any Public Official; (d) that the prevailing party of any action or litigation pertaining to disputed fees and/or costs shall be entitled to reimbursement of all court costs and reasonable attorneys’ fees; and (e) that the law firm and/or attorney shall not attempt to collect from any Public Official any shortfall between the fees or costs paid by the District and what the law firm and/or attorney charged in any bills.

5. To the extent permissible under section 111.07, Florida Statutes, and other applicable law, if a Public Official retains his or her own private counsel and the Board does not approve, and the District does not pay the reasonable fees and costs of the Public Official’s private counsel during the Pendency of the Pending Litigation, the District shall reimburse such reasonable attorney’s fees and court costs to the Public Official if the Public Official prevails and successfully defends against the allegations made in the Pending Litigation, provided such Public Official did not act in bad faith, with a malicious purpose, or in a manner exhibiting wanton and willful disregard of human rights, safety, or property.

6. This Resolution does not prohibit the District from recovering any and all attorney’s fees from a Public Official to the extent the attorney’s fees are paid from public funds and the Public Official is found to be personally liable by virtue of acting outside the scope of his or her
employment, or was acting in bad faith, with malicious purpose, or in a manner exhibiting wanton and willful disregard of human rights, safety, or property.

7. With the exception of Resolution FY21-06 (Resolution of the Board of Commissioners of North Broward Hospital District Approving Payment of Reasonable Attorney’s Fees for Litigation), this resolution hereby supersedes, amends, replaces and repeals any conflicting resolution or conflicting policy previously adopted by the Board.

DULY ADOPTED this ___ day of November, 2020.

Time Adopted ______ PM
Resolution FY21-09
Resolution to Amend Certain Provisions of the Amended and Restated Bylaws of Broward
Health ACO Services, Inc.

WHEREAS, North Broward Hospital District (the “District”) is a special taxing district of the
State of Florida established for the health care needs of the residents of the District and is authorized and
empowered to maintain hospitals and supportive facilities for the care and treatment of the people of said
District, as well as establish subsidiary and affiliate organizations which foster the administration of such
services;

WHEREAS, the District established Broward Health ACO Services, Inc. (“ACO”) as a Florida
not-for-profit corporation duly organized pursuant to the Florida Not For Profit Corporation Act, §
617.01011, et seq., Florida Statutes;

WHEREAS, the Amended and Restated Articles of Incorporation of Broward Health ACO
Services, Inc. (“Articles of Incorporation”), the ACO’s corporate charter, establishes the ACO and
provides that the District is the sole member of the ACO;

WHEREAS, Art. VII of the Articles of Incorporation and Art. IX of the Amended and Restated
Bylaws of Broward Health ACO Services, Inc., effective as of September 25, 2019 (the “Bylaws”),
reserve the sole power to the District to make any alterations or amendments to the Bylaws;

WHEREAS, the District wishes to amend certain provisions of the Bylaws as set forth herein;
and

WHEREAS, unless context otherwise requires, capitalized terms used but not defined herein
have the meanings ascribed to such terms in the Amended and Restated Bylaws of the North Broward
Hospital District and its accompanying Codified Resolutions of the Board of Commissioners of the North
Broward Hospital District.

NOW, THEREFORE, BE IT RESOLVED, by the Board of Commissioners of North Broward
Hospital District, that:

1. The Bylaws are hereby amended as provided below. Words stricken are deletions; words underlined
are additions.

2. Art. III, s. 6. of the Bylaws is hereby amended to read as follows:

Section 6. Quorum and Voting. A majority of the number of Directors fixed by or in accordance
with these Bylaws shall constitute a quorum for the transaction of business at any meeting of
Directors. If a quorum is present when a vote is taken, the affirmative vote of a majority of the
Directors present shall be the act of the Board of Directors. In addition to physical presence, for the
purposes of these Bylaws, “present” shall also mean a presence via electronic communications
technology, provided that all Directors are able to simultaneously hear each other during the meeting
and such meetings otherwise comply with the requirements of § 286.011, Florida Statutes.

3. Art. III, s. 8. of the Bylaws is hereby amended to read as follows:

Section 8. Meetings.

(a) Regular and special meetings of the Board of Directors shall be held at the
principal place of business of the Corporation or at any other place and/or via any electronic means
appropriate for the Board of Directors to conduct its business, within or without the State of Florida, designated by the President. Meetings of the Board of Directors may be called by any member of the Board of Directors or by the President. A majority of the Directors present, regardless whether a quorum exists, may adjourn any meeting of the Board of Directors to another time and place. Notice of an adjourned meeting shall be given to the Directors who were not present at the time of the adjournment and, unless the time and place of the adjourned meeting are announced at the time of the adjournment, to the Directors who were present.

(b) Members of the Board of Directors may participate in a meeting of the Board by means of a telephone conference or similar communications equipment through which all persons participating may simultaneously hear each other during the meeting, provided a physical quorum is established.

4. This resolution is effective immediately upon its ratification by the Board of Commissioners of North Broward Hospital District (the “Board”).

5. This resolution hereby supersedes, amends, replaces and repeals any conflicting resolution or conflicting policy previously adopted by the Board.

DULY ADOPTED this ___ day of November, 2020.

Time Adopted ______ PM
SUMMARY OF REQUEST

DATE: November 18th, 2020

FACILITY: North Broward Hospital District

PROGRAM/PRODUCT LINE: Not Applicable

REQUEST: Acceptance of the Interim Financial Statement for the months of October 2020

PURPOSE: Not Applicable

CAPITAL REQUIRED: Not Applicable

FISCAL IMPACT: Not Applicable

BUDGET STATUS: Not Applicable

LEGAL REVIEW: Not Applicable

APPROVED: Gino Santorio November 17, 2020 06:42 EST
Gino Santorio, President/CEO BH

APPROVED: Alex Fernandez November 16, 2020 15:45 EST
Alex Fernandez, CFO/Chief Financial Officer
<table>
<thead>
<tr>
<th>Assets</th>
<th>2021</th>
<th>2020</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Current Assets:</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Cash and cash equivalents</td>
<td>83,414,349.77</td>
<td>65,714,850.76</td>
</tr>
<tr>
<td>Cash &amp; Investments Externally</td>
<td>12,028,229.38</td>
<td>16,574,726.51</td>
</tr>
<tr>
<td>Short-term investments</td>
<td>491,090,161.26</td>
<td>491,030,282.15</td>
</tr>
<tr>
<td>Assets whose use is limited</td>
<td></td>
<td></td>
</tr>
<tr>
<td>and required for current liab</td>
<td>7,372,000.00</td>
<td>7,437,000.00</td>
</tr>
<tr>
<td>Due from patients and other</td>
<td></td>
<td></td>
</tr>
<tr>
<td>net of allowance for uncoll.</td>
<td>128,326,684.68</td>
<td>149,410,169.63</td>
</tr>
<tr>
<td>Inventories</td>
<td>37,978,995.35</td>
<td>36,501,989.07</td>
</tr>
<tr>
<td>Ext. third party payer</td>
<td>18,286,406.04</td>
<td>21,442,722.64</td>
</tr>
<tr>
<td>Net Taxes Receivable</td>
<td>157,346,258.92</td>
<td>135,609,260.67</td>
</tr>
<tr>
<td>Other Current Assets</td>
<td>52,085,518.54</td>
<td>51,764,945.05</td>
</tr>
<tr>
<td><strong>Total Current Assets</strong></td>
<td>987,829,403.94</td>
<td>964,484,846.47</td>
</tr>
<tr>
<td><strong>Assets Whose Use Is Limited:</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Held by trustee under bond indenture agreement for Held by trustee for self-ins.</td>
<td>39,683,271.23</td>
<td>35,068,809.85</td>
</tr>
<tr>
<td><strong>Less Amount Required to Meet Current Obligations</strong></td>
<td>(7,272,000.00)</td>
<td>(7,437,000.00)</td>
</tr>
<tr>
<td>Project Fund - Restricted</td>
<td>0.00</td>
<td>72,122.54</td>
</tr>
<tr>
<td><strong>Total Assets Whose Use Is Limited, Net</strong></td>
<td>32,411,271.23</td>
<td>31,702,932.30</td>
</tr>
<tr>
<td><strong>Investments</strong></td>
<td>257,865,172.65</td>
<td>162,166,409.81</td>
</tr>
<tr>
<td><strong>Capital Assets, Net</strong></td>
<td>577,394,303.55</td>
<td>553,831,922.01</td>
</tr>
<tr>
<td><strong>Other Assets</strong></td>
<td>28,179,543.58</td>
<td>25,406,593.08</td>
</tr>
<tr>
<td><strong>Total Assets</strong></td>
<td>1,673,675,894.95</td>
<td>1,736,572,703.76</td>
</tr>
<tr>
<td><strong>Deferred Outflows of Resources</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Accumulated decrease in fair</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Loss on debt refinancings</td>
<td>23,462,782.25</td>
<td>24,304,016.53</td>
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<tr>
<td>Deferred Pensions Amounts</td>
<td>18,484,875.75</td>
<td>15,985,370.89</td>
</tr>
<tr>
<td>OPEB</td>
<td>24,407,457.00</td>
<td>1,664,509.00</td>
</tr>
<tr>
<td><strong>Total Outflows of Resources</strong></td>
<td>60,355,115.00</td>
<td>41,853,896.42</td>
</tr>
<tr>
<td><strong>Total Assets &amp; Deferred Outflow</strong></td>
<td>1,934,031,009.95</td>
<td>1,777,456,600.18</td>
</tr>
</tbody>
</table>
## LIABILITIES AND NET POSITION

### CURRENT LIABILITIES:
- **Current maturities of revenue bonds payable**: $5,280,000.00 (2021), $8,026,000.00 (2020)
- **Current maturities of lease facility obligations**: $1,822,960.95 (2021), $1,795,743.87 (2020)
- **Advanced Funds-Property Taxes**: $127,223,921.00 (2021), $90,297,682.32 (2020)
- **Accounts payable and accrued expenses**: $133,388,198.63 (2021), $127,127,183.16 (2020)
- **Accruals salaries and payroll tax**: $36,612,826.23 (2021), $20,917,835.50 (2020)
- **Accrued personal leave**: $36,931,294.57 (2021), $28,059,469.74 (2020)
- **Estimated third-party payer**: $59,650,669.31 (2021), $30,717,474.93 (2020)
- **Interest Payable**: $6,136,666.47 (2021), $5,320,416.68 (2020)
- **Current portion of self-ins**: $7,272,000.00 (2021), $7,437,000.00 (2020)

---

### Total Current Liabilities

<table>
<thead>
<tr>
<th>2021</th>
<th>2020</th>
</tr>
</thead>
<tbody>
<tr>
<td>$(433,333,537.36)</td>
<td>$(318,680,807.20)</td>
</tr>
</tbody>
</table>

### REVENUE BONDS, NET OF CURRENT

<table>
<thead>
<tr>
<th>2021</th>
<th>2020</th>
</tr>
</thead>
<tbody>
<tr>
<td>$(330,135,077.92)</td>
<td>$(336,785,108.96)</td>
</tr>
</tbody>
</table>

### LEASE FACILITY COLLG, NET OF

<table>
<thead>
<tr>
<th>2021</th>
<th>2020</th>
</tr>
</thead>
<tbody>
<tr>
<td>$(2,852,380.99)</td>
<td>$(5,269,796.62)</td>
</tr>
</tbody>
</table>

### SELF-INS LIABILITY, NET OF CURRENT

<table>
<thead>
<tr>
<th>2021</th>
<th>2020</th>
</tr>
</thead>
<tbody>
<tr>
<td>$(20,924,497.85)</td>
<td>$(24,410,762.19)</td>
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</tbody>
</table>

### NET PENSION LIABILITY

<table>
<thead>
<tr>
<th>2021</th>
<th>2020</th>
</tr>
</thead>
<tbody>
<tr>
<td>$31,652,600.08</td>
<td>$11,853,255.00</td>
</tr>
</tbody>
</table>

### TOTAL OPEB LIABILITY

<table>
<thead>
<tr>
<th>2021</th>
<th>2020</th>
</tr>
</thead>
<tbody>
<tr>
<td>$(188,678,754.61)</td>
<td>$(163,516,406.78)</td>
</tr>
</tbody>
</table>

---

### Total liabilities

<table>
<thead>
<tr>
<th>2021</th>
<th>2020</th>
</tr>
</thead>
<tbody>
<tr>
<td>$(943,409,598.65)</td>
<td>$(833,797,826.75)</td>
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</tbody>
</table>

### DEFERRED INFLows OF RESOURCES

### DEFERRED PENSION AMOUNTS

<table>
<thead>
<tr>
<th>2021</th>
<th>2020</th>
</tr>
</thead>
<tbody>
<tr>
<td>$(38,928,660.99)</td>
<td>$(38,261,457.99)</td>
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</table>

### OPEB

<table>
<thead>
<tr>
<th>2021</th>
<th>2020</th>
</tr>
</thead>
<tbody>
<tr>
<td>$(5,243,362.00)</td>
<td>$(6,346,907.00)</td>
</tr>
</tbody>
</table>

---

### Total Deferred Inflows

<table>
<thead>
<tr>
<th>2021</th>
<th>2020</th>
</tr>
</thead>
<tbody>
<tr>
<td>$(44,172,002.99)</td>
<td>$(34,608,364.99)</td>
</tr>
</tbody>
</table>

### NET POSITION

### Net Investments in Capital

### Assets

- **Restricted net assets-donor restrictions**
  | 2021 | 2020 |
  | $(248,786,665.94) | $(227,139,089.09) |
- **Unrestricted**
  | 2021 | 2020 |
  | $(197,769,548.14) | $(26,789,394.73) |
  | $(677,921,513.61) | $(655,045,801.71) |

### Project Fund - Restricted

<table>
<thead>
<tr>
<th>2021</th>
<th>2020</th>
</tr>
</thead>
<tbody>
<tr>
<td>0.00</td>
<td>$(71,122.54)</td>
</tr>
</tbody>
</table>

---

### Total Net Position

<table>
<thead>
<tr>
<th>2021</th>
<th>2020</th>
</tr>
</thead>
<tbody>
<tr>
<td>$(946,449,407.94)</td>
<td>$(900,029,408.07)</td>
</tr>
</tbody>
</table>

### TOTAL LIAB, DEP: INF & NET PO

<table>
<thead>
<tr>
<th>2021</th>
<th>2020</th>
</tr>
</thead>
<tbody>
<tr>
<td>$(1,934,031,059.58)</td>
<td>$(1,777,426,599.81)</td>
</tr>
</tbody>
</table>
## TOTAL SYSTEM
### OPERATING STATEMENT FY21

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>324,026,787</td>
<td>223,151,783</td>
<td>87,874</td>
<td>0.4%</td>
<td>225,281,054</td>
<td></td>
</tr>
<tr>
<td>175,645,432</td>
<td>170,099,647</td>
<td>5,545,785</td>
<td>(3.2%)</td>
<td>175,617,317</td>
<td></td>
</tr>
<tr>
<td>399,672,219</td>
<td>389,851,430</td>
<td>9,820,789</td>
<td>(2.5%)</td>
<td>408,499,832</td>
<td></td>
</tr>
<tr>
<td>7,830,123</td>
<td>9,499,227</td>
<td>1,669,104</td>
<td>(17.3%)</td>
<td>11,874,242</td>
<td></td>
</tr>
<tr>
<td>286,210,171</td>
<td>265,899,790</td>
<td>20,310,381</td>
<td>7.8%</td>
<td>264,515,115</td>
<td></td>
</tr>
<tr>
<td>32,824,299</td>
<td>48,501,031</td>
<td>15,676,732</td>
<td>(35.4%)</td>
<td>40,657,966</td>
<td></td>
</tr>
<tr>
<td>328,426,584</td>
<td>324,364,048</td>
<td>4,062,536</td>
<td>1.3%</td>
<td>371,833,322</td>
<td></td>
</tr>
</tbody>
</table>

### Patient Revenue

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Inpatient</td>
<td>918,469,013</td>
<td>853,480,134</td>
<td>64,988,879</td>
<td>(7.6%)</td>
<td>908,647,676</td>
</tr>
<tr>
<td>Outpatient/Emergency</td>
<td>619,228,548</td>
<td>632,143,876</td>
<td>(11,915,328)</td>
<td>(2.1%)</td>
<td>654,255,590</td>
</tr>
<tr>
<td>Total Patient Revenue</td>
<td>1,537,697,561</td>
<td>1,485,624,010</td>
<td>51,873,551</td>
<td>(3.5%)</td>
<td>1,562,905,266</td>
</tr>
</tbody>
</table>

### Deductions From Revenue

<table>
<thead>
<tr>
<th>Description</th>
<th>Oct-2020 Actual</th>
<th>Oct-2020 Budget</th>
<th>Variance</th>
<th>Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Charity Services</td>
<td>31,126,354</td>
<td>34,663,054</td>
<td>(3,536,700)</td>
<td>(10.2%)</td>
</tr>
<tr>
<td>Contractual Allowances</td>
<td>1,120,471,660</td>
<td>980,954,531</td>
<td>133,517,129</td>
<td>13.5%</td>
</tr>
<tr>
<td>Bad Debt</td>
<td>88,659,693</td>
<td>171,712,582</td>
<td>(82,112,889)</td>
<td>(46.1%)</td>
</tr>
<tr>
<td>Total Deductions</td>
<td>1,240,457,797</td>
<td>1,192,796,167</td>
<td>47,647,140</td>
<td>4.0%</td>
</tr>
</tbody>
</table>

### Net Patient Revenue

<table>
<thead>
<tr>
<th>Description</th>
<th>Oct-2020 Actual</th>
<th>Oct-2020 Budget</th>
<th>Variance</th>
<th>Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Medicare-Traditional</td>
<td>62,139,777</td>
<td>62,673,671</td>
<td>(5,533,894)</td>
<td>(0.9%)</td>
</tr>
<tr>
<td>Medicaid-Traditional</td>
<td>11,131,514</td>
<td>11,845,809</td>
<td>(714,295)</td>
<td>(6.0%)</td>
</tr>
<tr>
<td>MC - M.Salaries/PSN</td>
<td>23,865,856</td>
<td>25,782,175</td>
<td>(1,916,319)</td>
<td>(7.4%)</td>
</tr>
<tr>
<td>MC - Non/Medical/Commercial</td>
<td>208,434,690</td>
<td>200,845,329</td>
<td>7,589,361</td>
<td>3.8%</td>
</tr>
<tr>
<td>Other Reimbursement</td>
<td>(2,830,923)</td>
<td>(8,123,141)</td>
<td>5,292,218</td>
<td>3.5%</td>
</tr>
<tr>
<td>Total Reimbursement</td>
<td>297,239,854</td>
<td>293,033,843</td>
<td>4,206,011</td>
<td>1.4%</td>
</tr>
</tbody>
</table>

### Operating Expenses

<table>
<thead>
<tr>
<th>Description</th>
<th>Oct-2020 Actual</th>
<th>Oct-2020 Budget</th>
<th>Variance</th>
<th>Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Salaries &amp; Wages</td>
<td>191,881,351</td>
<td>184,910,878</td>
<td>6,970,473</td>
<td>3.8%</td>
</tr>
<tr>
<td>Benefits</td>
<td>41,476,457</td>
<td>42,945,234</td>
<td>(1,468,777)</td>
<td>(3.4%)</td>
</tr>
<tr>
<td>Fees Physicians</td>
<td>23,248,243</td>
<td>24,612,982</td>
<td>(1,364,739)</td>
<td>(5.5%)</td>
</tr>
<tr>
<td>Fees Other</td>
<td>33,974,893</td>
<td>37,645,591</td>
<td>(3,670,698)</td>
<td>(9.9%)</td>
</tr>
<tr>
<td>Supplies</td>
<td>78,487,041</td>
<td>75,645,981</td>
<td>2,841,060</td>
<td>3.7%</td>
</tr>
<tr>
<td>Insurance</td>
<td>2,629,312</td>
<td>2,782,813</td>
<td>(153,501)</td>
<td>(5.5%)</td>
</tr>
<tr>
<td>Maintenance &amp; Repairs</td>
<td>623,109</td>
<td>629,132</td>
<td>(6,023)</td>
<td>(0.1%)</td>
</tr>
<tr>
<td>Lease and Rental</td>
<td>4,398,844</td>
<td>3,986,966</td>
<td>411,878</td>
<td>2.8%</td>
</tr>
<tr>
<td>Utilities</td>
<td>6,338,937</td>
<td>6,576,333</td>
<td>(237,466)</td>
<td>(3.6%)</td>
</tr>
<tr>
<td>PHMTP</td>
<td>4,119,660</td>
<td>4,029,508</td>
<td>90,152</td>
<td>2.2%</td>
</tr>
<tr>
<td>Other Expenses</td>
<td>1,425,978</td>
<td>1,806,906</td>
<td>(370,928)</td>
<td>(20.6%)</td>
</tr>
<tr>
<td>Total Operating Expenses</td>
<td>391,588,849</td>
<td>394,169,335</td>
<td>2,580,486</td>
<td>0.6%</td>
</tr>
</tbody>
</table>

### Summary

<table>
<thead>
<tr>
<th>Description</th>
<th>Oct-2020 Actual</th>
<th>Oct-2020 Budget</th>
<th>Variance</th>
<th>Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total</td>
<td>76,487,382</td>
<td>76,139,747</td>
<td>327,635</td>
<td>(0.4%)</td>
</tr>
</tbody>
</table>
### TOTAL SYSTEM

#### OPERATING STATEMENT

**FY21**

<table>
<thead>
<tr>
<th>For the Month of October</th>
<th>YTD Thru October</th>
</tr>
</thead>
<tbody>
<tr>
<td>Actual</td>
<td>Budget</td>
</tr>
<tr>
<td>4,644,844</td>
<td>4,434,854</td>
</tr>
<tr>
<td>104,719,836</td>
<td>106,288,541</td>
</tr>
<tr>
<td>411,809,945</td>
<td>405,755,854</td>
</tr>
<tr>
<td>(18,872,734)</td>
<td>(19,104,328)</td>
</tr>
<tr>
<td><strong>Total Expenses</strong></td>
<td><strong>Non-Operating Revenue</strong></td>
</tr>
<tr>
<td><strong>(18,872,734)</strong></td>
<td><strong>(19,104,328)</strong></td>
</tr>
<tr>
<td><strong>231,594</strong></td>
<td><strong>231,594</strong></td>
</tr>
<tr>
<td><strong>(8,877,554)</strong></td>
<td><strong>(8,877,554)</strong></td>
</tr>
<tr>
<td><strong>Non-Operating Expense</strong></td>
<td><strong>Non-Operating Expense</strong></td>
</tr>
<tr>
<td>1,406,628</td>
<td>1,387,711</td>
</tr>
<tr>
<td>107,946</td>
<td>208,933</td>
</tr>
<tr>
<td>198,236</td>
<td>125,000</td>
</tr>
<tr>
<td>736,412</td>
<td>736,412</td>
</tr>
<tr>
<td><strong>12,493,333</strong></td>
<td><strong>12,849,862</strong></td>
</tr>
<tr>
<td><strong>Total Non-Operating</strong></td>
<td><strong>Total Non-Operating</strong></td>
</tr>
<tr>
<td><strong>28,979,604</strong></td>
<td><strong>28,979,604</strong></td>
</tr>
<tr>
<td><strong>(12,433,401)</strong></td>
<td><strong>(12,555,440)</strong></td>
</tr>
<tr>
<td><strong>Excess of Revenue Over Expenses</strong></td>
<td><strong>Excess of Revenue Over Expenses</strong></td>
</tr>
<tr>
<td><strong>Key Indicators</strong></td>
<td><strong>Key Indicators</strong></td>
</tr>
<tr>
<td>36,737</td>
<td>43,810</td>
</tr>
<tr>
<td>7,024</td>
<td>7,777</td>
</tr>
<tr>
<td>71,023</td>
<td>75,032</td>
</tr>
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<td>3,037</td>
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**October FY21**

**Page 2 of 25**

FY21 Blue Book.xlsx
### COMBINED MONTHLY PAYOR STATISTICS FY21

#### October FY21

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<tr>
<td>MEDICARE</td>
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For the Month of October

YTD Thru October
North Broward Hospital District  
Summary of Monthly Patient Payments  
January 2017 through October 2020

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<th>Calendar 2017</th>
<th>Calendar 2018</th>
<th>Calendar 2019</th>
<th>Calendar 2020</th>
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<td>BHN</td>
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<td>43.4</td>
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North Broward Hospital District
Days in Accounts Receivable Quarterly Comparison

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<td>40.93</td>
<td>50.29</td>
<td>46.78</td>
<td>49.29</td>
<td>47.94</td>
<td>43.09</td>
<td>44.44</td>
<td>51.29</td>
<td>50.82</td>
</tr>
<tr>
<td><strong>IPMC</strong></td>
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<td></td>
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<td></td>
<td></td>
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</tr>
<tr>
<td>Net A/R</td>
<td>9,584,904</td>
<td>9,297,272</td>
<td>9,987,864</td>
<td>9,210,292</td>
<td>10,272,856</td>
<td>10,972,744</td>
<td>10,728,371</td>
<td>10,853,725</td>
<td>12,322,613</td>
<td>11,630,557</td>
</tr>
<tr>
<td>Net Revenue/Day</td>
<td>265,454</td>
<td>261,902</td>
<td>246,287</td>
<td>269,064</td>
<td>274,826</td>
<td>273,085</td>
<td>271,548</td>
<td>266,990</td>
<td>269,963</td>
<td>258,373</td>
</tr>
<tr>
<td>A/R Days</td>
<td>30.11</td>
<td>35.50</td>
<td>40.56</td>
<td>34.23</td>
<td>37.38</td>
<td>40.18</td>
<td>39.51</td>
<td>40.65</td>
<td>45.65</td>
<td>46.01</td>
</tr>
<tr>
<td><strong>CSMC</strong></td>
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<tr>
<td>Net A/R</td>
<td>15,799,082</td>
<td>15,477,009</td>
<td>12,741,406</td>
<td>16,005,545</td>
<td>17,465,097</td>
<td>18,353,337</td>
<td>16,349,127</td>
<td>16,923,007</td>
<td>17,573,691</td>
<td>17,440,251</td>
</tr>
<tr>
<td>A/R Days</td>
<td>33.74</td>
<td>34.40</td>
<td>37.16</td>
<td>37.28</td>
<td>40.32</td>
<td>43.05</td>
<td>38.18</td>
<td>43.29</td>
<td>39.43</td>
<td>42.28</td>
</tr>
<tr>
<td><strong>ALL OTHER</strong></td>
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<td></td>
<td></td>
<td></td>
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<td></td>
<td></td>
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<tr>
<td>Net A/R</td>
<td>7,868,891</td>
<td>6,835,505</td>
<td>6,942,649</td>
<td>5,451,783</td>
<td>6,058,137</td>
<td>5,617,764</td>
<td>5,663,965</td>
<td>6,706,641</td>
<td>6,765,824</td>
<td>7,500,981</td>
</tr>
<tr>
<td>Net Revenue/Day</td>
<td>89,290</td>
<td>96,042</td>
<td>98,033</td>
<td>104,614</td>
<td>95,471</td>
<td>93,353</td>
<td>48,563</td>
<td>88,780</td>
<td>88,099</td>
<td>133,175</td>
</tr>
<tr>
<td>A/R Days</td>
<td>80.06</td>
<td>70.73</td>
<td>70.10</td>
<td>52.11</td>
<td>63.56</td>
<td>60.18</td>
<td>116.38</td>
<td>75.54</td>
<td>78.58</td>
<td>56.32</td>
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<tr>
<td><strong>CONSOLIDATED</strong></td>
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<tr>
<td>Net Revenue/Day</td>
<td>2,428,972</td>
<td>2,433,611</td>
<td>2,124,378</td>
<td>2,525,038</td>
<td>2,626,136</td>
<td>2,548,646</td>
<td>2,573,927</td>
<td>2,566,577</td>
<td>2,597,420</td>
<td>2,499,089</td>
</tr>
<tr>
<td>A/R Days</td>
<td>44.10</td>
<td>42.90</td>
<td>53.95</td>
<td>51.56</td>
<td>54.27</td>
<td>54.39</td>
<td>49.68</td>
<td>57.24</td>
<td>56.13</td>
<td>55.69</td>
</tr>
</tbody>
</table>
Employee Name: Brian W. Kozik
Appraisal Date: 9/2020
Next Review: 9/2021

Job Title/Code: SVP, Compliance & Privacy Officer/02342
Employee ID #: 926445

Department/Region: Corporate Compliance
Type of Review: _X_ Annual____90Day_____Other

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Everything that we do in our work should exemplify our mission and core values. As you complete this performance appraisal, please keep in mind that the mission and core values remain the foundation for our work.

Broward Health Mission
The mission of Broward Health is to provide quality health care to the people we serve and support the needs of all physicians and employees.

Broward Health Star Values
Exceptional Service to our Community – Collaborative Organizational Team – Fostering an Innovative Environment
Accountability for Positive Outcomes – Valuing our Employee Family

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<table>
<thead>
<tr>
<th>Performance Expectation</th>
<th>Performance Measurement</th>
<th>Comments Supporting comments MUST be supplied for all areas marked “Exceeds expectation” or “Requires improvement”</th>
<th>BOARD MEMBER’S Performance Measurement</th>
<th>BOARD MEMBER’S COMMENTS MUST be supplied for all areas marked “Exceeds expectation” or “Requires improvement”.</th>
<th>Goals related to Management Incentive or Strategic Plan</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Exceptional Service:</td>
<td></td>
<td>Exceeds expectation: Meets expectation and frequently initiates improvement or influences the team or others to learn and improve in this area.</td>
<td>Exceeds expectation: Meets expectation and frequently initiates improvement or influences the team or others to learn and improve in this area.</td>
<td>Mr. Kozik took on the role of CCO and made a commitment to collaborate with the Broward Health Team to make compliance everyone’s responsibility. He has built an effective compliance program. (SA)</td>
<td>-Build upon the success and momentum of the compliance program gained from the CIA.</td>
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<td>Meets expectation: Behaviors consistently support a culture of service excellence. (i.e., measured by PACES or other survey tools) Takes initiative/follow up to address customer concerns.</td>
<td>Meets expectation: Behaviors consistently support a culture of service excellence. (i.e., measured by PACES or other survey tools) Takes initiative/follow up to address customer concerns.</td>
<td>I agree. Brian goes above and beyond expectations to keep BH on the straight and narrow road of compliance. He always leads the way, and innovates, in ensuring that the BH family knows what’s expected of it, values compliance, and makes sure it happens. (NG)</td>
<td>-Implement a Compliance Council comprised of clinical and non-clinical employees throughout the system ensuring the program maintains visibility to all work force members.</td>
</tr>
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<td></td>
<td></td>
<td>Requires improvement: Does not meet performance expectation in this area.</td>
<td>Requires improvement: Does not meet performance expectation in this area.</td>
<td></td>
<td>-Update the Board Compliance &amp; Ethics Committee at each meeting the status of maintaining a robust, effective compliance program.</td>
</tr>
</tbody>
</table>

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During the past year, I have continued to focus on establishing strong collaborative relationships within the system. These strong relationships helped to ensure the CIA ended successfully.

Compliance is not one individual or one team. It is the entire work force understanding the importance of compliance and, knowing their important role within the Program. I have worked diligently in building

Mr. Kozik took on the role of CCO and made a commitment to collaborate with the Broward Health Team to make compliance everyone’s responsibility. He has built an effective compliance program. (SA)

I agree. Brian goes above and beyond expectations to keep BH on the straight and narrow road of compliance. He always leads the way, and innovates, in ensuring that the BH family knows what’s expected of it, values compliance, and makes sure it happens. (NG)

-Build upon the success and momentum of the compliance program gained from the CIA.

-Implement a Compliance Council comprised of clinical and non-clinical employees throughout the system ensuring the program maintains visibility to all work force members.

-Update the Board Compliance & Ethics Committee at each meeting the status of maintaining a robust, effective compliance program.

Metrics:
-To keep the momentum going, build off the succe...
<table>
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<tr>
<th>Performance Expectation</th>
<th>Performance Measurement</th>
<th>Comments</th>
<th>BOARD MEMBER'S ( \text{Performance Measurement} )</th>
<th>BOARD MEMBER'S ( \text{COMMENTS MUST be supplied for all areas marked “Exceeds expectation” or “Requires improvement”}. )</th>
<th>Goals related to Management Incentive or Strategic Plan</th>
</tr>
</thead>
</table>
| a strong relationship with our OIG Monitor. This was no easy task. However, during this past year the relationship improved 100% and, it was more collaborative than confrontational. The OIG Monitor commented on the significant progress the program has achieved over the past year. I could not have done this without the support from the Board and Senior leadership of Broward Health who value a strong compliance program within the system.

Each day I focus on the four C’s of compliance success: Communication, Collaboration, Culture and, Creditability. The entire team has changed the culture of compliance within the system. | Mr. Kozik has used his position as CCO to nurture a culture of compliance and practical implementations of a compliant organization. Mr. Kozik has risen to the challenge of taking a proactive approach to raising the bar rather than meeting a minimum standard. (CU) | Group meetings. Continue to meet monthly and not only provide an overview of program status but, seek the group's assistance in disseminating key compliance initiatives back to their work force.

- To keep the momentum going, build off the success of the subcommittees. Initially, continue to meet monthly and, ensure full participation by members. Rotate new members as necessary.

- Complete the re-branding of the department with emphasis on continuous refinement to the program. For example, our new tagline: Integrity is the rule, Compliance is the tool. Also, new communication for our Hot Line. |

2. Collaborative Team: Initiates and participates in mutually beneficial alliances, partnerships and joint work efforts within | ☑️ Exceeds expectation: Meets expectation and frequently initiates improvement or | ☐️ Exceeds expectation: Meets expectation and frequently initiates improvement or | The ECG demonstrates the collaboration among departments to make compliance a high priority for Broward |

- Build upon the success of collaborating throughout the system. Work force members have become more comfortable in reaching out...
<table>
<thead>
<tr>
<th>Performance Expectation</th>
<th>Performance Measurement</th>
<th>Comments Supporting comments MUST be supplied for all areas marked “Exceeds expectation” or “Requires improvement”</th>
<th>BOARD MEMBER’S Performance Measurement</th>
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</tr>
</thead>
</table>
| work group and across department and organizational lines; helps other achieve overall organizational high performance, quality outcomes and goals and objectives. | influences the team or others to learn and improve in this area. | - **Meets expectation:** Behaviors consistently support an environment of teamwork. Continuously works toward improving performance in this area.  
- **Requires improvement:** Does not meet performance expectation in this area. | influences the team or others to learn and improve in this area. | - **Meets expectation:** Behaviors consistently support an environment of teamwork. Continuously works toward improving performance in this area.  
- **Requires improvement:** Does not meet performance expectation in this area. | to the department for advice or, raise an issue. This is a sign of an effective program.  
- Implement the re-branding campaign. We will hold a series of videos related to the elements of an effective compliance program which, will be archived on the Intranet so we can continually get the message out about the importance of compliance plus, it allows the work force to "see" the face of compliance.  
- Implement the Compliance Council. Membership of the council will include clinical and non-clinical staff throughout the system. The members will serve as a focus group to the Compliance Department. They will aid us in assessing what is working well with the program and, where can make improvements. This will be an ongoing council with members rotating on and off to give all work force members the opportunity to participate.  

**Metrics:**  
- Track the number of inquiries received each quarter and report to the Executive Compliance Group and, Board Compliance |

I also want to highlight that as I help lead the internal audit department in their roles within the system, I have stressed to the staff the importance of collaborating with all management and, departments throughout the system. I feel if you surveyed leadership of recent departments the audit team has

Health. Brian leads the meetings and works to involve everyone in making BH better. (SA)  
Again I agree. There have been in the past unhappy, tense times in BH’s past, but with Brian leading everyone is comfortable, not fearful, and focused on improvement. (NG)  
Mr. Kozik has ensured that the compliance function is integrated throughout all levels of the organization, not a separate function of the organization. By fostering more of a team spirit, Mr. Kozik has been able to shift the perception of compliance function into a positive and welcomed role versus antagonistic one. As a result, the entire organization participates in compliance, not just the compliance department. (CU)
<table>
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<tr>
<th>Performance Expectation</th>
<th>Performance Measurement</th>
<th>Comments Supporting</th>
<th>BOARD MEMBER’S Performance Measurement</th>
<th>BOARD MEMBER’S COMMENTS MUST be supplied for all areas marked “Exceeds expectation” or “Requires improvement”.</th>
<th>Goals related to Management Incentive or Strategic Plan</th>
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<tbody>
<tr>
<td></td>
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<td>reviewed they will tell you they have seen a significant increase in not only collaboration but, communication as well.</td>
<td></td>
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<td>Committee. We will be able to gauge if employees are comfortable bringing questions and potential issues up to the compliance department. Also, we will gain an understanding of compliance issues within the system.</td>
</tr>
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<td></td>
<td></td>
<td>As the CCO one of my major job responsibilities is ownership of the Code of Conduct. I have reviewed the Code with emphasis on the contents covering topics that the work force needs to know for</td>
<td></td>
<td></td>
<td>-Disclosures - maintain the momentum of resolving open disclosure timely with a goal of no disclosures exceeding one year outstanding. Update the disclosures subcommittee at each meeting with the number of disclosures opened and closed and, the breakdown of type of disclosure (Note: using the type of disclosure, address the need for increased education in the area note through the training subcommittee).</td>
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<tr>
<td>3. Accountability for Positive Outcomes:</td>
<td>Exceeds expectation: Meets expectation and frequently initiates improvement or influences the team or others to learn and improve in this area. Documented evidence of exceptional cost savings, revenue enhancements</td>
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<td>Performs job responsibilities in conformance with the Code of Conduct and established policies and procedures. Takes personal responsibility for meeting and exceeding goals and standards; acts continuously to improve</td>
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<td>-Continue to promote adherence to the Code of Conduct.</td>
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<td>-Annually review the Code of Conduct and, recommend any changes or updates as needed.</td>
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<td>-Annually review the Charter for the Executive Compliance Group and,</td>
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<td>Performance Expectation</td>
<td>Performance Measurement</td>
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<td>BOARD MEMBER’S COMMENTS MUST be supplied for all areas marked “Exceeds expectation” or “Requires improvement”.</td>
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<td>product lines and services; seeks opportunities for continuous development; assumes responsibility for errors and learns from them. Reports compliance issues timely to appropriate personnel within Broward Health.</td>
<td>and/or clinical measurements.</td>
<td>☑ Meets expectation: Carries out personal responsibilities and continuously works towards improving personal performance in this area. Completes required training timely. Reports compliance issues timely to appropriate personnel within Broward Health. Supports the timely and effective resolution of identified compliance issues. Budget for line accountability areas maintained within 2% annually of flexed budget.</td>
<td>☑ Meets expectation: Carries out personal responsibilities and continuously works towards improving personal performance in this area. Completes required training timely. Reports compliance issues timely to appropriate personnel within Broward Health. Supports the timely and effective resolution of identified compliance issues. Budget for line accountability areas maintained within 2% annually of flexed budget.</td>
<td>recommend any changes or updates as needed.</td>
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<td>☐ Requires improvement: Does not meet performance expectation in this area.</td>
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<td>and/or clinical measurements.</td>
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<td>Metrics:</td>
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<td>As a time to time contributing editor to the weekly Report on Medicare Compliance, I have been given permission to distribute the publication internally. The Report covers relevant high-risk compliance issues weekly. The Report is distributed to select individuals in compliance, legal, HR, internal audit and management. In addition, to keep the Board informed of these high-risk areas, the Report has been weekly loaded to the Board portal.</td>
<td></td>
<td>-As part of the re-branding campaign, include in the video series a discussion of the importance of adhering to the Code of Conduct. In addition, ensure the videos are archived on the intranet so employees can view them at their leisure.</td>
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<td>-Conduct an annual self-assessment with all members of the Executive Compliance Group which, will include a review of the Charter. Take the information gleaned from the assessment and implement changes as necessary to continue to improve the compliance program.</td>
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<td>and/or clinical measurements.</td>
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<td>☑ Meets expectation: Carries out personal</td>
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<td>This past year the staff has been stabilized. I have worked with staff and integrated them into the day to day operations. The staff now participate in reviewing policies. Their feedback is welcomed. I have made efforts to cross-train within the</td>
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<td>That have been achieved for BH than I thought possible. There are numerous innovations that have been recognized not only by a grateful Board but by the federal monitor.(NG)</td>
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<td>☑ Meets expectation: Carries out personal</td>
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4. Fostering Innovation: Initiates and responds to change positively; seeks and recommends or implements creative improvements in products and services; encourages and applies out-of-the-box thinking; challenges current practices when they are counter to goal achievement; focuses on...
<table>
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<th>Management Incentive or Strategic Plan</th>
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</thead>
</table>
| doing the right things as well as doing things right to accomplish strategic objectives. | responsibilities and continuously works towards improving personal performance in this area. | □ Requires improvement: Does not meet performance expectation in this area. | responsibilities and continuously works towards improving personal performance in this area. | □ Requires improvement: Does not meet performance expectation in this area. | -Implement the Compliance Council: The Council will include clinical and non-clinical employees throughout the system. The goal is to meet monthly initially, to obtain employee feedback on what is working well with the program and, what could be improved. This will ensure employees are a part of our successful program. 

Metrics: 
-Communicate and Distribute the New Compliance Hotline Poster: As part of our re-branding campaign, we re-designed the Hotline Poster. Included on the poster, was the new tagline for the Department that, was provided to us by a Broward Health employee: “Integrity is the Rule, Compliance is the Tool”.

-Re-branding: As part of the re-branding campaign, complete the series of videos that address Compliance and, the elements of an effective compliance program. The videos will include our staff discussing the elements and will be archived on the intranet site for employee viewing at all times. |
In my role in leading the Audit Department team I have made strides in stabilizing the staff in a time in which they experienced significant turnover in Leadership. This turnover created a period of uncertainty within the department. However, in meeting with the staff in a group and one-on-one, they have come together seeking personal and department success. It was brought to my attention that several staff’s appraisals were significantly past due (one staff member was outstanding more than 500 days). I prepared and conducted appraisals with all of the staff which, included open discussions about their role as auditors. Similar to my philosophy in compliance, they have all embraced the four C’s:

- HIPAA policies: All compliance policies were reviewed as required by the CIA in Year 5. The focus for this fiscal year is to complete a review of all HIPAA policies.

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<td>Communication, Collaboration, Creditability and Culture. All the staff are focused and by the time this appraisal occurs, hopefully, we will have recruited a manager that can work with them and guide them day-to-day.</td>
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<td>5. Valuing Employee and Community Family: Creates an atmosphere of accepting all others; treats co-workers, customers and business partners with dignity and respect; continually strives to include all others to produce higher quality products and services; builds positive, productive work relationships.</td>
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<td>I have worked hard on stabilizing both the compliance department staff and the internal audit department staff. Both department’s successes are based upon a team effort. I have taken action to ensure the staff obtain the necessary education to enhance their skills. I value the input and exchange I have with the staff regularly. The success of any leader is based upon the strength of those reporting to him/her. All members of the Compliance and Audit Departments are extremely dedicated to not only individual success but, department success.</td>
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<td>I have never seen Brian be anything but friendly, courteous, and professional. All while turning around a staggering Compliance Department. That certainly exceeds my expectations. (NG)</td>
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<td>Mr. Kozik needs to stay in front of an ever changing industry by routinely encouraging his team to participate in continuing education, resources, conferences, and workshops. Through consistent focus on the development of his staff, this organization will be better equipped to meet the challenges of the future. (CU)</td>
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<td>-Post-CIA: It is essential for the Compliance Program success that I continue to build upon the working relationships that I have established to get the message that compliance is number one. Hopefully, with an end to the COVID crisis, I can visit the hospitals again and make rounds so that the work force has an opportunity to meet and discuss compliance.</td>
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<td>-Training: It is essential that compliance training, be it annual or, group specific, remain on the forefront. Our training will be focused on high risk areas and, will always include an awareness of HIPAA.</td>
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<td>Metrics: -Work with the Department of Learning and Development to build</td>
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<td>They realize the value of collaborating throughout the system and, building strong business relationships.</td>
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<td>not meet performance expectation in this area.</td>
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<td>compliance training programs for the work force using both in person training, train the trainer programs and, our Health Stream learning platform. Enhance current training programs to ensure the proper message is getting out with a focus of the work force understanding their role in the program. All 8,000+ employees need to be trained on compliance. -Utilize the Compliance Council to obtain work force feedback on what is working well with the program and, what could be improved. This will ensure employees are a part of our successful program.</td>
<td>Click or tap here to enter text.</td>
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<td><strong>6. STRATEGY &amp; PLANNING:</strong> Provide proactive strategic leadership through the development of a comprehensive and integrated compliance and privacy strategic plan to support Broward Health strategic objectives, initiatives, mission, vision, and goals. Provide for ongoing oversight to evaluate and strategically respond to developments/changes affecting compliance and privacy strategies and operations to sustain and/or adjust plans or initiatives.</td>
<td>☐ Exceeds expectation:</td>
<td>- Significant strides were made this past year in building the reputation of the Compliance department as a department that collaborates with all work force members to ensure compliance success. The work force now sees the department as a resource to not only report issues but, bounce ideas off and, obtain advice. The program is now a fabric of daily operations which is evident by certifying employees being able to certify that the program is working well within the areas they oversee.</td>
<td>☐ Exceeds expectation:</td>
<td>The work of the compliance and audit departments have improved the integrity of Broward Health. Mr. Kozik’s leadership on the ECG and his involvement in the Enterprise Risk Assessment will ensure continued improvement. Also, drafting the Transition Plan for exiting the CIA exhibits “Best Practice.” (SA)</td>
<td>- Post-CIA it will be more important to continue to lead and get the message out to the work force the importance of our compliance and privacy program.</td>
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<td>☑ Meets expectation:</td>
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<td>☐ Meets expectation:</td>
<td>I believe that without Brian and Steve BH could not have successfully completed the CIA. That took both strategy and planning above and beyond what simply “meets expectations” given where we started. (NG)</td>
<td>- Assess new ways to infuse the compliance and privacy program into the daily fabric of the entire work force. If necessary, make changes to the program as deemed necessary.</td>
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<td>☐ Requires improvement:</td>
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<td>☐ Requires improvement:</td>
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<td>Metrics:</td>
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<td><strong>7. OPERATIONS/ MANAGEMENT:</strong> Provide leadership and oversight to ensure</td>
<td>☐ Exceeds expectation:</td>
<td>To ensure the staff is kept informed and, to provide the staff an opportunity to discuss topics they</td>
<td>☐ Exceeds expectation:</td>
<td>Mr. Kozik is managing two departments, compliance and audit while is working to ensure effective</td>
<td>- Use the Compliance Council to gauge the status of work force engagement in the program.</td>
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<td>☑ Meets expectation:</td>
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<td>☐ Meets expectation:</td>
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<td>- Develop robust compliance and education programs post-CIA to ensure the momentum gained from the CIA is on the forefront.</td>
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<td>☐ Meets expectation:</td>
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<td>- Conduct compliance training for the Board at every monthly meeting and, ensure the Board is made aware of any changes to the program during the year.</td>
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<td>☐ Meets expectation:</td>
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<td>- Develop a two-year work plan focusing on high-risk areas identified by internal management as well as the Office of Inspector Gener</td>
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| effective and efficient execution of operational plans that are aligned with system-wide compliance and privacy goals, applicable laws, regulations, and governmental requirements. Improve the organization’s capability through a planned process to align various aspects of the organization to meet its goals. | ☐ Requires improvement: are working on, I continue to hold weekly staff meetings with the department. In addition, I am holding monthly staff meetings with the internal audit staff and, one on ones monthly to ensure success for them personally and, for the department. This past year we implemented a new process for annual conflict of interest survey which was automated on C360. This will provide an electronic means for those completing the survey and, survey responses will populate into the survey next year. Prior to COVID we were holding joint monthly staff meetings with the Legal department. Both the General Counsel and I hope to bring this back to in-person meetings prior to the fall. | ☐ Requires improvement: compliance with the law and federal regulations are followed system-wide. (SA) I think Brian underestimates the impact he has and has had on the Compliance Department and the compliance program in general. He ensures that the Board is fully aware of government regulations and the steps necessary to comply with them. He does the same with the BH family. (NG) | - Complete the Enterprise Risk Assessment for the second year and, be a part of the team that scores the results. High-risk areas will once again be included in the Compliance department and Audit department’s annual work plans.  

- Complete the audits on the work plan for fiscal year 2021. Keep the Board Compliance & Ethics Committee informed of progress of the plan at monthly meetings.  

- Successfully complete the annual conflict of interest survey via C360. Also, work with Chief Medical Officer on an effective means for rolling out the survey to impacted physicians. |
| Performance Expectation | Performance Measurement | Comments Supporting comments MUST be supplied for all areas marked “Exceeds expectation” or “Requires improvement” | BOARD MEMBER’S Performance Measurement | BOARD MEMBER’S COMMENTS MUST be supplied for all areas marked “Exceeds expectation” or “Requires improvement” | Goals related to Management Incentive or Strategic Plan |
|--------------------------|--------------------------|-----------------------------------------------------------------|----------------------------------------|------------------------------------------|------------------------------------------------|}

8. LEADERSHIP: Establish and maintain positive, productive and collaborative relationships with internal and external partners to support an engaged and inclusive culture and system wide integration and advancement of the Broward Health mission, vision, strategic objectives and business goals.

- Re-organize the compliance department with emphasis on promotion from within.
- Promote the re-branding campaign and be the lead in the video series promoting compliance post-CIA.

**Metrics:**
- As opportunities present in the department, focus on promoting from within. As of this appraisal, I have recently promoted an individual in the department to Regional Compliance Manager of CDTC, CHS and BHPG.
- Hire a Certified Public Accountant (CPA), Certified Internal Auditor (CIA) and, Certified in Fraud Examiner (CFE) to manage the internal audit department on a day to day basis.
- Ensure all staff performance appraisals are done on time with no past due evaluations.

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<th>Exceeds expectation:</th>
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- I feel this has been a strong trait for me. I embraced leading the compliance team along with input from leadership, various department heads and others (Steve Forman) to ensure success of the CIA and beyond.

  This past year and a half I continue to focus on workforce collaboration. I feel strongly that we not only have a robust effective program but, we have made strides in the work force knowing their role in the program.

  Positive changes have been made and I feel this has resulted in a culture of compliance and integrity.

  At a time of turnover in the leadership of the Internal Audit department, at my request, I assumed the role of interim Chief Internal

- Brian has successfully led the compliance and audit departments. His leadership has provided positive changes system-wide.

  I completely agree. (NG)

  Mr. Kozik has spearheaded the implementation of a culture of compliance through his leadership, personality, and his actions. As this organization emerges from under the CIA, I have confidence Mr. Kozik’s leadership will continue to meaningfully impact this organization in a positive collaborative manner. (CU)

  - Re-organize the compliance department with emphasis on promotion from within.
  - Promote the re-branding campaign and be the lead in the video series promoting compliance post-CIA.

- As opportunities present in the department, focus on promoting from within. As of this appraisal, I have recently promoted an individual in the department to Regional Compliance Manager of CDTC, CHS and BHPG.
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<td>Auditor. I made efforts to stabilize the internal audit staff and to bring about a positive change in their day to day exchanges with all work force members. As part of the transition, I completed all past due performance appraisals, some, to my shock, more than 500 days overdue.</td>
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<td>9. FINANCIAL MANAGEMENT: Accountable for the key financial indicators of Broward Health; plan, develop, organize, implement, direct, and evaluate assigned areas’ fiscal function and performance.</td>
<td>☐ Exceeds expectation:</td>
<td>I worked closely with the CFO and Finance team in putting together the budgets for both the compliance department and internal audit department. Included was assessing the staffing needs of both departments to ensure enough coverage. Identified a need for an additional privacy employee in compliance (currently two employees handle over 8,000 employees).</td>
<td>☐ Exceeds expectation:</td>
<td>I don’t know as much as I should about the Compliance budget, so I’ll go with Brian’s assessment, but it appears to me that any financial difficulties BH has were caused by COVID. Brian has stabilized not only the Compliance Department staff, but the budget. (NG) While Mr. Kozik has demonstrated an ability to effectively manage within budget, I would challenge him to think outside the box on investing resources to mitigate risks to the organization. (CU)</td>
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<td>☒ Meets expectation:</td>
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# Performance Expectation

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<td>Manager of Internal Audit to manage the day to day operations of the team.</td>
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### 10. HUMAN RESOURCES:

Oversee the effective utilization of Broward Health’s employee partners/workforce in the areas of responsibility and support system-wide employee workforce planning, strategies and initiatives.

- **Exceeds expectation:**
- **Meets expectation:**
- **Requires improvement:**

I believe having the workforce not only understand compliance but, understand their role in the compliance program is essential for program success. Compliance training and education is focused on that understanding.

I have collaborated and, continue to stress collaboration in all our interactions with the workforce. A workforce that feels comfortable coming forward to discuss questions or issues with the department is a sign of a successful program.

Compliance success is a team effort and, I feel I have stressed this throughout my tenure as Chief Compliance Officer.

- **Exceeds expectation:**
- **Meets expectation:**
- **Requires improvement:**

In the two years that I have served on the Board I have seen Broward Health move from having an ineffective compliance program to one that has gained respect from our monitor. (SA)

On this Performance Expectation, Human Resources, he has taken an existing staff of capable, gifted people who appeared leaderless and discouraged, given them direction and purpose, and created a smoothly functioning team. (NG)

Click or tap here to enter text.
Employee Name: Brian Kozik  

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<th>Quantity</th>
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<tr>
<td>Performance Measurements rated “Exceeds Expectation”</td>
<td>3 x 5 = 15</td>
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<td>Performance Measurements rated “Meets Expectation”</td>
<td>7 x 3 = 21</td>
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<td>Performance Measurements rated “Requires Improvement”</td>
<td>0 x 0 = 0</td>
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TOTALS: 10 x 36

(27 is a Passing Score)

Performance Measurements rated “Exceeds Expectation” | __ x 5 = ___ |
Performance Measurements rated “Meets Expectation” | ___ x 3 = ___ |
Performance Measurements rated “Requires Improvement” | 0 x 0 = 0 |

TOTALS: 10 x 40.8

(27 is a Passing Score)

Employee’s Comments: In my full year and a half leading the compliance efforts at Broward Health I have stabilized the compliance function. I have also successfully led the efforts out of the Corporate Integrity Agreement. This was no easy task as the program had many challenges and, had to work with an OIG Monitor that did not look favorably on Broward Health. However, I built a strong working relationship with the Monitor and demonstrated that Broward Health has a robust effective compliance program that will continue way beyond the CIA. We have implemented many best practices and one of the reasons for my success, was the support from the Board of Commissioners and the CEO President of Broward Health. In addition, in the year when the CIA was ending, I volunteered to lead the internal audit department. This also was no easy task as, I needed to build up the reputation of the department and, stabilize the staff. I feel I have been successful in both key initiatives. I am honored to continue to lead the compliance efforts and, see much success for the program moving forward. Again, I appreciate all the support from the Board and, from Broward Health Executive Leadership.

Supervisor’s Comments:

Click or tap here to enter text.

All job requirements in the job description provided indicate the minimum level of knowledge, skills and/or abilities deemed necessary to perform the job competently. The Job Description is an overview of the duties, responsibilities and requirements for this position. Employees will be required to perform other job-related assignments as requested. I have read and understand the functions and performance expectations of my job and I am able to perform the essential functions as outlined in the job description with or without reasonable accommodations. This appraisal is based on the functions and performance expectations included in my job description for this position. My signature does not necessarily represent agreement with the assessment of my performance. I may attach comments if I so desire.

Employee Signature & Date

Board Chair’s Signature & Date

Human Resources Processing & Date

Note: Please attach Age Specific Competency Checklist, Departmental Competency Checklist, Copy of License, if applicable
Employee Name: __Linda Epstein_____________________
Appraisal Date: ____9/2020____ Next Review: __9/2021______
Job Title/Code: _ General Counsel /01433 ________
Employee ID #: __926728_________
Department/Region: _Legal/Direct Board Report______
Type of Review: __X__ Annual_____90Day_____Other

**Broward Health Mission**
The mission of Broward Health is to provide quality health care to the people we serve and support the needs of all physicians and employees

**Broward Health Star Values**
Exceptional Service to our Community – Collaborative Organizational Team – Fostering an Innovative Environment
Accountability for Positive Outcomes – Valuing our Employee Family

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<td>1. Exceptional Service: Takes assertive action to build internal and external customer relationships and loyalty; meets or exceeds customer needs and provides satisfaction within available resources.</td>
<td>☑️ Exceeds expectation: Meets expectation and frequently initiates improvement or influences the team or others to learn and improve in this area.</td>
<td>An important focus this past year was to improve the relationship between the legal department and its internal clients (all leaders, clinicians and business units) and promote compliant solutions to problems and issues. To accomplish this and under my direction, the legal department focused on: 1. Understanding the role of in-house legal counsel and staff; 2. Improving our communications with internal clients (personal 1:1 either in person, if possible or via phone rather than email); 3. Having a clear understanding of what is being asked of in-</td>
<td>☑️ Exceeds expectation: Meets expectation and frequently initiates improvement or influences the team or others to learn and improve in this area.</td>
<td>Ms. Epstein has built a relationship of trust with corporate leadership and Board members alike. Her ability to develop a legal team that has increased productivity while decreasing legal spend has brought overwhelming confidence in her leadership.(SA)</td>
<td>Legal KPI’s attached a. Continue to provide training and direction to staff and Board members that minimize legal exposure.</td>
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<td>☐ Meets expectation: Behaviors consistently support a culture of service excellence. (i.e., measured by PACES or other survey tools) Takes initiative/follow up to address customer concerns.</td>
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Ms. Epstein has built a relationship of trust with corporate leadership and Board members alike. Her ability to develop a legal team that has increased productivity while decreasing legal spend has brought overwhelming confidence in her leadership.(SA)

I agree. Linda hit the ground running and has shown amazing leadership in a
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<td>□ Requires improvement: Does not meet performance expectation in this area.</td>
<td>house legal counsel and staff by the internal clients (clarify, if needed); 4. Obtaining the time frame upon which the legal response is due; 5. To keep the internal client informed of the progress and or if there are any delays, and why; 6. To seek help and guidance from the more experienced in-house counsel, if needed (we all help and support each other); 7. To balance and prioritize multiple assignments and to seek guidance from the Deputy General Counsel or GC for work re-assignments, if needed so that all client requests are timely met to the client’s satisfaction; and, 8. To elicit feedback from the client regarding the legal work performed.</td>
<td>□ Requires improvement: Does not meet performance expectation in this area.</td>
<td>troubled department. (NG) Ms. Epstein has effectively and appropriately turned the GCs office to the role of providing legal guidance and advice as part of a team, not an office independent of the team. (CU) Linda came into the organization and worked on ensuring that she focused on upgrading and placing talent in the right areas in the legal group. (MW)</td>
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<td>feedback was also shared with all individuals and the team!</td>
<td>The legal department is committed to providing excellent legal services to all internal clients in a timely and professional manner.</td>
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<td>KPI’s 6,7,8 met</td>
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2. Collaborative Team: Initiates and participates in mutually beneficial alliances, partnerships and joint work efforts within work group and across department and organizational lines; helps other achieve overall organizational high performance, quality outcomes and goals and objectives.

- **Exceeds expectation:** Meets expectation and frequently initiates improvement or influences the team or others to learn and improve in this area.

- **Meets expectation:** Behaviors consistently support an environment of teamwork. Continuously works toward improving performance in this area.

- **Requires improvement:** Does not meet performance expectation in this area.

  - I am a positive person and I have an open-door policy for all. I get along with my colleagues and work well with commissioners, leaders, clinicians, and others to accomplish the task at hand and overall goals of organizational excellence. Internal and external stakeholders have provided consistent feedback that the legal department has transformed to a collaborative business partner that provides expert advice to compliancy and efficiently meet business objectives.

  - Getting to know and work with our leaders and clinicians, with a focus on understanding BH’s operations, has resulted in a productive year for the legal department in general, and for the legal staff individually, that has resulted in operational efficiencies.

  - Here are two examples of collaborating with other

- **Exceeds expectation:** Meets expectation and frequently initiates improvement or influences the team or others to learn and improve in this area.

- **Meets expectation:** Behaviors consistently support an environment of teamwork. Continuously works toward improving performance in this area.

- **Requires improvement:** Does not meet performance expectation in this area.

  - Since joining the Broward Health Team Ms. Epstein has proven her commitment not only to building a successful team but also to joining herself as a strong corporate team member. She has gone above and beyond by supporting activities and events that support the BH Family. Additionally, she makes herself available to provide legal expertise to departments and staff system-wide.(SA)

  - After Linda’s arrival, for the first time, I saw the Legal Department act like a team and not people afraid for the job security.(NG)

  - Legal KPI’s attached

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<td>departments that resulted in operational efficiencies:</td>
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<td>1. I chaired the Enterprise Risk Management (ERM) Contracts Subcommittee, which included members from senior leadership, contracts management and stakeholders along the contracting continuum (business leaders who initiate contracts, compliance, risk/insurance, procurement). Through this subcommittee, roles and responsibilities, and process improvements were identified, and a plan of action was enacted including a daily Contracts Dashboard, which shows in part, the number of days a contract is with an assigned in-house counsel and, a Contracts Management User Manual. With the advent of the Contracts Dashboard, the amount of time a contract is in legal review has dropped dramatically, anywhere from a prior average high of 20 days or more, down to an average of approximately 4 days for initial legal review, and approximately 1.5 days for final legal review. During calendar year 2019, approximately 1789 contracts and other documents were processed through the contracts management electronic platform for legal review.</td>
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<td>Supporting comments MUST be supplied for all areas marked “Exceeds expectation” or “Requires improvement”.</td>
<td>KPI 7 met</td>
<td>2. During the first wave of COVID-19, in collaboration with leadership, marketing, emergency management, hospital leadership and clinicians, I quickly organized an in-house legal team who worked on short notice analyzing various state and federal laws to legally designate BHMC as a COVID-19 preferred facility for patient safety and to help control the spread of infection. This designation included a transfer of all Covid positive, stable for transfer inpatients from the other three BH facilities to BHMC. The legal team’s contributions, all while working remotely, included legal research, revising policies, reviewing and editing communication memos to clinicians, revising and drafting consent forms while being in constant communications with all stakeholders. The designation and transfer of patients was successfully completed without delay.</td>
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<td>3. Accountability for Positive Outcomes: Performs job responsibilities in conformance with the Code of Conduct and established policies and procedures. Takes personal responsibility for meeting and exceeding goals and standards; acts continuously to improve product lines and services; seeks opportunities for continuous development; assumes responsibility for errors and learns from them. Reports compliance issues timely to appropriate personnel within Broward Health.</td>
<td>☑️ Exceeds expectation: Meets expectation and frequently initiates improvement or influences the team or others to learn and improve in this area. Documented evidence of exceptional cost savings, revenue enhancements and/or clinical measurements.</td>
<td>Meets expectation: Carries out personal responsibilities and continuously works towards improving personal performance in this area. Completes required training timely. Reports compliance issues timely to appropriate personnel within Broward Health. Supports the timely and effective resolution of identified compliance issues. Budget for line accountability areas maintained within 2% annually of flexed budget.</td>
<td>☑️ Exceeds expectation: Meets expectation and frequently initiates improvement or influences the team or others to learn and improve in this area. Documented evidence of exceptional cost savings, revenue enhancements and/or clinical measurements.</td>
<td>Meets expectation: Carries out personal responsibilities and continuously works towards improving personal performance in this area. Completes required training timely. Reports compliance issues timely to appropriate personnel within Broward Health. Supports the timely and effective resolution of identified compliance issues. Budget for line accountability areas maintained within 2% annually of flexed budget.</td>
<td>Legal KPI’s attached Click or tap here to enter text.</td>
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<td>☑️ Requires improvement: Does not meet performance expectation in this area.</td>
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<td>Linda’s work to reduce the legal spend shows her commitment to exceed expectations. Her team sets goals and works diligently to accomplish them. All work is aligned to the Code of Conduct and ethical standards, and Ms. Epstein makes sure that all important information is provided to Commissioners and leadership. (SA)</td>
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<td>Management of the budget in this review year was well done. Linda thank you for your focus.(MW)</td>
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<td>Linda knows how to delegate responsibility but is very aware where the buck lies. She treats every challenge as her own and makes her team feel the same way.(NG)</td>
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<td>4. Fostering Innovation: Initiates and responds to change positively; seeks and recommends or implements creative improvements in products and services; encourages and applies out-of-the-box thinking; challenges current practices when they are counter to goal achievement; focuses on doing the right things as well as doing things right to accomplish strategic objectives.</td>
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<td>☐ Exceeds expectation: Meets expectation and frequently initiates improvement or influences the team or others to learn and improve in this area. Recognized by others as a leader in this area.</td>
<td>☑ Meets expectation: Carries out personal responsibilities and continuously works towards improving personal performance in this area.</td>
<td>☐ Exceeds expectation: Meets expectation and frequently initiates improvement or influences the team or others to learn and improve in this area. Recognized by others as a leader in this area.</td>
<td>I disagree. I’ve seen programs and practices put in place that have been sorely needed for years and are in line with best practices. Linda either fosters those herself or mentors someone who does. (NG)</td>
<td>Legal KPI’s attached Click or tap here to enter text.</td>
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<td>☐ Requires improvement: Does not meet performance expectation in this area.</td>
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<td>Ms. Epstein would be well served to continue to challenge herself and her staff to think outside the box. (CU)</td>
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<td>while employed elsewhere before BH.</td>
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<td>As a result of the COVID-19 pandemic that hit BH in early March, the legal team readily adapted to our rapidly changing world. Our work environment moved from our offices to our homes. We became proficient in WebEx conferences, and practiced social distancing while wearing our masks when in the office. Throughout these trying times, we’ve continued to provide excellent legal services and haven’t fallen behind in any assignments.</td>
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<td>KPI 7 met</td>
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<td>One of the things I appreciate most regarding Ms. Epstein’s work is her commitment to the Broward Health Family. She immediately set a standard of respect in the legal department and joined in to support the departments throughout the system. She treats everyone with dignity and respect and expects</td>
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<td>5. Valuing Employee and Community Family:</td>
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<td>Creates an atmosphere of accepting all others; treats co-workers, customers and business partners with dignity and respect; continually strives to include all others to produce higher quality products and services; builds positive, productive work relationships.</td>
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<td>Behaviors consistently support a positive and diverse work environment monitored by turnover, fair treatment, (i.e., Employee Survey) staffing and</td>
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<td>I continue to promote acceptance of others and make it a priority to build positive and productive relationships and partnerships. I encourage and seek input from the legal team into matters that impact our work flow and how we can better work together as a group. I encourage personal and professional development for all. When in attendance at Board, Board Committee, non-board committee or other meetings, I encourage in-house counsel to contribute their thoughts and opinions, make presentations, or call upon them to provide</td>
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<td>Behaviors consistently support a positive and diverse work environment monitored by turnover, fair treatment, (i.e., Employee Survey) staffing and performance evaluation</td>
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<td>(i.e., Performance appraisals are completed timely). Continuously works towards improving performance in this area.</td>
<td>the same from others. (SA)</td>
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<td>□ Requires improvement: Does not meet performance expectation in this area.</td>
<td>Linda is one of the most accepting people I know. She has made the Legal Department a family, for the first time, and took the time to introduce each one to the Board. She’s exceeded my expectations. (NG)</td>
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<td>KPI 6 met (i.e., Performance appraisals are completed timely). Continuously works towards improving performance in this area.</td>
<td>I have been very impressed with Ms. Epstein’s ability to develop strong relationships of trust with the physician community in particular. Again, this is part of being on a team, not an office functioning independent of the team. (CU)</td>
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performance evaluation (i.e., Performance appraisals are completed timely). Continuously works towards improving performance in this area.

- Requires improvement: Does not meet performance expectation in this area.
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<td>6. STRATEGY &amp; PLANNING:</td>
<td>Management of the Legal Department:</td>
<td>☑ Exceeds expectation:</td>
<td>Ms. Epstein has done a top notch job of developing structure into the legal department that focuses on oversight of the legal spend and managing issues. She has negotiated legal fees with individual law firms. The department works to achieve the metrics and goals set that align with the mission and vision of Broward Health. (SA)</td>
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<td>Legal KPI’s attached Click or tap here to enter text.</td>
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<td>Provides proactive leadership to assist the organization with legal adherence and compliance through the development of a comprehensive metrics driven plan to support Broward Health strategic objectives, initiatives, mission, vision, and goals.</td>
<td>Process Development/Work Flow/Improvements/Outside Counsel/Litigation:</td>
<td>□ Meets expectation:</td>
<td>The move to Counsellink to manage all billing in legal was a strategic move and was implemented quite well. (MW)</td>
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<td>In August 2019, Counsellink, the electronic billing software was implemented to replace paper bills. While implemented, I nonetheless had a number of older (paper) legal invoices (prior to July 2019) that pre-dated my arrival, but that needed review and approval, as well as several open matters that had not been reviewed or updated. And, for a few months after August 2019, some law firms continued to send paper bills because of computer issues with Counsellink on the firms end or, firms were not timely submitting into Counsellink. To resolve these issues, I organized the legal staff and together with diligence, we were able to successfully clear the old legal paper bills, update and make current the open matters inventory, and issued a directive to outside law firms to comply with our billing guidelines including timely submission of legal bills through Counsellink.</td>
<td>□ Requires improvement:</td>
<td>I completely agree. (NG)</td>
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<td>In consideration of our ability to clear the past legal bills and proactively stay current with</td>
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<td>This is an area where this organization has historically faltered. Ms. Epstein has effectively demonstrated leadership in getting the GCs office aligned with the overall</td>
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<td>Board Member’s Comments MUST be supplied for all areas marked “Exceeds expectation” or “Requires improvement”</td>
<td>strategy and goals of the organization. (CU)</td>
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<td>legal fees and expenses, the finance team has been able to improve its accuracy accruing for monthly legal expenditures.</td>
<td>Another feature of CounselLink is Matter Tracking. My initial assessment of open matters assigned to outside counsel as of June/July 2019, revealed 45 open matters. With the aid of CounselLink, we categorized the open matters into legal subject matters (e.g. Regulatory, Litigation) that mirrored the line items of the Board’s approved legal budget for ease of tracking the status of open matters and the associated legal spend.</td>
<td>Throughout FY20, the legal department opened 82 new matters through CounselLink for a total of 127 matters (adding in the 45 from June/July 2019 that were tracked on a spread sheet, equals 127). Of the 127 matters, we closed 74 (58%), leaving 53 open matters, to date.</td>
<td>In assessing resource allocation and work flow within the department, I made a significant adjustment to the way contracts are assigned to in-house counsel so that the work load is more evenly balanced. We also assign</td>
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<td>contracts based upon experience and expertise in a certain area, with the more senior lawyer mentoring and guiding the junior lawyer. This helps reduce the time for legal review and provides consistency for the contract business owners. Despite this improved process, the Deputy GC and GC continue to monitor the workload and make adjustments accordingly, so all assignments can be completed timely and accurately. Another example of work flow improvements includes revisions to the BH contract (legal terms) addendums to include only the absolute necessary provisions to protect BH. This proactive change helps lessens the time spent on contract negotiations of the legal terms between BH and the vendors. In addition, legal worked with procurement and Vizient, BH’s GPO, to incorporate the BH contract addendum terms that are non-negotiable, in every contract linked to BH through Vizient. Management of Outside Legal Counsel: The hiring of outside legal counsel is consistent with the Charter, Bylaws, Resolutions, and BH policies and</td>
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**Performance Expectation**

**Performance Measurement**

**Comments**

**BOARD MEMBER’S Performance Measurement**

**BOARD MEMBER’S COMMENTS MUST be supplied for all areas marked “Exceeds expectation” or “Requires improvement”**.

**Goals related to Management Incentive or Strategic Plan**

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Procedures. Outside counsel are hired for their expertise in matters involving arbitration or litigation, or for matters that are beyond the expertise of in-house counsel. All matters assigned to outside counsel must be approved by the GC. The process of setting up the matter in CounselLink is the responsibility of the assigned in-house counsel and the administrative team, as per our standard operating procedure for outside counsel matters. The in-house counsel has the primary responsibility for managing the day to day work performed by outside counsel, as well as ensuring the work performed is within the budget established for that matter. All outside counsel are provided with billing guidelines that must be adhered to. I approve all matter budgets.

While these matters are assigned to an in-house counsel, I nonetheless remain involved to some extent providing guidance and oversight and the team is very good about keeping me informed and updated on the status of the matters. I am involved in all strategy decisions, any decision involving settlement, trial, or appeals, and all major decision points along the way. I am
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<td>actively involved in all major litigation matters; all regulatory investigations and other high-profile matters and I keep the Board and management informed of same. During FY20, we brought on 13 new law firms. Claims &amp; Insurance In early 2020, I assumed responsibility for management of the Claims &amp; Insurance Department, which oversees all insured matters, including but not limited to professional liability, general liability and employment matters. Claims &amp; Insurance has a robust process for the early evaluation and resolution of those claims needing resolution. The team works with and manages outside counsel and legal fees, through CounselLink; attends mediations and trials. In conjunction with the Director of Claims &amp; Insurance, we reviewed the outside defense counsel panel; removed firms that no longer met our standards and added firms that would best protect and serve the interests of BH. Risk mitigation is an important part of managing claims and our program includes post-case reviews with the facility CEO.</td>
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In August 2020, Alan Goldsmith, Alex Fernandez and I presented to the London insurance markets (professional liability) via WebEx. I presented an overview of the medical malpractice program, the efficiencies and positive results under the Director’s leadership, the status of Florida’s medical malpractice laws, sovereign immunity, and other relevant laws. The meeting was well received by the London insurance underwriters and they were especially impressed and pleased with the way the Director of Claims & Insurance managed the department, claims and outside counsel, as well as well as the achieved results.

KPI 7 met
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<td>7. OPERATIONS/LEGAL SERVICES MANAGEMENT: Provide oversight to ensure effective and efficient execution of legal operations and services to support Broward Health. Ensure compliance with all applicable laws, regulations and governmental requirements.</td>
<td>☑ Exceeds expectation:</td>
<td>Delivery of Legal Services: Staffing. We had three attorneys and one paralegal depart this past year; the three attorneys moved out of state for various personal or family reasons, and our paralegal left for another opportunity. We have since hired three attorneys and will be interviewing a fourth attorney, which when hired, will complete our in-house counsel roster. We have a solid administrative and paralegal team and soon a legal analyst will join the department assisting with public records requests and other duties. I’ve instituted a standard operating procedure within the legal department whereby all policies that come to one in-house counsel for legal review must be circulated and reviewed by and among all in-house counsel so that collectively, the team can assure that all applicable rules and laws are incorporated, and that policy language does not conflict with any applicable rule or law. We frequently discuss applicable rules and law at</td>
<td>☐ Exceeds expectation:</td>
<td>Under the leadership of Ms. Epstein, the legal department has instituted Standard Operating Procedures that were greatly needed. Those procedures have moved the department to an efficiently managed department where the team works collaboratively to provide legal services to the system. (SA)</td>
<td>Legal KPI’s attached.</td>
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<td>☐ Meets expectation:</td>
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<td>☐ Meets expectation:</td>
<td>Linda is tireless in her efforts to make sure BH is in compliance with all applicable legal guidelines and comfortably conservative in her approach to construction and interpretation of those guidelines. (NG)</td>
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<td>☐ Requires improvement:</td>
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<td>☐ Requires improvement:</td>
<td>The legal landscape in this industry is constantly evolving. It will be crucial for the success of this organization that GCs office remains out in front of these changes. Ms. Epstein will be well-served by</td>
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<td>our legal department meetings so that the in-counsel provide consistent advice and guidance.</td>
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<td>routinely evaluating the areas of legal expertise on her team and complementing her team with additional talent to address these changes. (CU)</td>
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<td>Board Support I am a direct Board report to the Board of Commissioners of the NBHD. All Commissioners have been very supportive of me in my first year as GC. The Commissioners have called upon me for guidance on governance, Florida’s Sunshine laws, and (Board) meeting procedures. I am grateful for their confidence and I will always strive to provide accurate and timely legal advice.</td>
<td></td>
<td>Linda is focused on the compliance of the legal dept and of Broward Health. She partners with all departments., the C suite and the Board to execute strategy and initiatives in the legal department (MW)</td>
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<td>In collaboration with IT, the legal team developed a process work-flow for an improved and timely review of all board documents in accordance with the established board document policy. All board documents are reviewed by legal before being uploaded to the Board portal.</td>
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<td>I am responsible for and oversee the proper drafting of all Board Resolutions</td>
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<td>I work closely with the Chair of Legal in setting the agenda for all Legal Committee</td>
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<td>Meetings and work in collaboration with the Chair of the Board and Board Assistant on agenda items for the Board Meetings. I provide guidance and direction and work in collaboration with the Board Assistant in preparing proper notices for all shade sessions and assure that all procedures for the particular shade session are strictly followed. I keep the Commissioners informed of all applicable legal matters and participate in briefings with all Commissioners individually. Compliance I have an excellent working relationship with the Chief Compliance Officer and the Compliance staff. We work daily on many issues involving the CIA, policies, investigations, regulations and interpretations of same, audit results, and more. I am aligned with all Compliance initiatives and partner in-house counsel with their compliance counterparts to analyze and resolve issues. I am a member of the Executive Compliance Group, audit and monitoring committee and Chair of the IRO Plan of Corrections</td>
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<td>Commitment. I respect and agree with the separation of Legal and Compliance and remain supportive and committed to achieving BH’s compliance goals and promote compliance with all laws, regulations and rules.</td>
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<td>KPIs 1, 2,3,4,5,9,10 met</td>
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<td>8. LEADERSHIP: Establish and maintain positive, productive and collaborative relationships with internal and external partners to support an engaged and inclusive culture and advance the Broward Health mission, vision, strategic objectives and business goals. Serve as the Broward Health's chief legal counsel and establish the Broward Health's legal agenda in conjunction with the Board of Commissioners and executive team, to identify and address critical legal issues.</td>
<td>☑ Exceeds expectation:</td>
<td>As GC and a member of senior leadership, I am frequently consulted to provide legal guidance and advice and on various healthcare related topics including, but not limited to the Stark and Anti-kickback laws, governance related issues, sunshine and public records laws, sovereign immunity protections, medical staff guidance, state and federal laws applicable to BH’s operations and other legal issues facing BH. I am currently providing legal guidance on many strategic initiatives including expansion of the HRSA program, BH Foundation bylaws revisions, real estate assessments, CARES Act compliance and reporting, Managed Care initiatives, Charter review, new business opportunities. During the first wave of the COVID-19 pandemic, new laws, regulations and waivers of regulations that govern BH’s operations were being released frequently. Of significance, I drafted guidance to the operations and compliance teams regarding the CMS (Stark) and OIG (Kickback) temporary waivers in order to quickly process contracts for needed services and supplies due to the pandemic; researched and provided guidance to our finance team and senior leaders on the CARES Act Funding and its applicability to BH;</td>
<td>☐ Exceeds expectation:</td>
<td>I consider Linda Epstein a highly effective leader. She has taken a legal department that had no true leadership under the previous GC and molded a team of high caliber attorneys. She participates in all aspects of leadership throughout the system and works to polish her staff into notable professionals. Her willingness to serve as a leader in any task is an asset to BH. (SA) I agree again. I didn’t know what to expect despite Linda’s background. She is a born leader and manages extremely well all aspects of BH’s Legal Department’s obligations. (NG) Took a leadership role to manage the laws that were changing nonstop during COVID. Kept us abreast of the changes and kept Broward Health legally compliant. (MW)</td>
<td>Legal KPI’s attached</td>
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<td>Comments</td>
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| addressed the Paycheck Protection Act in a resource guidance memo that was distributed to our clinicians; coordinated with HR on the development of a telework policy that complied with federal and state laws for all employees working remotely.

KPIs 6,7,8 met

9. FINANCIAL MANAGEMENT: Accountable for the key financial indicators of department; plan, direct, and evaluate assigned areas’ fiscal function and performance.

☑️ Exceeds expectation:

☐ Meets expectation:

☐ Requires improvement:

I am responsible for the District’s legal budget and successfully managed the FY20 legal budget with savings of over three million dollars

In FY20, the Board approved a legal budget of $6,645,738.00, which included line item budget amounts for the following categories of outside legal services: Employment, Litigation, Regulatory, Real Estate, Contracts, Government Public Records, General and Fair Market Value (FMV).

As of June 30, 2020, the actual total incurred legal fees and costs for all line item categories totaled:

$3,571,422.92, resulting in an overall savings of:

☐ Exceeds expectation:

☐ Meets expectation:

☐ Requires improvement:

The legal savings this past year is a credit to Ms. Epstein’s procedures implemented to bring items in house, require timely submission of legal invoices, review all billing, and negotiate rates. The work of her team to cut the legal budget exceeds expectations.(SA)

I am nothing short of amazed at the difference Linda and her team have made in the Legal Department’s expenses. They’ve gone from runaway and outrageous to controlled and necessary. (NG)

Legal KPI’s attached

Continue to keep a close watch on the legal spend.
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<tr>
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<td>$3,074,315.08</td>
<td>Throughout the year, I maintained diligence in monitoring the outside counsel legal spend on a weekly and monthly basis and guided and assisted the assigned in-house counsel, some of whom were new to this process, in managing the outside counsel. As stated previously, all open matters have an in-house counsel assigned to monitor outside counsel’s progress. Every open matter has a budget assigned to it, which I approve. The in-house counsel are responsible for reviewing their respective open matter CounselLink invoices on a weekly basis. Requests for expense reimbursements, submitted without an itemized receipt, were and are rejected and not paid. Fee entries or expenses that fall outside BH’s billing guidelines or Travel policy, or that were not pre-approved, if preapproval was required, were rejected and not paid. Excessive, incorrect and or duplicative time entries were and are removed or adjusted downward. For example, in one matter, I reduced the</td>
<td>Ms. Epstein has done an exemplary job of reducing the overall legal spend while focusing the spend in areas of most value. Ms. Epstein effectively balances the use internal versus external resources which has significantly benefited this organization. (CU)</td>
<td>As mentioned above, Linda did an excellent job in managing this year’s budget (MW)</td>
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<td>total bill(s) by over $100,000.</td>
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|                         |                         | In addition to the above process, I instituted a double review/approval process for all legal invoices submitted through CounselLink. After the assigned in-house counsel reviews and approves the invoice, the invoice is directed through CounselLink to either the Deputy GC or GC (depending on the matter) for final review and approval. In this regard, the way the in-house counsel reviews, deducts time entries or makes further edits can be assessed for opportunities for improvement or, for further questioning of the work being done by the Deputy GC or GC.  

One of the line item budget matters is FMV valuations. As of July 1, 2019, BH had agreements with a few outside valuation companies but primarily used two companies routinely. To reduce costs while maintaining the accuracy of an FMV, the legal team successfully negotiated a reduced rate with one of the FMV companies and entered into a contract with a new FMV company that provided
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<td>a reduced but competitive rate using an on-line calculator tool that was a proven alternative within the industry. The result of these two process changes led to a reduction in the monthly spend for FMV valuations. While the actual costs associated with FMV valuations exceeded the line item budget ($54,487.29), we anticipate further costs savings going forward. Overall, under my direction and oversight, the legal team did an outstanding job managing the FY20 approved legal budget.</td>
<td>KPI’s 1, 2, 3, 4, 5, 9, 10 met</td>
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<td>To further describe the department’s commitment to providing quality legal services to the organization, in conjunction with the Press Ganey survey (Oct 2019), the legal team undertook two improvement projects: 1. Improvement of the Legal Department’s Reputation. We felt it important to start from within, by understanding and clarifying our roles and responsibilities among members of the legal department. In that regard, we updated our respective</td>
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<td>10. HUMAN RESOURCES: Oversee the effective utilization of Broward Health’s employee partners/workforce in the areas of responsibility and support system-wide employee workforce planning, strategies and initiatives.</td>
<td>☐ Exceeds expectation: ☑ Meets expectation: ☐ Requires improvement:</td>
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<td>☐ Exceeds expectation: ☑ Meets expectation: ☐ Requires improvement:</td>
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<td>☐ Exceeds expectation: ☑ Meets expectation: ☐ Requires improvement:</td>
<td>legal KPI’s attached</td>
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<td>Again I think Linda underestimates her performance. For the first time the Legal Department is viewed as a tool, a strength, made up of colleagues with a common purpose – instead of a vicious, vitriolic, destructive instrument focused on revenge. (NG)</td>
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<td>Job descriptions to reflect our actual roles and responsibilities. I believe if the legal team operates and performs with a clear understanding of their respective roles, we as individuals and a department will better serve our internal clients and gain an improved and solid reputation overall.</td>
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<td>2. <strong>Provide Opportunities for Professional Growth.</strong> In this year’s budget, I advocated for reimbursement for individual professional memberships, attendance at relevant legal conferences/seminars and other legal resources that will enable the team to stay current with all laws and regulations and provide for networking with other legal professionals outside of BH.</td>
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<td>This past year, the legal department participated in labor relations training sponsored by one of our outside law firms.</td>
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<td>Because of COVID-19, our team worked with HR to develop a telework policy for remote working. I also participated in an on-going workforce task force where I am called upon to provide legal advice, depending on</td>
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<td>the workforce needs. One such request was to research and provide guidance in collaboration with HR, Compliance/Privacy and IT/Security on the ability of remote workers to “print” documents while at home. The pandemic also led to new regulations from the Department of Labor which expanded the Family Medical Leave Act and incorporated certain situations relating to COVID-19. These changes, in part are applicable to BH, depending on the circumstances and we are working with outside counsel on policy changes and guidance. KPI 6 met</td>
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<td>Performance Measurements</td>
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<td>rated “Exceeds Expectation”</td>
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<td>5</td>
<td>35</td>
<td>Performance Measurements</td>
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<td>rated “Meets Expectation”</td>
<td>3</td>
<td>3</td>
<td>9</td>
<td>Performance Measurements</td>
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<td>rated “Requires Improvement”</td>
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<td>Performance Measurements</td>
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<td><strong>TOTALS:</strong></td>
<td><strong>10</strong></td>
<td><strong>44</strong></td>
<td><strong>TOTALS:</strong></td>
<td><strong>10</strong></td>
<td><strong>44.5</strong></td>
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(27 is a Passing Score)

**Employee’s Comments:**

This was a very good year for the legal department. Under my leadership, the legal staff transformed into a collaborative team working together and with others, providing timely and compliant legal advice. We created many efficiencies and assignment changes that improved workflow and lessened the time for contract review. The Board was provided proper legal guidance to carry out its oversight responsibilities and the legal department always stands ready to provide timely advice and assistance. Our greatest achievement was the ability to effectively manage the FY20 legal budget, resulting in a savings of over three million dollars! With the added responsibility of Claims & Insurance, I along with the Director and his team, continue to properly manage claims, mitigate risks, and make decisions that are in the best interests of Broward Health. We’ve emerged as a stronger group of legal and claims professionals and look forward to our accomplishments in FY21.

**Supervisor’s Comments:**

Click or tap here to enter text.

All job requirements in the job description provided indicate the minimum level of knowledge, skills and/or abilities deemed necessary to perform the job competently. The Job Description is an overview of the duties, responsibilities and requirements for this position. Employees will be required to perform other job-related assignments as requested. I have read and understand the functions and performance expectations of my job and I am able to perform the essential functions as outlined in the job description with or without reasonable accommodations. This appraisal is based on the functions and performance expectations included in my job description for this position. My signature does not necessarily represent agreement with the assessment of my performance. I may attach comments if I so desire.

_________________________________________  
Employee Signature & Date  
_________________________________________  
Commissioner Name & Date  

_________________________________________  
Supervisor’s Signature & Date  
_________________________________________  
Human Resources Processing & Date  

Note: Please attach Age Specific Competency Checklist, Departmental Competency Checklist, Copy of License, if applicable
BROWARD HEALTH PERFORMANCE APPRAISAL - MANAGEMENT

Employee Name: ____________________________

Appraisal Date: ____________________________

Next Review: ____________________________

Job Title/Code: President/CEO /00923

Employee ID #: 924053

Department/Region: Administration/BHC

Type of Review: X Annual ___90Day _____Other

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Everything that we do in our work should exemplify our mission and core values. As you complete this performance appraisal, please keep in mind that the mission and core values remain the foundation for our work.

**Broward Health Mission**
The mission of Broward Health is to provide quality health care to the people we serve and support the needs of all physicians and employees.

**Broward Health Star Values**
Exceptional Service to our Community – Collaborative Organizational Team – Fostering an Innovative Environment
Accountability for Positive Outcomes – Valuing our Employee Family

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| 1. Exceptional Service: Takes assertive action to build internal and external customer relationships and loyalty; meets or exceeds customer needs and provides satisfaction within available resources. | ☑ Exceeds expectation: Meets expectation and frequently initiates improvement or influences the team or others to learn and improve in this area. | Expanded relationships with local and state organizations to further Broward Health’s mission. Examples include:
  - Broward Workshop
  - Alliance for Safety Net Hospitals
  - Florida Medical Association
  - Nova Southeastern University Levan Ambassadors
  Further expanded supplier diversity program to appropriately represent the community we serve.
  - 10% of Broward Health’s Total Procurement Spend is | ☑ Exceeds expectation: Meets expectation and frequently initiates improvement or influences the team or others to learn and improve in this area. | Mr. Santorio continues to exceed expectations in this area, he has successfully developed, cultivated, and nutured relationships both inside and outside of the organization. I have routinely heard from a number of different stakeholders with extremely high praise for Mr. Santorio. | Continue to enhance service to internal and external stakeholders. Expand community affairs efforts and Foundation reach. |
| | ☐ Meets expectation: Behaviors consistently support a culture of service excellence. (i.e., measured by PACES or other survey tools) Takes initiative/follow up to address customer concerns. | | | | Click or tap here to enter text. |
| | ☐ Requires improvement: Does not meet performance expectation in this area. | | | | |

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Mr. Santorio fosters a top down attitude of providing high quality customer service. Under his leadership Broward Health has seen increased community
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|  | expended with Diverse Vendors  
- Target Market RFP – BH looking to expand its working relationships with multi-discipline general and trade contractors; targeting local small businesses in the tri-county area for projects up to $250K annually  
- Sheltered Market RFP – BH sheltered its Tier 1 projects ($250,000 to $500,000) for Broward Health Certified Diverse Vendors  
- Partnered with South Florida Anchor Alliance, developing the Blue Print for building a healthy and thriving South Florida  
- Broward Health selected to Vizient’s Supplier Diversity Committee, one of the 17 members to guide and advise on Vizient’s National Supplier Diversity Platform for its more than 100,000 members | expectation in this area | involvement and expansion of service lines and vendor diversity. Additionally, Mr. Santorio’s decisions throughout the pandemic highlights his exceptional leadership. His team provided community freestanding COVID-19 testing sites, donated PPE to local schools, targeted high-risk neighborhoods by distributing PPE supplies and health care information to individuals and families and participated weekly county mayoral meetings to provide COVID information and updates to leadership throughout the county.  
I’m not sure anyone but Gino could have taken on this disaster and turned it around. He’s exceptionally talented in managing people and events. I completely agree with his evaluation.  
As the organization emerges from the COVID-19 pandemic, Mr.
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| • Partnered with the Broward Black Chamber of Commerce for their Get Listed Series for Local Black-owned businesses  
• Hosted BH’s 1st IT Fair for Diverse Suppliers for Local Small and Diverse IT Companies  
• Hosted a Local Healthcare GPO forum with Vizient for Broward County Small and Diverse Healthcare companies  
• Broward Health Annual Business and Health EXPO had over 200 attendees, seeking insights on how to do business with Broward Health  
• Hosted BH’s Annual Construction Open House, where local diverse contractors connect with system’s Prime Vendors and Facility Management & Design Teams  
• Participated in US Dept of Commerce - South Florida Minority Enterprise Development Week EXPO | Santorio will have a significant opportunity to get the organization’s momentum back on track financially. As other competitors continue grapple with this crisis, Mr. Santorio’s leadership will be that much more critical to position the organization to seize strategic opportunities.  
Not only does Gino build internal relationships he partners with the community on how Broward Health can serve the community. The relationship that he has developed with The Urban League of Broward County is one of many. |
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<td>• System recognized by the National Diversity Council for the outstanding initiatives of its Supplier Diversity Program</td>
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<td>Significant improvement in CAUTI, CLABSI and C Diff quality metrics.</td>
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<td>Met threshold in Balanced Scorecard: CLABS</td>
<td>FY19 0.8419 to FY20 0.61 CAUTI FY19 1.2201 to FY20 0.65 CDIFF FY19 0.4563 to FY20 0.42 MRSA FY19 1.24 to FY20 0.84</td>
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<td>2. Collaborative Team:</td>
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<td>□ Exceeds expectation: Meets expectation and frequently initiates improvement or influences the team or others to learn and improve in this area.</td>
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<td>□ Exceeds expectation: Meets expectation and frequently initiates improvement or influences the team or others to learn and improve in this area.</td>
<td>□ Exceeds expectation: Meets expectation and frequently initiates improvement or influences the team or others to learn and improve in this area.</td>
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<td>☑ Meets expectation: Behaviors consistently support an environment of teamwork. Continuously works</td>
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<td>☑ Meets expectation: Behaviors consistently support an environment of teamwork. Continuously works</td>
<td>☑ Meets expectation: Behaviors consistently support an environment of teamwork. Continuously works</td>
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<td>Spearheaded several key cross functional groups and initiatives to ensure collaboration towards process improvement. Examples include: • COVID-19 Pandemic Taskforce • Incident Command Emergency Preparedness</td>
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<td>Mr. Santorio led the Broward Health Team through the most difficult pandemic in recent history. His team collaborated daily when necessary and he and other team members participated with community and state agencies to benefit the residents of Broward County.</td>
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<td>Continue to reinforce a culture of collaboration through established councils and identify new opportunities for increased engagement.</td>
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|                          |                         | □ Requires improvement: Does not meet performance expectation in this area.                     | □ Requires improvement: Does not meet performance expectation in this area. | I disagree with Gino’s evaluation. His team is devoted to him. The people of Broward Health feel the same way. The public, the physicians, the nurses, everyone who works with him. I can’t imagine anyone who could have done a better job building a collaborative team. I disagree with Gino’s assessment of his skills in this area. He’s turned around the impressions of the physicians, staff, and public. His command of human resources is outstanding. As the team gets more seasoned, it will become more critical that the status quo is challenged. It will be imperative that the organization never loses the idea that there can be a better way. Collaborated with other hospitals and the Governor during COVID. Team update(s) in the news media and coverage on how Broward is handling the process. The COVID meeting that is part of the operational update to ensure that each hospital, corporate and... |}

- Senior Leadership Meetings
- Executive Compliance Group
- Risk Assessment Leadership Group

Continuous teamwork. Continuously works toward improving performance in this area.
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| ✗ Exceeds expectation: Meets expectation and frequently initiates improvement or influences the team or others to learn and improve in this area. Documented evidence of exceptional cost savings, revenue enhancements and/or clinical measurements. | Established system-wide dashboards to effectively track performance and manage outcomes. Examples include:  
  - KaiNexus  
  - C360  
  - COVID-19 Dashboard  
  - Balanced Scorecard |  |  | someone from the board was updated. |
| □ Meets expectation: Carries out personal responsibilities and continuously works towards improving personal performance in this area. Completes required training timely. Reports compliance issues timely to appropriate personnel within Broward Health. | Led FY20 strategic plan execution, implementing strategies to expand access to care, safety and technology advancements.  
  Implemented Joint Commission Resources program across system to ensure continuous quality readiness.  
  Onboarded Intensivist Program at BHN and BHIP as part of overall quality improvement strategy.  
  Streamlined Computerized Physician Order entry system in Electronic Medical |  |  |  |
| □ Requires improvement: Does not | | | | |  |

3. Accountability for Positive Outcomes: Performs job responsibilities in conformance with the Code of Conduct and established policies and procedures. Takes personal responsibility for meeting and exceeding goals and standards; acts continuously to improve product lines and services; seeks opportunities for continuous development; assumes responsibility for errors and learns from them. Reports compliance issues timely to appropriate personnel within Broward Health.

Under the current leadership Broward Health targeted and exceeded goals, expanded service lines and programs, and improved community relations. Mr. Santorio and his team take personal responsibility to make Broward Health’s facilities and services an exceptional health care system.

I agree completely. Gino has never avoided the hard tasks or shunned responsibility when things don’t go as expected and hoped. He’s responsible and transparent, and we always know exactly where he stands, what he believes, and what he intends to accomplish.

Mr. Santorio rose to the challenge of the COVID-19 crisis. His approach established the clear objective that BH was not going to allow an event like COVID to derail the
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<td>[ ] Meet expectation: Carries out personal responsibilities and continuously works towards improving personal performance in this area.</td>
<td>[ ] Requires improvement: Does not meet performance expectation in this area.</td>
<td>Introduced system to pharmacogenomics through AccessDX precision medicine strategy. Implemented inpatient and outpatient telehealth strategies resulting in continuum of care during pandemic.</td>
<td></td>
<td>[ ] Requires improvement: Does not meet performance expectation in this area.</td>
<td>Expansion of Pharmacogenomics into the system and community. Initiate strategic plan items related to market share and engagement.</td>
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<td>[ ] Exceeds expectation: Meets expectation and frequently initiates improvement or influences the team or others to learn and improve in this area. Recognized by others as a leader in this area.</td>
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4. Fostering Innovation:
Initiates and responds to change positively; seeks and recommends or implements creative improvements in products and services; encourages and applies out-of-the-box thinking; challenges current practices when they are counter to goal achievement; focuses on doing the right things as well as doing things right to accomplish strategic objectives.

- [ ] Meets expectation: Carries out personal responsibilities and continuously works towards improving personal performance in this area.
- [ ] Requires improvement: Does not meet performance expectation in this area.

Mr. Santorio would be well-served by following the mantra that if you’re not growing you’re dying as an organization.
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<td>• COVID-19 Dashboard</td>
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<td>Implemented Virtual Grand Rounds to enhance Physician Education during pandemic.</td>
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<td>5. <strong>Valuing Employee and Community Family:</strong></td>
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<td><strong>Meets expectation:</strong> Behaviors consistently support a positive and diverse work environment monitored by turnover, fair treatment, (i.e., Employee Survey) staffing and performance evaluation. (i.e., Performance appraisals are completed timely.) Continuously works towards improving performance in this area.</td>
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<td><strong>Requires improvement:</strong> Does not meet performance expectation in this area.</td>
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<td>Wired Employee Engagement initiatives to enhance communication inclusive of:</td>
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<td>• “Ask the CEO” email portal</td>
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<td>• Daily COVID-19 Messaging</td>
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<td>• Facility Rounding</td>
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<td>• CEO Bi-weekly Videos</td>
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<td>• CEO Rounding</td>
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<td>• Virtual Townhall</td>
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<td>Expanded system-wide community engagement initiatives, reinforcing Broward Health five-star values.</td>
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<td>Focused on geographic areas of opportunity identified during Community Needs Assessment. Over 70 nonprofit organizations supported, highlights include:</td>
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<td><strong>Requires improvement:</strong> Does</td>
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<td>The senior staff of Broward Health exhibit sincere concern for the health of staff and community members. The leadership of BH strive to take care of staff members which was evidenced during the pandemic. Twelve senior staff members even donated a portion of their personal salary to provide for staff needs.</td>
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<td></td>
<td>Absolutely agree. Gino goes out of his way to recognize accomplishments and congratulate performance.</td>
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<td>Mr. Santorio never lost sight of the fact that while this is his organization to lead, it is the Army not the Generals that win. Mr. Santorio developed programs and communicated in a way that inspired this organization top to bottom.</td>
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<td>Expand Diversity and Inclusion efforts.</td>
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<td>Provide leadership and guidance on employee engagement initiatives as outlined in Employee Engagement Survey Action Plan.</td>
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|                         |                         | • WinterFest  
• PRIME Expo Fort Lauderdale Health and Wellness  
• Gilda’s Club  
• American Diabetes Association  
• American Lung Association  
• Habitat For Humanity CEO Build  
• Junior Achievement  
• Urban League  
Hosted “Community Conversations” with Nonprofit Executive Alliance to share Broward Health vision with community leaders.  
Ongoing community outreach specific to pandemic education; distributed over 10K wellness kits to underserved communities during pandemic. | Gino is focused on ensuring that what we do is heard in the community. He and his team has done an excellent job in this area | | |
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| support system integration to align with Broward Health’s, Mission, Vision, objectives and values. | ☐ Requires improvement: | - Expansion of robotic service line to include Head and Neck, orthopedic and thoracic  
- Transplant Program-addition of kidney services  
- Led the organization’s system master planning initiative with corporate leaders  
- Established inpatient and outpatient telehealth offerings  
- Expansion of Accountable Care Organization (ACO) to meet or exceed established outcomes  
- Expansion of Graduate Medical Education (GME) program – converting all programs to ACGME programs and creating new General Surgery program  
- Expansion of Clinical Research program-now managing over 160 clinical trials  
- Growth of Broward Health Physician | ☐ Requires improvement: | mission and vision of Broward Health.  
I agree. BH is now a smoothly functioning public health system with its Mission, Vision, Objectives, and Values completely developed and guiding the way.  
The goals and objectives are discussed and reviewed at minimum monthly and the team are conscious and aware of their goals. | through Master Plan Expansion.  
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<td>Group – increasing primary care and specialty care practices in Weston and Coral Springs market • Increased potential for system expansion through acquisition of Copper Kettle Andrews Avenue and Parkland properties</td>
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<td>7. OPERATIONS/ MANAGEMENT: Provide leadership and oversight for operational and business plans to support Broward Health’s success.</td>
<td>☒ Exceeds expectation:</td>
<td>Led senior leaders to build a Culture of Compliance through: • Executive Compliance Group • Restructure of Bylaws • Roadmap to exit Corporate Integrity Agreement • Workforce annual compliance training program • Compliance/bylaws training for medical staff. Conducted system-wide risk analysis. Enhanced contracting process with updated templates, process</td>
<td>☐ Meets expectation:</td>
<td>☐ Requires improvement:</td>
<td>☒ Exceeds expectation:</td>
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<td>improvement and simplified flow.</td>
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<td>Utilized aggressive formulary initiatives to significantly reduce hospital drug spend and enhance revenue.</td>
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<td>Restructured system-wide security operations to an in-house model, providing a higher level of service and quality.</td>
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<td>8. LEADERSHIP:</td>
<td>☑ Exceeds expectation:</td>
<td>Demonstrated leadership role within community to increase recognition of Broward Health brand, examples of positive media coverage include:</td>
<td>☐ Exceeds expectation:</td>
<td>☐ Exceeds expectation:</td>
<td>Continue to expand role within local, state and national organizations for the betterment of Broward Health.</td>
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<td>☐ Meets expectation:</td>
<td>• Tax Reduction, Sept 2019</td>
<td>☐ Meets expectation:</td>
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<td>☐ Requires improvement:</td>
<td>• Hurricane Dorian Relief Efforts, October 2019</td>
<td>☐ Requires improvement:</td>
<td>☐ Requires improvement:</td>
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<td>• Thanksgiving Meal Distribution, November 2019</td>
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<td>• South Florida Business Journal 250 Power Leaders, January 2020</td>
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<td>• Extensive COVID Coverage, March – July</td>
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<td>Not only Gino Santorio but several of the Broward Health leaders have been recognized for their contribution to serve the Broward community. The Team collaborates internally and externally to support the community and the BH System. His ability to lead the system out of an era of turbulence exceeds expectations.</td>
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<td>I have never seen a more skilled and accomplished leader, particularly given Gino’s age.</td>
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<td>Mr. Santorio remains the face of the organization and he demonstrated that leadership by putting himself on front line is the eyes of the staff, physicians, and the</td>
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<td>• Legacy Magazine Feature, July</td>
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<td>community. He never wavered in his commitment to this organization and the impact of his leadership during this pandemic will be felt long after this crisis passes.</td>
<td>Goals related to Balanced Score Card or Strategic Plan</td>
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<td>Pandemic Related:</td>
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<td>Gino is a visible leader. Broward Health employees and retirees both have access to him</td>
<td>Goals related to Balanced Score Card or Strategic Plan</td>
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<td>Led multi-disciplinary COVID taskforce to address COVID-19 pandemic.</td>
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<td>Collaborated with medical staff and clinical leaders to establish best in class processes to improve patient outcomes.</td>
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<td>Expanded access to care offering two mobile testing locations in underserved communities.</td>
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<td>Assisted with statewide efforts to alleviate nursing home spread through testing efforts.</td>
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<td>Provided over 45,000 COVID-19 tests through multiple sites of service.</td>
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<td>Activated surge plans to expand hospitalization during pandemic.</td>
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<td>Participated in nine clinical trials related to COVID drug therapies.</td>
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<td>9. FINANCIAL MANAGEMENT: Establish accountability for the key financial indicators of Broward Health's financial stability and performance.</td>
<td>☑ Exceeds expectation:</td>
<td>Performing better than budget by nearly $2 million pre COVID and was able to offset significant losses to finish with modest losses considering the system economic impact due to the global pandemic.</td>
<td>☐ Exceeds expectation:</td>
<td>Prior to COVID our financial position was ahead of budget. During a devastating year Broward Health’s leadership managed to navigate the financial turbulence without a drop in credit ratings.</td>
<td>Meet budget goals outlined in FY21 Strategic Plan.</td>
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<td>☐ Meets expectation:</td>
<td>Restructured managed care contracts resulting in increased rates to help ensure financial viability for system.</td>
<td>☐ Meets expectation:</td>
<td>Were it not for COVID, BH would be in the best financial position it's ever been in under Gino’s leadership.</td>
<td>Work closely with Finance to execute 1-2 key renegotiated managed care contracts.</td>
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<td>☐ Requires improvement:</td>
<td>Affirmed S&amp;P rating BBB+ during pandemic.</td>
<td>☐ Requires improvement:</td>
<td>As the organization emerges from the COVID-19 pandemic, Mr. Santorio will have a significant opportunity to get the organization’s momentum back on track financially. As other competitors continue grapple with this crisis, Mr. Santorio’s leadership will be that much more critical to position the organization to seize strategic opportunities.</td>
<td>Work with local leaders in Medicaid district 10 to garner support for a directed payment plan model.</td>
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<td>☑ Exceeds expectation:</td>
<td>Worked closely with senior leaders to secure CARES Act funding and collaborate with state leaders to establish best practice calculations for payout.</td>
<td>☑ Exceeds expectation:</td>
<td>I do believe that Gino manages this to a level of Exceeds expectation but due to COVID I am rating it meets expectation</td>
<td>Click or tap here to enter text.</td>
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<td>☐ Meets expectation:</td>
<td>Enhanced 340B program.</td>
<td>☐ Meets expectation:</td>
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<td>☐ Requires improvement:</td>
<td>Achieved increase in Broward Health grant awards by 10% from an average of $12.9M per year to $14.2M.</td>
<td>☐ Requires improvement:</td>
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</tbody>
</table>
10. **HUMAN RESOURCES**: Oversee the effective utilization of Broward Health’s employee partners/workforce in the areas of responsibility and support system-wide employee workforce planning, strategies and initiatives. Assist the organization to manage change, and align people, processes and practices for success.

<table>
<thead>
<tr>
<th>Performance Expectation</th>
<th>Performance Measurement</th>
<th>Comments</th>
<th>BOARD MEMBER'S Performance Measurement</th>
<th>BOARD MEMBER'S COMMENTS MUST be supplied for all areas marked “Exceeds expectation” or “Requires improvement”.</th>
<th>Goals related to Balanced Score Card or Strategic Plan</th>
</tr>
</thead>
<tbody>
<tr>
<td>☐ Exceeds expectation:</td>
<td>☒ Meets expectation:</td>
<td>Restructured employee benefit package to result in:</td>
<td>☐ Exceeds expectation:</td>
<td>☐ Meets expectation:</td>
<td>☐ Requires improvement:</td>
</tr>
<tr>
<td>☐ Requires improvement:</td>
<td></td>
<td>• Expanded wellness benefits inclusive of Designated Aetna Wellness Representative</td>
<td></td>
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<td></td>
<td></td>
<td>• Change in benefit design to expand use of Broward Health physicians</td>
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<td></td>
<td></td>
<td>• Change in retiree benefits reducing GASB liability</td>
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<td></td>
<td></td>
<td>• Addition of System Director of Leadership Development position to expand educational offerings</td>
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<tr>
<td></td>
<td></td>
<td>Implemented Best in Class offerings during pandemic inclusive of:</td>
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<tr>
<td></td>
<td></td>
<td>• Telework</td>
<td></td>
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<tr>
<td></td>
<td></td>
<td>• Employee Relief Fund</td>
<td></td>
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<tr>
<td></td>
<td></td>
<td>• Procurement of ample PPE for entire workforce</td>
<td></td>
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<tr>
<td></td>
<td></td>
<td>• Expanded personal leave loan program</td>
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<td></td>
<td></td>
<td>• Shift bonus</td>
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<td></td>
<td></td>
<td>• Agency relief from state and private resources</td>
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<td></td>
<td></td>
<td>Recruit system CHRO and establish Broward Health as Top Employer.</td>
</tr>
<tr>
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<td></td>
<td></td>
<td></td>
<td>Build on employee engagement strategies leading to reduced turnover, higher employee satisfaction and leadership development.</td>
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<td></td>
<td>Click or tap here to enter text.</td>
</tr>
<tr>
<td>Performance Expectation</td>
<td>Performance Measurement</td>
<td>Comments Supporting comments MUST be supplied for all areas marked “Exceeds expectation” or “Requires improvement”.</td>
<td>BOARD MEMBER’S Performance Measurement</td>
<td>BOARD MEMBER’S COMMENTS MUST be supplied for all areas marked “Exceeds expectation” or “Requires improvement”.</td>
<td>Goals related to Balanced Score Card or Strategic Plan</td>
</tr>
<tr>
<td>------------------------</td>
<td>-------------------------</td>
<td>-------------------------------------------------------------------------------------------------</td>
<td>---------------------------------------</td>
<td>---------------------------------------------------------------------------------</td>
<td>--------------------------------------------------</td>
</tr>
</tbody>
</table>
|                        |                         | • Daily COVID-19 Workforce Communication  
• Enhanced education modules related to PPE  
Completed Employee and Physician Culture of Safety Survey with a 60% participation rate up from 2017; developed roadmap for Culture of Safety. |                                                      |                                                                                |                                                    |
**Employee Name:** Gino Santorio  
**ID#** _____________________________

<table>
<thead>
<tr>
<th>Performance Measurements rated “Exceeds Expectation”</th>
<th>Quantity</th>
<th>Points</th>
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<td></td>
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</table>

<table>
<thead>
<tr>
<th>Performance Measurements rated “Meets Expectation”</th>
<th>Quantity</th>
<th>Points</th>
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</thead>
<tbody>
<tr>
<td></td>
<td>3 x 3</td>
<td>9</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Performance Measurements rated “Requires Improvement”</th>
<th>Quantity</th>
<th>Points</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>0 x 0</td>
<td>0</td>
</tr>
</tbody>
</table>

**TOTALS:**  
10 x 44

(27 is a Passing Score)

Employee’s Comments:

It has been a year that truly tested the integrity and performance of this team and the system. Managing through a 100-year global pandemic in the hot spot of the world has been a challenge that the team has risen to and taken on very successfully. Ensuring the effective completion of our CIA and establishing protocols during the state of emergency that kept us compliant with the CIA shows the commitment this organization has to compliance. I’m proud to be part of a system that took a leadership role in the pandemic, served as a last resort to save lives for patients stuck at sea that no one else would take, and managed to keep the pace on our strategic initiatives and growth plans in the process. Time and time again, Broward Health shows that we are here for the community and beyond and it is an honor to lead a system with a distinguished reputation for exemplary service. Our employees, care providers, community and vendor partners all played an integral role in the success over the past year and I’m humbled by the commitment shown. The board has been incredibly supportive in the past year which has aided in the success of this system from a compliance, growth, employee wellness and quality standpoint.

Thank you for the opportunity to serve in the capacity as President & CEO of such an incredible organization, it’s truly an honor!

Supervisor’s Comments:

All job requirements in the job description provided indicate the minimum level of knowledge, skills and/or abilities deemed necessary to perform the job competently. The Job Description is an overview of the duties, responsibilities and requirements for this position. Employees will be required to perform other job-related assignments as requested. I have read and understand the functions and performance expectations of my job and I am able to perform the essential functions as outlined in the job description with or without reasonable accommodations. This appraisal is based on the functions and performance expectations included in my job description for this position. My signature does not necessarily represent agreement with the assessment of my performance. I may attach comments if I so desire.

*Click or tap here to enter text.*

**Employee Signature & Date**  
**Commissioner Name**

**Supervisor’s Signature & Date**  
**Human Resources Processing & Date**

Note: Please attach Age Specific Competency Checklist, Departmental Competency Checklist, Copy of License, if applicable
2020 Executive Compensation Review

Gary Lawson
Partner, Tampa

Bob Younskevicius
Sr. Associate, Tampa

Michalla Nolan
Associate, Atlanta

welcome to brighter
## Contents

<table>
<thead>
<tr>
<th>Section</th>
<th>Page</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 Introduction</td>
<td>2</td>
</tr>
<tr>
<td>2 Executive Summary</td>
<td>3</td>
</tr>
<tr>
<td>3 Survey Compensation Assessment</td>
<td>8</td>
</tr>
<tr>
<td>4 Benefits Assessment</td>
<td>12</td>
</tr>
<tr>
<td>6 Appendix</td>
<td>17</td>
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</tbody>
</table>
Introduction

Background

• Mercer was engaged to conduct a review of the competitiveness of the current executive compensation program at Broward Health (“Company” or “Broward”), and to make appropriate recommendations on and comparisons to best practices. Broward wishes to ensure that its executive compensation program uses a consistent and appropriate methodology, and that its pay levels are competitive to market and consistent with best practices.

• The scope of this evaluation includes a detailed review of the compensation program including base salary, total cash compensation (salary & annual incentives), and total direct compensation (salary, annual incentives, long term incentives) & total remuneration

• Mercer considers being with +/- 15% of the 50th percentile to be market competitive

• The positions covered in this analysis include:

<table>
<thead>
<tr>
<th>Executive Positions Covered</th>
</tr>
</thead>
<tbody>
<tr>
<td>PRESIDENT/CEO</td>
</tr>
<tr>
<td>GENERAL COUNSEL</td>
</tr>
<tr>
<td>SVP, COMPLIANCE &amp; PRIVACY</td>
</tr>
</tbody>
</table>
Executive Summary
Executive Summary

- Base salaries are within +/- 15% of the market 50th percentile; varies by individual

### Base Salary

All numbers shown in $000s

<table>
<thead>
<tr>
<th>Executive Position</th>
<th>Incumbent</th>
<th>Base Salary</th>
<th>Base Salary</th>
<th>Market Composite</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
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<td>25th %tile</td>
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<td>25th %tile</td>
<td>50th %tile</td>
</tr>
<tr>
<td>PRESIDENT/CEO</td>
<td>SANTORIO, GINO R</td>
<td>$896</td>
<td>$768</td>
<td>$920</td>
</tr>
<tr>
<td>GENERAL COUNSEL</td>
<td>EPSTEIN, LINDA J</td>
<td>$432</td>
<td>$343</td>
<td>$413</td>
</tr>
<tr>
<td>SVP, COMPLIANCE &amp; PRIVACY</td>
<td>KOZIK, BRIAN W</td>
<td>$248</td>
<td>$182</td>
<td>$227</td>
</tr>
</tbody>
</table>
Executive Summary

- Market data indicates lack of prevalence of a short-term incentive opportunity for SVP, Compliance & Privacy role for survey respondents with this role. For organizations that do offer a short-term incentive for this role, Broward’s target incentive is in line with their prevalent practice.

TARGET TOTAL CASH

All numbers shown in $000s

<table>
<thead>
<tr>
<th>Executive Position</th>
<th>Incumbent</th>
<th>Base</th>
<th>Target Short-Term Incentive*</th>
<th>Target Cash Comp</th>
</tr>
</thead>
<tbody>
<tr>
<td>PRESIDENT/CEO</td>
<td>SANTORIO, GINO R</td>
<td>$896</td>
<td>$269 (30) %**</td>
<td>$1,164</td>
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<td></td>
<td></td>
<td></td>
<td>$768</td>
<td>$920</td>
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<td>$1,134</td>
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<td></td>
<td>-15</td>
<td>-21</td>
</tr>
<tr>
<td>GENERAL COUNSEL</td>
<td>EPSTEIN, LINDA J</td>
<td>$432</td>
<td>$86 (20) %</td>
<td>$519</td>
</tr>
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<td></td>
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<td>$343</td>
<td>$413</td>
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<tr>
<td>SVP, COMPLIANCE &amp; PRIVACY</td>
<td>KOZIK, BRIAN W</td>
<td>$248</td>
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<th>75th %tile</th>
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<td>Variance</td>
<td>25th</td>
<td>50th</td>
<td>65th</td>
<td>75th</td>
</tr>
<tr>
<td>PRESIDENT/CEO</td>
<td>768</td>
<td>920</td>
<td>1,048</td>
<td>1,134</td>
<td>17</td>
<td>-3</td>
<td>-15</td>
<td>-21</td>
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<tr>
<td>GENERAL COUNSEL</td>
<td>343</td>
<td>413</td>
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<td>469</td>
<td>26</td>
<td>5</td>
<td>-3</td>
<td>-8</td>
<td></td>
</tr>
<tr>
<td>SVP, COMPLIANCE</td>
<td>182</td>
<td>227</td>
<td>252</td>
<td>269</td>
<td>36</td>
<td>9</td>
<td>-2</td>
<td>-8</td>
<td></td>
</tr>
</tbody>
</table>

* Data was interpolated.

** Data reflects 20% pay at risk and 10% contractual
Executive Summary

- Broward currently does not have any long-term incentive awards
- Market data does not reflect a significant long-term incentive opportunity for any of these roles

TARGET TOTAL DIRECT CASH
All numbers shown in $000s

<table>
<thead>
<tr>
<th>Executive Position</th>
<th>Incumbent</th>
<th>Base</th>
<th>Target Short-Term Incentive</th>
<th>Target Cash Comp</th>
<th>Target Long-Term Incentive</th>
<th>Target Direct Comp</th>
</tr>
</thead>
<tbody>
<tr>
<td>PRESIDENT/CEO</td>
<td>SANTORIO, GINO R</td>
<td>$896</td>
<td>$269 (30%)**</td>
<td>$1,164</td>
<td>$0</td>
<td>$1,164</td>
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<td></td>
<td></td>
<td></td>
<td>$768</td>
<td>$920</td>
<td>$1,048</td>
<td>$1,134</td>
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<td>-3%</td>
<td>-15%</td>
<td>-21%</td>
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<td></td>
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<td>$763</td>
<td>$1,078</td>
<td>$1,387</td>
<td>$1,592</td>
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<td></td>
<td></td>
<td></td>
<td>8%</td>
<td>-16%</td>
<td>-27%</td>
<td></td>
</tr>
<tr>
<td>GENERAL COUNSEL</td>
<td>EPSTEIN, LINDA J</td>
<td>$432</td>
<td>$86 (20%)</td>
<td>$519</td>
<td>$0</td>
<td>$519</td>
</tr>
<tr>
<td></td>
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<td>$343</td>
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<td></td>
<td></td>
<td></td>
<td>$402</td>
<td>$463</td>
<td>$521</td>
<td>$560</td>
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<td>12%</td>
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Market Composite

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<th>65th %tile</th>
<th>75th %tile</th>
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<tbody>
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<td>$1,078</td>
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<td>$1,398</td>
<td>$1,592</td>
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Variance

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<tbody>
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<td>-21%</td>
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<tr>
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<td>8%</td>
<td>-16%</td>
<td>-27%</td>
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<tr>
<td>65th %tile</td>
<td>53%</td>
<td>5%</td>
<td>-17%</td>
<td>-27%</td>
</tr>
</tbody>
</table>

* Data was interpolated.

** Data reflects 20% pay at risk and 10% contractual

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Executive Summary
• Overall, target total remuneration opportunity for executives is competitive
• Valuation of Broward’s benefits is on the lower end of the market due lack of a non-qualified retirement plan for these positions

MARKET TOTAL REMUNERATION
All numbers shown in $000s

<table>
<thead>
<tr>
<th>Executive Position</th>
<th>Incumbent</th>
<th>Base</th>
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<th>50th %tile</th>
<th>65th %tile</th>
<th>75th %tile</th>
<th>25th %tile</th>
<th>50th %tile</th>
<th>65th %tile</th>
<th>75th %tile</th>
</tr>
</thead>
<tbody>
<tr>
<td>PRESIDENT/CEO</td>
<td>SANTORIO, GINO R</td>
<td>$896</td>
<td>$768</td>
<td>$920</td>
<td>$1,048</td>
<td>$1,134</td>
<td>17%</td>
<td>-3%</td>
<td>-15%</td>
<td>-21%</td>
</tr>
<tr>
<td>Target Short-Term Incentive*</td>
<td>$269 (30%)**</td>
<td></td>
<td>-5</td>
<td>$159</td>
<td>$338</td>
<td>$458</td>
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<td></td>
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</tr>
<tr>
<td>Target Cash Comp</td>
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<td></td>
<td>$763</td>
<td>$1,078</td>
<td>$1,387</td>
<td>$1,592</td>
<td>53%</td>
<td>8%</td>
<td>-16%</td>
<td>-27%</td>
</tr>
<tr>
<td>Target Long-Term Incentive*</td>
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<td>$0</td>
<td>$28</td>
<td>$11</td>
<td>$0</td>
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</tr>
<tr>
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<td>$763</td>
<td>$1,106</td>
<td>$1,398</td>
<td>$1,592</td>
<td>53%</td>
<td>5%</td>
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<tr>
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<td>$167</td>
<td>N/A</td>
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<td></td>
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<tr>
<td>Target Total Rem</td>
<td>$1,205</td>
<td></td>
<td>$910</td>
<td>$1,273</td>
<td>N/A</td>
<td>$1,794</td>
<td>32%</td>
<td>-5%</td>
<td>N/A</td>
<td>-33%</td>
</tr>
</tbody>
</table>

| GENERAL COUNSEL             | EPSTEIN, LINDA J   | $432  | $343       | $413       | $446       | $469       | 26%        | 5%         | -3%        | -8%        |
| Target Short-Term Incentive*| $86 (20%)          |       | $59        | $49        | $74        | $91        |            |            |            |            |
| Target Cash Comp            | $519               |       | $402       | $463       | $521       | $560       | 29%        | 12%        | 0%         | -7%        |
| Target Long-Term Incentive* | $0                 |       | $0         | $0         | $0         | $0         |            |            |            |            |
| Target Direct Comp          | $519               |       | $402       | $463       | $521       | $560       | 29%        | 12%        | 0%         | -7%        |
| Benefits                    | $29                |       | $60        | $69        | N/A        | $77        |            |            |            |            |
| Target Total Rem            | $548               |       | $462       | $532       | N/A        | $637       | 19%        | 3%         | N/A        | -14%       |

| SVP, COMPLIANCE & PRIVACY   | KOZIK, BRIAN W     | $248  | $182       | $227       | $252       | $269       | 36%        | 9%         | -2%        | -8%        |
| Target Short-Term Incentive*| $50 (20%)          |       | $11        | -2         | -5         | -8         |            |            |            |            |
| Target Cash Comp            | $297               |       | $193       | $225       | $247       | $261       | 54%        | 32%        | 21%        | 14%        |
| Target Long-Term Incentive* | $0                 |       | $0         | $0         | $0         | $0         |            |            |            |            |
| Target Direct Comp          | $297               |       | $193       | $225       | $247       | $261       | 54%        | 32%        | 21%        | 14%        |
| Benefits                    | $35                |       | $39        | $47        | N/A        | $58        |            |            |            |            |
| Target Total Rem            | $332               |       | $232       | $271       | N/A        | $319       | 43%        | 22%        | N/A        | 4%         |

* Data was interpolated.
** Data reflects 20% pay at risk and 10% contractual

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Survey Compensation Assessment
# 2020 Survey Compensation Assessment
## President / CEO

<table>
<thead>
<tr>
<th>Compensation Element</th>
<th>Client</th>
<th>Market</th>
<th>Variance</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>25th %tile</td>
<td>50th %tile</td>
</tr>
<tr>
<td><strong>Base Salary</strong></td>
<td>$896</td>
<td>$768</td>
<td>$920</td>
</tr>
<tr>
<td><strong>Target Short-term Incentive</strong></td>
<td>30%</td>
<td>29%</td>
<td>35%</td>
</tr>
<tr>
<td><strong>Target Total Cash Compensation</strong></td>
<td>$1,164</td>
<td>$763</td>
<td>$1,078</td>
</tr>
<tr>
<td><strong>Target Total Direct Compensation</strong></td>
<td>$1,164</td>
<td>$763</td>
<td>$1,106</td>
</tr>
<tr>
<td><strong>Target Total Remuneration</strong></td>
<td>$1,205</td>
<td>$910</td>
<td>$1,273</td>
</tr>
</tbody>
</table>

*All numbers shown in $000s*
# 2020 Survey Compensation Assessment
## General Counsel

<table>
<thead>
<tr>
<th>Compensation Element</th>
<th>Client</th>
<th>Market 25th %tile</th>
<th>Market 50th %tile</th>
<th>Market 65th %tile</th>
<th>Market 75th %tile</th>
<th>Variance 25th %tile</th>
<th>Variance 50th %tile</th>
<th>Variance 65th %tile</th>
<th>Variance 75th %tile</th>
</tr>
</thead>
<tbody>
<tr>
<td>Base Salary</td>
<td>$432</td>
<td>$343</td>
<td>$413</td>
<td>$446</td>
<td>$469</td>
<td>26%</td>
<td>5%</td>
<td>-3%</td>
<td>-8%</td>
</tr>
<tr>
<td>Target Short-term Incentive</td>
<td>20%</td>
<td>21%</td>
<td>24%</td>
<td>31%</td>
<td>36%</td>
<td>--</td>
<td>--</td>
<td>--</td>
<td>--</td>
</tr>
<tr>
<td>Target Total Cash Compensation</td>
<td>$519</td>
<td>$402</td>
<td>$463</td>
<td>$521</td>
<td>$560</td>
<td>29%</td>
<td>12%</td>
<td>0%</td>
<td>-7%</td>
</tr>
<tr>
<td>Target Total Direct Compensation</td>
<td>$519</td>
<td>$402</td>
<td>$463</td>
<td>$521</td>
<td>$560</td>
<td>29%</td>
<td>12%</td>
<td>0%</td>
<td>-7%</td>
</tr>
<tr>
<td>Target Total Remuneration</td>
<td>$548</td>
<td>$462</td>
<td>$532</td>
<td>$595</td>
<td>$637</td>
<td>19%</td>
<td>3%</td>
<td>N/A</td>
<td>-14%</td>
</tr>
</tbody>
</table>
# 2020 Survey Compensation Assessment
## SVP, Compliance & Privacy

**SVP, COMPLIANCE & PRIVACY**
*All numbers shown in $000s*

<table>
<thead>
<tr>
<th>Compensation Element</th>
<th>KOZIK, BRIAN W</th>
<th>Market</th>
<th>Variance</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Client</td>
<td>25th %tile</td>
<td>50th %tile</td>
</tr>
<tr>
<td>Base Salary</td>
<td>$248</td>
<td>$182</td>
<td>$227</td>
</tr>
<tr>
<td>Target Short-term Incentive</td>
<td>20%</td>
<td>12%</td>
<td>18%</td>
</tr>
<tr>
<td>Target Total Cash Compensation</td>
<td>$297</td>
<td>$193</td>
<td>$225</td>
</tr>
<tr>
<td>Target Total Direct Compensation</td>
<td>$297</td>
<td>$193</td>
<td>$225</td>
</tr>
<tr>
<td>Target Total Remuneration</td>
<td>$332</td>
<td>$232</td>
<td>$271</td>
</tr>
</tbody>
</table>

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Benefits Assessment
Methodology
Benefits & Total Remuneration

• Mercer compared Broward Health’s executive benefits and perquisites to market using data from Mercer’s 2019 Executive Benefits and Perquisites Survey for Tax-Exempt Organizations (49 tax-exempt healthcare organizations with annual net revenue between $600M and $2.4B)

• Benefit values for executives were determined as follows:
  - Retirement: Mercer used the 403(b) matching formula to calculate the maximum 2020 employer contribution assuming a sufficient employee earnings deferral
  - Broward Health provided the annual employer cost to the organization for health and welfare benefits/perquisites, including medical, dental, vision, life/AD&D, disability, and car allowance

• Market retirement benefit values were determined by modeling survey participant retirement programs over Broward Health executives’ anticipated tenure and converting the result to an annual value

• Market employer-paid health and welfare benefit premium values and perquisite values were added to market retirement benefit calculations to determine a total market employer-paid benefit value

• To calculate market total remuneration, the total annualized market benefit/perquisite values were added to TDC at the market 25th, 50th and 75th percentiles
### Executive Benefits and Perquisites Assessment

#### Retirement

<table>
<thead>
<tr>
<th>Employer-paid Retirement Benefits</th>
<th>Broward Health</th>
<th>Market Practice</th>
<th>Comments</th>
</tr>
</thead>
</table>
| **403(b) Plan** | • Matching contribution of 100% of first 1% of base salary deferred plus 35% of the next 4% (total match = 2.4%) | • Virtually all organizations sponsor a qualified defined contribution (DC) plan (e.g. 401(k) or 403(b)) with employer contributions  
- Median employer contribution: 5.5%  
- Approximately 15% of comparable organizations sponsor a qualified defined benefit (DB) plan (pension/cash balance)  
- Approximately 70% sponsor a nonqualified plan with supplemental employer contributions for executives  
- Total employer-paid retirement benefits are worth ~5% of base salary at the 25th percentile and ~13%-15% of base salary at the 50th percentile (varies by executive level) | • While DB plans have become less common, cash balance plans are somewhat of a hybrid between DC and DB plans  
- Total retirement value is clustered around the market 25th percentile due to the lack of nonqualified plan benefits |
| **Cash Balance Pension Plan** | • Contribution credits equivalent to 5% of base salary |  |  |
|  | • Base salary for both plans subject to IRS limit ($285,000 in 2020) |  |  |
|  | • Total employer contributions range from 2.4% to 7.4% of base salary due to the IRS limit |  |  |

<table>
<thead>
<tr>
<th>Voluntary Employee Deferrals</th>
<th>Broward Health</th>
<th>Market Practice</th>
<th>Comments</th>
</tr>
</thead>
</table>
| **403(b) Plan** | • Voluntary employee deferrals up to IRS limit ($19,500 in 2020)  
• Additional catch-up contributions of up to $6,500 for employees age 50+  
**457(b) Plan** | • Almost all organizations allow for employee deferrals to a qualified defined contribution plan  
• In addition, approximately 85% of organizations provide executives with a nonqualified plan for additional voluntary tax-deferred savings (e.g. 457(b)) |  
• Voluntary deferral opportunities are consistent with market practice |
|  | • Eligible employees may defer additional pay up to the IRS limit ($19,500 in 2020) |  |  |

DC = Defined Contribution, DB = Defined Benefit
## Executive Benefits and Perquisites Assessment
### Health and Welfare Benefits

<table>
<thead>
<tr>
<th></th>
<th>Broward Health</th>
<th>Market Practice</th>
<th>Comments</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Health Benefits</strong></td>
<td>• Executives participate in the same basic medical, dental, and vision plans as all other employees</td>
<td>• Almost all comparable organizations provide the same active group health coverage to all employees, including executives</td>
<td>• Consistent with market practice</td>
</tr>
</tbody>
</table>
| **Life Insurance**   | • Employer-paid group coverage equal to 100% of base salary up to a maximum benefit of $500,000  
• Coverage is effectively 55% and 90% of base salary for the CEO and CAO, respectively, due to the maximum benefit level | • Nearly all organizations offer employer-paid group coverage to their broad workforce  
• Approximately 60% of comparable organizations provide supplemental employer-paid coverage to the top officer (50% to non-CEO executives)  
• Median total coverage is 200% of base salary (100% at the 25th percentile) | • Coverage is aligned with the market 25th percentile for most executive roles  
• Coverage falls below the 25th percentile for those with salaries in excess of $500,000 (CEO and CAO) |
| **Long-term Disability (LTD)** | • Employer-paid group coverage equal to 60% of base salary up to $20,000 per month | • Nearly all organizations offer employer-paid group coverage to their broad workforce  
• Approximately 60% provide supplemental employer-paid LTD coverage to executives  
• Median total LTD coverage is 60% of base salary, with a $20,000 monthly maximum | • Coverage level is aligned with median market practice |
## Executive Benefits and Perquisites Assessment

### Perquisites

<table>
<thead>
<tr>
<th></th>
<th>Broward Health</th>
<th>Market Practice</th>
<th>Comments</th>
</tr>
</thead>
</table>
| **Executive Perquisites** | • Annual $6,000 car allowance provided for most executive roles               | • Approximately 30% of comparable organizations provide a car or car allowance to the top officer (~20% to non-CEO executives) while other perquisites are far less prevalent  
  - The median annual car/car allowance value is $9,500  
  • In general, perquisites without a clear business purpose continue to decline in prevalence | • Generally aligned with market practice                                          |
Appendix
Appendix
Market Elements Defined

- **Target Total Direct Compensation** ($TTDC = \text{Base Salary} + \text{Target STI} + \text{LTI [Equity or Cash-Based LTIs]})
  - Includes target TCC plus grant date disclosed value of any LTI awards in most recent fiscal year

- **Target Total Cash Compensation** ($TCC = \text{Base Salary} + \text{Target STI [Annual Cash Bonus]})
  - Includes base pay plus annualized value of any target STI awards for those eligible

- **Base Salary**
  - Base pay statistics calculated using annualized rates reported for each incumbent

**Market Statistics**

- 25th percentile, 50th percentile, 75th percentile
  - Each percentile is defined as the data point that is higher than X% of all other data in the sample when ranked from low to high, where X is the percentile value
- Variance to market defined as percentage above or below the chosen targeted market index
## Appendix

### Benefit Valuation Assumptions

<table>
<thead>
<tr>
<th>Assumptions for Market Benefits / Total Remuneration Calculation</th>
</tr>
</thead>
<tbody>
<tr>
<td>• Normal retirement age: 65</td>
</tr>
<tr>
<td>• Future salary increases: 4.0%</td>
</tr>
<tr>
<td>• Bonus assumed to pay at target and remain constant to retirement</td>
</tr>
<tr>
<td>• Annual consumer price index: 2.5%</td>
</tr>
<tr>
<td>• Annual taxable wage base increase: 3.0%</td>
</tr>
<tr>
<td>• Interest rate for lump sum present value conversions: 5.0%</td>
</tr>
<tr>
<td>• Mortality for lump sum present value conversions: 2020 PPA mortality</td>
</tr>
<tr>
<td>• Pre-tax earnings rate for account balance plans: 6%</td>
</tr>
<tr>
<td>• Market rate for life insurance: $0.23 per $1,000 of coverage per month</td>
</tr>
<tr>
<td>• Market rate for long-term disability insurance: $0.50 per $100 of coverage per month</td>
</tr>
</tbody>
</table>
welcome to
brighter
MARKET DISCUSSION

Consider the adoption of a compensation philosophy, e.g. percentile

Application of the art of compensation

- Local Market
- National Market
- Tenure/Experience
- Retention
- Vision
### SUMMARY OF MERIT INCREASES:

<table>
<thead>
<tr>
<th>Name</th>
<th>Percentage Increase *</th>
<th>New Salary</th>
</tr>
</thead>
<tbody>
<tr>
<td>Mr. Gino Santorio</td>
<td>2%</td>
<td>$913,646 (99.3%)</td>
</tr>
<tr>
<td>Ms. Linda Epstein</td>
<td>2%</td>
<td>$440,817 (106.7%)</td>
</tr>
<tr>
<td>Mr. Brian Kozik</td>
<td>2%</td>
<td>$252,831 (111.4%)</td>
</tr>
</tbody>
</table>

*Consideration of retrospective interim Chief Internal Auditor compensation

* Based on Management Performance Review Policy
## COMPENSATION ANALYSIS

### Key factors relevant to Broward Health (BH) evaluation of CEO compensation market and peer companies

<table>
<thead>
<tr>
<th>BASE SALARIES</th>
<th>CASH COMPENSATION</th>
<th>BENEFITS</th>
<th>TOTAL COMPENSATION</th>
</tr>
</thead>
<tbody>
<tr>
<td>BH’s compensation philosophy targets market median for base salaries</td>
<td>BH’s compensation philosophy targets market median for cash compensation</td>
<td>Employer paid Benefits are below market median</td>
<td>BH’s compensation philosophy targets market median for total compensation</td>
</tr>
</tbody>
</table>

**OBSERVATIONS:**

- Base salary is 3% below market median of the survey
- Base salary is 3% below average of South Florida peers

**OBSERVATIONS:**

- At Risk cash is 8% above market median
- FY20 did include At Risk Compensation for total cash compensation
- Total compensation is 8% above market median
- Total cash is 9.6% below average of South Florida peers

**OBSERVATIONS:**

- Benefit program is competitive in many areas
- Competitive shortfalls exist in the following benefits:
  - Lack of supplemental long-term disability coverage (Earnings capped at $400,000)
  - Limited life insurance coverage caps
    - Basic $500,000
    - Supplemental $1M
  - Lack of supplemental retirement benefits

**OBSERVATIONS:**

- Total compensation is 5% above market median
- Benefits deficiencies relative to South Florida peers
- Company paid benefits are well below the 50th percentile (Market)
EXECUTIVE BENEFITS

Executive Benefit Expenditures as a Percentage of Salary

• BH provides standard benefits – Medical, Dental, Vision, Life/AD&D, LTD, Pension (Limited to annual max benefit), 403b match, Social Security and Medicare
• Current benefit is less than 7% of base salary – well below market median (Capped at $285,000 of salary)

Benefit Considerations

• Supplemental retirement plan – 457f
• Supplemental LTD
BH COMPENSATION VS MARKET

The table below illustrates how BH Board Reports compare to market, by tier

<table>
<thead>
<tr>
<th>Tier (# in tier)</th>
<th>Compensation Positioning</th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Base</td>
<td>&lt;P25</td>
<td>P25 - P50</td>
<td>P50 – P75</td>
<td>&gt;P75</td>
<td>&lt;P25</td>
<td>P25 - P50</td>
<td>P50 – P75</td>
<td>&gt;P75</td>
<td>&lt;P25</td>
</tr>
<tr>
<td>President &amp; CEO</td>
<td>-</td>
<td>1</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>1</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>General Counsel</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>1</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>1</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>SVP Compliance &amp; Privacy</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>1</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>1</td>
<td>-</td>
</tr>
</tbody>
</table>

Total cash compensation is defined as base salary and at risk compensation award

Base (percent of median) – Santorio (97.4%), is below the 50th Percentile; Epstein (104.6%) is above the 50th percentile. SVP, Compliance & Privacy (109.3%) is above the 50th percentile.

(NOTE: The 25th % is 86% of the market median)

Total Cash – Santorio is at 108% and Epstein is at 112% are above the 50th Percentile and Kozik is at 132% is above the 75th Percentile.
# CEO BASE SALARY

## Salary Ranges

- Midpoint is positioned at the market median

<table>
<thead>
<tr>
<th>Market Data</th>
<th>Gino Santorio Current Salary</th>
<th>Minimum</th>
<th>Midpoint (Median)</th>
<th>Maximum</th>
<th>Salary as % of Median</th>
</tr>
</thead>
<tbody>
<tr>
<td>Mercer Base Salary</td>
<td>$895,731</td>
<td>$768,000</td>
<td>$920,000</td>
<td>$1,134,000</td>
<td>97.4 %</td>
</tr>
<tr>
<td>Mercer Total Compensation</td>
<td>$1,164,450</td>
<td>$763,000</td>
<td>$1,106,000</td>
<td>$1,592,000</td>
<td>105.3%</td>
</tr>
</tbody>
</table>
**GENERAL COUNSEL BASE SALARY**

**Salary Ranges**

- Midpoint is positioned at the market median

<table>
<thead>
<tr>
<th>Market Data</th>
<th>Linda Epstein Current Salary</th>
<th>Minimum</th>
<th>Midpoint (Median)</th>
<th>Maximum</th>
<th>Salary as % of Median</th>
</tr>
</thead>
<tbody>
<tr>
<td>Mercer Base Salary</td>
<td>$432,174</td>
<td>$343,000</td>
<td>$413,000</td>
<td>$469,000</td>
<td>104.6%</td>
</tr>
<tr>
<td>Mercer Total Compensation</td>
<td>$519,174</td>
<td>$402,000</td>
<td>$463,000</td>
<td>$560,000</td>
<td>112.1%</td>
</tr>
</tbody>
</table>
## SVP COMPLIANCE & PRIVACY BASE SALARY

### Salary Ranges
- Midpoint is positioned at the market median

<table>
<thead>
<tr>
<th>Market Data</th>
<th>Brian Kozik Current Salary</th>
<th>Minimum</th>
<th>Midpoint (Median)</th>
<th>Maximum</th>
<th>Salary as % of Median</th>
</tr>
</thead>
<tbody>
<tr>
<td>Mercer Base Salary</td>
<td>$247,874</td>
<td>$182,000</td>
<td>$227,000</td>
<td>$269,000</td>
<td>109.2 %</td>
</tr>
<tr>
<td>Mercer Total Compensation</td>
<td>$296,850</td>
<td>$193,000</td>
<td>$225,000</td>
<td>$261,000</td>
<td>131.9 %</td>
</tr>
<tr>
<td>CURRENT COMMITTEE MEMBER</td>
<td>PURPOSE OF COMMITTEE</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>--------------------------</td>
<td>----------------------</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>AUDIT COMMITTEE</strong></td>
<td>The Audit Committee consists of five members: three members of the Board who are appointed by the Chair and two expert consultants appointed by the Board. The Audit Committee’s duties shall be as set forth in the Audit Committee Charter, adopted on August 27, 2006, as may be amended from time to time. The Audit Committee shall meet quarterly, or as necessary to perform its duties and responsibilities as set forth herein.</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>1. Christopher T. Ure – Chair</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>2. Nancy W. Gregoire – Vice Chair</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>3. Ray T. Berry</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Two (2) expert consultants appointed by the Board: 1.) James Petkas 2.) Scott Porter</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Expert consultants serving on the Audit Committee shall be subject to Section I-7 of the bylaws.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><em>The Board Treasurer shall not serve on the Audit Committee</em></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

| **BUILDING COMMITTEE**   | The Building Committee consists of three members of the Board who are appointed by the Chair. The Building Committee shall consider all matters concerning the buildings, facilities and land of the District and to attend to all matters relating to new construction, renovation and acquisition of property in and for the District, as well as to perform other duties as may be requested by the Board from time to time. The Building Committee shall meet monthly, or as necessary to perform its duties and responsibilities. |
| 1. Stacy L. Angier – Chair |                       |
| 2. Christopher T. Ure – Vice Chair |                       |
| 3. Ray T. Berry |                       |

<p>| <strong>COMPLIANCE COMMITTEE</strong> | The Compliance Committee consists of seven members: all members of the Board. Reviewing and overseeing the District’s Compliance and Ethics Program, including but not limited to the performance of the Compliance Officer and the Executive Compliance Workgroup, which serves as the Compliance Committee under the Corporate Integrity Agreement. Submitting to the Board of Commissioners and the Office of Inspector General a description of the documents and other materials it reviewed, as well as any additional steps taken such as |
| 1. Nancy W. Gregoire – Chair |                       |
| 2. Christopher T. Ure – Vice Chair |                       |
| 3. Ray T. Berry |                       |
| 4. Stacy L. Angier |                       |
| 5. Marie C. Waugh |                       |</p>
<table>
<thead>
<tr>
<th>CURRENT COMMITTEE MEMBER</th>
<th>PURPOSE OF COMMITTEE</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>the engagement of an independent advisor or other third party resources in its oversight of the compliance program and in support of making the required resolution to the Office of Inspector General as contained in the Corporate Integrity Agreement. The District’s Board of Commissioners may adopt a Charter for the Board Compliance Committee establishing further duties and responsibilities for the committee. The Board Compliance Committee shall meet at least quarterly. The Committee may meet more frequently, as necessary to perform the duties and responsibilities as set forth herein.</td>
</tr>
</tbody>
</table>

**FINANCE COMMITTEE**

1. Stacy L. Angier – Chair
2. Marie C. Waugh – Vice Chair
3. Christopher T. Ure
4. Nancy W. Gregoire
5. Ray T. Berry

| FINANCE COMMITTEE | The Finance Committee consists of seven members: all members of the Board.
<table>
<thead>
<tr>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>The Finance Committee shall acquaint itself of the finances of the District in order to provide oversight and ensure transparency and accountability with regards to the use of the District’s public funds; shall recommend ways and means of securing funds for the District; shall recommend a bank or banks for deposit of all funds; shall assist in the preparation of an annual budget; and shall attend to all financial interests of the District as prescribed by the Enabling Act, as amended, as well as perform other duties as may be requested by the Board from time to time. The Finance Committee shall meet monthly, or as necessary to perform its duties and responsibilities.</td>
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**GOVERNANCE COMMITTEE**

1. Ray T. Berry – Chair
2. Nancy W. Gregoire – Vice Chair
3. Stacy L. Angier

<p>| GOVERNANCE COMMITTEE | The Governance Committee consists of three members of the Board who are appointed by the Chair. The duties of the Governance Committee shall include, but not be limited to, reviewing and making recommendations to the Board with regard to the District’s governance structure, and participating in the development of training and orientation materials for new members of the Board. The Governance Committee shall conduct periodic reviews of the District’s Bylaws and governance-related policies to ensure that they are consistent with the District’s Enabling act, as amended from time to time, and that the Board is performing its duties as set forth in the Enabling Act in an efficient manner. The Governance Committee shall also perform any other duties as may be requested by the Board from time to time. |</p>
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<tr>
<th>CURRENT COMMITTEE MEMBER</th>
<th>PURPOSE OF COMMITTEE</th>
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<td>The Governance Committee shall meet at the request of the Chair of the Board or the Chair of the Committee.</td>
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**HUMAN RESOURCE COMMITTEE**
1. Marie C. Waugh– Chair  
2. Ray T. Berry– Vice Chair  
3. Christopher T. Ure  

The Human Resources Committee consists of three members of the Board who are appointed by the Chair.

The duties of the Human Resources Committee shall include, but not be limited to, conducting annual reviews and/or performance evaluations of those members of the District’s administration who report directly to the Board, establishing performance standards, and reviewing employee benefits and incentive plans, among other duties as may be requested by the Board from time to time.

The Human Resources Committee shall also designate a member to participate in the interview or hiring process for the Regional CEO of each hospital, the Senior Vice-President/Chief Financial Officer, the Senior Vice-President/Chief Operating Officer, and the Senior Vice-President/Chief Medical Officer in accordance with Section V-1(c) of the Bylaws.

**JOINT CONFERENCE COMMITTEE**
1. Christopher T. Ure  
2. Nancy W. Gregoire  
3. Ray T. Berry  
4. Dr. William Jensen – Chair

The Joint Conference Committee consists of twenty members: the Chief of Staff, the Vice Chief of Staff, and the Secretary/Treasurer of each Broward Health hospital; three members of the Board of Commissioners; the Chief Executive Officer of each Broward Health hospital; and the President/CEO.

The Joint Conference Committee shall conduct itself as a forum for discussion, collaboration and conflict resolution relating to matters of Broward Health and Hospital policy and practice, especially those matters pertaining to the delivery of efficient, effective and quality patient care and shall be a medico-administrative liaison among the Medical Staffs, the Governing Body and the Administration.

The recommendations of the Joint Conference Committee shall at all times be subject to final approval by the Board of Commissioners, which approval shall not be unreasonably withheld. It is the intent of these Bylaws that the Joint Conference Committee shall at all times endeavor to carry out the general purposes of the Board and shall exercise its authority in such a manner as to assist the Board in its proper performance of its duties, as is consistent with the Bylaws of Broward Health and the Broward Health Medical Staff Bylaws.
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<td><strong>LEGAL AFFAIRS AND GOVERNMENTAL RELATIONS COMMITTEE</strong></td>
<td>The Legal Affairs and Governmental Relations Committee consists of seven members: all members of the Board. The duties of the Legal Affairs and Governmental Relations Committee shall include, but not be limited to, reviewing the legal affairs of the District; reviewing the District’s state and federal legislative efforts; reviewing contracts for physician services, major employment contracts, and other major contractual commitments to be presented to the Board all in accordance with the Board policies and General Administrative Policies and Procedures, as approved and as may be amended from time to time; and performing other duties as may be requested by the Board from time to time. Shall meet quarterly, or as necessary to perform its duties and responsibilities as set forth herein.</td>
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<tr>
<td>1. Nancy W. Gregoire – Chair</td>
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<td>2. Stacy L. Angier – Vice Chair</td>
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<td>3. Christopher T. Ure</td>
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<td>4. Ray T. Berry</td>
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<td>5. Marie C. Waugh</td>
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| **PENSION AND INVESTMENT COMMITTEE** | The Pension and Investment Committee consists of three members of the Board who are appointed by the Chair. The duties of the Pension and Investment Committee shall include, but not be limited to, reviewing the pension and investment opportunities on behalf of the Board, as well as to perform other duties as may be requested by the Board from time to time. Meet quarterly, or as necessary to perform its duties and responsibilities as set forth herein. |
| 1. Christopher T. Ure – Chair | |
| 2. Marie C. Waugh - Vice Chair | |
| 3. Ray T. Berry | |

| **QUALITY ASSESSMENT AND OVERSIGHT COMMITTEE** | The Quality Assessment and Oversight Committee consists of twenty-eight members: three members of the Board who are appointed by the Chair; the District’s Director of Corporate Quality & Process Improvement; the Regional CEOs of each District’s four (4) primary facilities; a Physician Advisor (corporate quality and process improvement); a CNO representative; the Chiefs of Staff of each of the District’s four (4) primary facilities; Regional Managers (QI); the District’s Vice-President of Community Health Services; the District’s Medical Director (Community Health Services); the Director of Quality/Clinical Operations; the Regional CEO of Broward Health Weston; the District’s Key Group representatives; the District’s Director of Risk Services; the Senior Vice-President / Chief Medical Officer; the District’s Vice-President of Physician Services; and the President/CEO. The duties shall include, but not be limited to evaluating the needs and expectations of the individuals served by the District to determine how the District might improve its overall efforts, |
| 1. Nancy W. Gregoire – Chair | |
| 2. Stacy L. Angier – Vice Chair | |
| 3. Ray T. Berry | |

Members: District's Director of Corporate Quality & Process Improvement; the Regional CEOs of each District's four (4) primary facilities; a Physician Advisor (corporate quality and process improvement); a CNO representative; the Chiefs of Staff of each of the District's four (4) primary facilities; Regional Managers (QI); the District's Vice-President of Community Health Services; the District's Medical Director (Community Health Services); the Director of Quality/Clinical Operations; the Regional CEO of Broward Health Weston; the District's Key Group representatives; the District's Director of Risk Services; the Senior Vice-President / Chief Medical Officer; the District's Vice-President of Physician Services; and the President/CEO. The duties shall include, but not be limited to evaluating the needs and expectations of the individuals served by the District to determine how the District might improve its overall efforts,
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<td>President/Chief Medical Officer; the District's Vice-President of Physician Services; and the President/CEO</td>
<td>identify new programs and processes to better assist those individuals served by the District, identify high volume, high risk, problem prone or high cost processes and recommend methods of improvement, make recommendations regarding patient safety, and to evaluate the impact of patient outcomes. The QAOC should engage and receive input and data from outside regulatory and accrediting agencies, as appropriate, to assist in the performance of its duties. The QAOC shall also perform any other duties as may be requested by the Board from time to time or as provided by law. Shall meet quarterly, or as necessary to perform its duties and responsibilities as set forth herein.</td>
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**RISK MANAGEMENT/CLAIMS REVIEW COMMITTEE**
1. Christopher T. Ure – Chair
2. Stacy L. Angier – Vice Chair
3. Ray T. Berry

The purpose of this Committee is to reduce or minimize the risks to the District by observing and monitoring a comprehensive and coordinated Risk Management Program.

Meets quarterly.

**BROWARD HEALTH FOUNDATION**
– Christopher T. Ure
– Ray T. Berry

The foundation meets monthly.

**CHILDREN’S DIAGNOSTIC AND TREATMENT CENTER**
– Stacy L. Angier

CDTC meets monthly.

**COMMUNITY RELATIONS COUNCILS:**
Broward Health Imperial Point — Stacy L. Angier
Broward Health Coral Springs — Nancy W. Gregoire
Broward Health North — Marie C. Waugh
Broward Health Medical Center — Christopher T. Ure
Senior Services — Stacy L. Angier
Primary Care — Stacy L. Angier

To serve as a focus for community involvement in regional needs assessment and program development.

All the Councils meet every other month.