



Executive Update

The beginning of each calendar year marks a friendly reminder of another Adfinitas anniversary — a total of thirteen and counting for me — and I’ve been reflecting and analyzing last year’s accomplishments and challenges and what lies ahead for us in 2020. There’s a Japanese proverb that comes to mind as one thinks of the should have’s and could have’s: “Fall down seven times, get up eight”. This proverb speaks to the idea of resilience and perseverance which (I’d like to think) is imbued in our core, a representation of our essence; it’s who-we-are. Our professional journey with its peaks and valleys is what motivates our partners and me, not necessarily the end result - acknowledging that anything with real worth will probably require much creativity, resilience and adaptation. The best way forward is for us to have an appreciation and respect for where we have been and acknowledgement of our commitment to each other and our future.

While we ended 2019 positively, which should not be understated, we had to endure the unavoidable challenges of developing an integrated care business line, finding a viable ED partner, and obtaining an integrated care contract. We made significant strides in meeting these challenges in 2019 and our efforts have us well positioned for 2020. We have partnered with two ED companies to submit multiple integrated-care bids in various states and we are optimistic with our chances to be awarded the business. In addition to forward momentum with our integrated model, we have also recently submitted bids for stand-alone hospitalist contracts, including the three hospitals that make up University of Maryland Shore Health, our previous stomping ground — another opportunity to apply the lesson-learned approach. We continue to distinguish ourselves in the market by complementing our strong hospitalist offerings with our

equally strong post-acute service line. Compared to other national companies, our PAS business line is one of our principal advantages. We also continue to impress our current clients with our growing Intensive, Pediatric, and Palliative Care services and recognize their importance as integral parts of our integrated care offering.

As we begin our journey into 2020, I remain fully prepared to endure and appreciate its peaks and valleys. I am reminded of the fact that it requires little effort or character from us when times are steady; whereas, when the industry demands creativity and evolution, it takes self-confidence and tenacity. Anything worthwhile requires and demands much resilience and perseverance, the attributes that reflect who-we-are. It’s the reason I have found the proverb “Fall down seven times, get up eight” apropos to all of us; to our core; to our essence — it’s about our journey. I’m proud to be collaborating with you and to celebrate with you on our future successes.

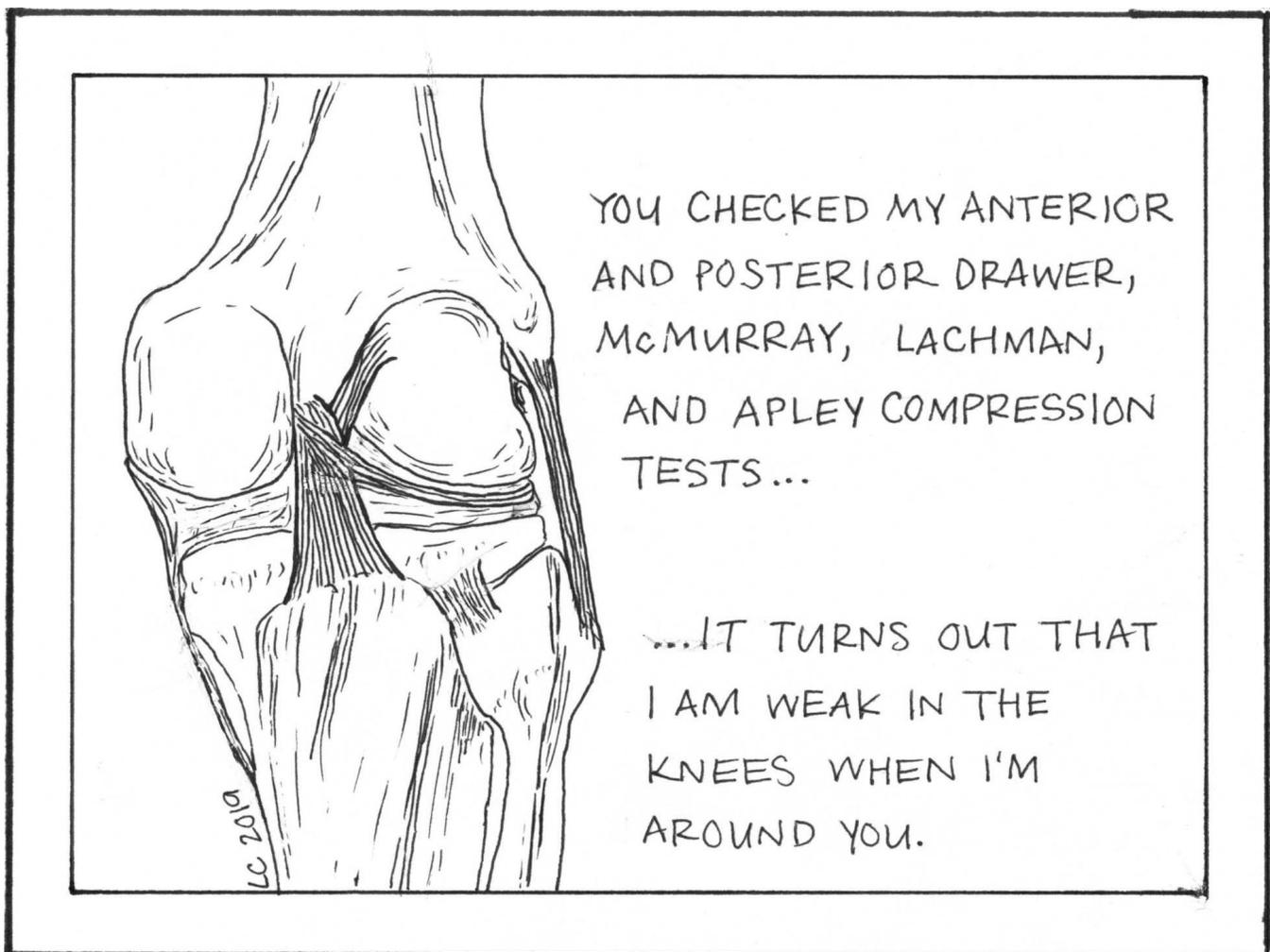


Hung Davis, MD, CMD,
Co-Founder & CMO

Deborah Araya, Palliative Care Leader

Deborah Araya, MA PA-C started laying the groundwork for the palliative care program at University of Maryland Charles Regional Medical Center (UMCRMC) in September of 2016. In October of the same year she began seeing palliative care patients. She soon realized that symptom management was an important part of her responsibilities as a palliative care provider. She was happy to learn that Lynn McPherson PharmD was starting a Palliative Care Master's program at the University of Maryland. Incorporated into the Master's degree program were four classes on symptom management in palliative care that would earn a certificate in palliative care symptom management. Deborah was more than happy to sign up and complete all four courses. She finished the four classes with straight A's and is now ready to mentor newer palliative care providers in symptom management.

Deborah is also assisting with an effort to launch community based palliative care (CBPC) in Charles County. The pilot for CBPC is a collaboration with the Adfinitas Health post-acute team with Bridgette Gillin, CRNP leading the way, UMCRMC, and SagePoint.



When You Hear Hoof Beats... Think ZEBRAS!!

This is the Adfinitas Newsletter section called “When You Hear Hoofbeats.” Yes, we know that when you hear hoofbeats you are supposed to think “horses” but as astute clinicians who are great diagnosticians, where is the fun in that?!

In each newsletter we post a description of a case that has a Zebra diagnosis. **Definitely** do not think of horses – these are zebra cases! Submit your diagnosis to Karen Walsh via e-mail (kwalsh@adfinitashealth.com) and we will publish the names of those Oslerian professors who correctly identify the disease process. As an added benefit we will randomly select one of the correct respondents to receive a \$20 gift certificate to Starbucks.

And now the February 2020 Zebra case brings home a scenario that sometimes leads to a lawsuit

35-year-old man presented with acute alcoholic hepatitis and encephalopathy. He was hyponatremic, with a sodium level of 119 mmol per liter. Over the next 5 days his clinical condition improved with supportive treatment, which included lactulose and intravenous vitamins and the careful administration of normal saline for hypovolemia. His serum sodium level gradually increased by approximately 3 mmol per liter per day until reaching 135 mmol per liter. On the sixth day, his level of consciousness declined to a score of 6 on the Glasgow Coma Scale (a scale of 3 to 15, with lower scores indicating reduced levels of consciousness). You astutely order an MRI and find the following. What is the cause of this patient’s symptoms and what was the likely cause of it?



Post-Acute

Heros

October

Our hero for the month of October was Laurie Gezelle, PA-C! Laurie started her career with us in 2007 and was one of the company's first hires on the hospitalist team before transferring to the Post-Acute Division. For much of 2019 Laurie managed a high acuity building with limited physician support. She is a positive presence in her building and clinical staff, administration, and families are able to approach her with ease. We are grateful to have Laurie on our team for her clinical acumen, flexibility, work ethic, and commitment to our mission!

December

Vivian Duru, PA-C and Josjin Vazhappilly, MD were

honored as heroes at our December PAS meeting! Dr. Vazhappilly has been with us since 2010 and never hesitates to lend a helping hand to his team in Southern MD; so much so that he has been covering an additional building for the last year. Vivian, similarly, has a team attitude and despite being moved to several buildings over the last year, she has won over the hearts of each administration and each physician she has worked with. Thank you to Dr. Vazhappilly and Vivian for continuing to embody our "yes culture" and providing quality care to our patients, no matter where they are.

Congratulations!

We are extending a hearty congratulations to Dr. Suela Kaba for attaining Certified Medical Director status! Dr. Kaba joins a wonderfully dedicated group of physicians that are providing important clinical oversight and expertise to our centers!

More Post-Acute Highlights

Palliative Care Program- We are excited to announce that as of October 8, 2019, Post-Acute Services, in conjunction with Sagepoint Senior Services and Charles Regional Medical Center began our first palliative care program. We are thankful to Deb Araya, PA-C, who leads the palliative program at Charles Regional for assisting us with program implementation at SagePoint. We'd also like to highlight Bridgette Gillin, CRNP from Post-Acute services who has ensured a smooth transition and has been successfully maintaining the program that provides a much needed service line in the Post-Acute arena!

Maryland Primary Care Program- Post Acute Services has been accepted into MDPCP, a state program that supports primary care providers playing an increased role in prevention, chronic disease management, and reduction of unnecessary hospitalizations. The program began January 1, 2020 and we look forward to participating in the program and will provide further updates as we increase our involvement.

Employee Assistance Program (EAP)

Sometimes, you may need a listening ear or someone to point you in the right direction. We offer resources and support through an EAP, which includes WorkLife Services and is available for you and your family. Your participation remains confidential – information will be released only with your permission or as required by law.

You, your dependents (including children to age 26) and all household members can contact master’s degreed clinicians 24/7 by phone, online live chat, email and text. If appropriate, they can refer you to support groups, a counselor, or other community resources.

Our **EAP** includes up to three face-to-face assessment and counseling sessions per issue. EAP services can help with:



Depression, grief, loss and emotional well-being



Family, marital and other relationship issues



Life improvement and goal-setting



Addictions such as alcohol and drug abuse



Stress or anxiety with work or family



Financial and legal concerns



Identity theft and fraud resolution



Online will preparation

- ◆ Through **WorkLife Services**, you can receive assistance and referrals for **education, adoption, travel, daily living and care for your pet, child or elderly loved ones**.
- ◆ Visit www.workhealthlife.com/Standard3 to explore a library full of videos, guides, articles, webinars, and many additional resources.
- ◆ In addition, an online **Life Services Toolkit** provides resources for **estate planning, financial planning, health and wellness, identity theft prevention, funeral arrangements, and beneficiary services**. Visit www.standard.com/mytoolkit and enter username “assurance”.
- ◆ Check out flyers for all EAP programs on the Employee Portal at: <https://www.adfinitashealth.com/employee-portal/>

Contact EAP

(888)293-6948

24 hours a day, 7 days a week

Anniversaries

October

1 Year

Amanda Benson
Abraham Franklin
David Fromberg
Ashley Pondo
Paul Saloky

5 Years

Jennifer Knode
Mohammed Aziz
David Agyako-Wiredu
Raghav Chintalapally
Judith Njomo
Lisa Diller
Truc Pham
Katherine Schnebly
Marc Baran
Tara Ryan

November

1 Year

Courtney Oltman

5 Years

Deborah Bohan

December

1 Year

Erica Martin

January

1 Year

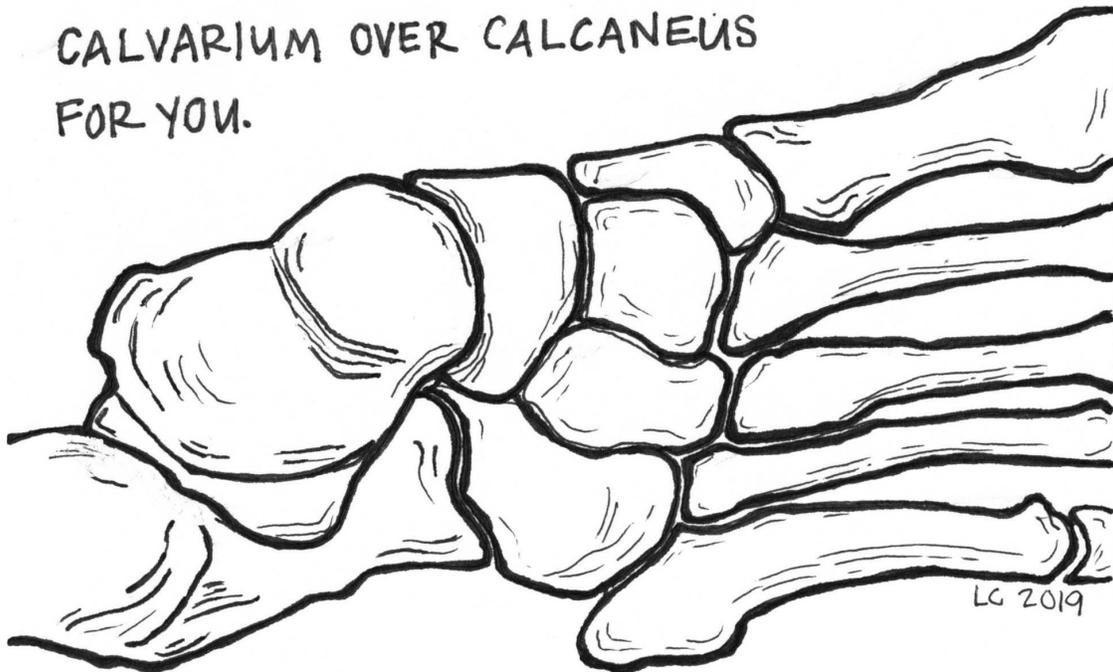
Muhammad Asim
Jane Curry
Waheed Khan
Cortney Repanshek

5 Years

Brooke Butler



I AM
CALVARIUM OVER CALCANEUS
FOR YOU.



Welcome New Hires!

New Hires

September

Asad Rizvi, DO — Fauquier

Joelle Negley, PA — Calvert

Ayoku Oketunji, MD — BWMC

Vahid Khajooee, MD — Calvert

Uchechi Egbuhuzo, MD —
AAMC

Kofi Owusu-Boaitey, MD —
BWMC

October

Vandella Brown, Revenue Cycle
Team Lead

Rowena Grumbine, MD— CRMC

Mark Abel, PA — Lehigh

November

Twanja Colquitt, NP — Calvert

Idara Ibok, NP — Meritus

Kuroush Aligholizadeh, NP— Post-Acute

Mahmood Sulliman, NP — Post-Acute

December

Nadia Krause, NP — Post-Acute

Robel Haile, MD — Fauquier

Dawn Conklin, PA — Post-Acute

Melissa Tracy, PA — Wilkes-Barre

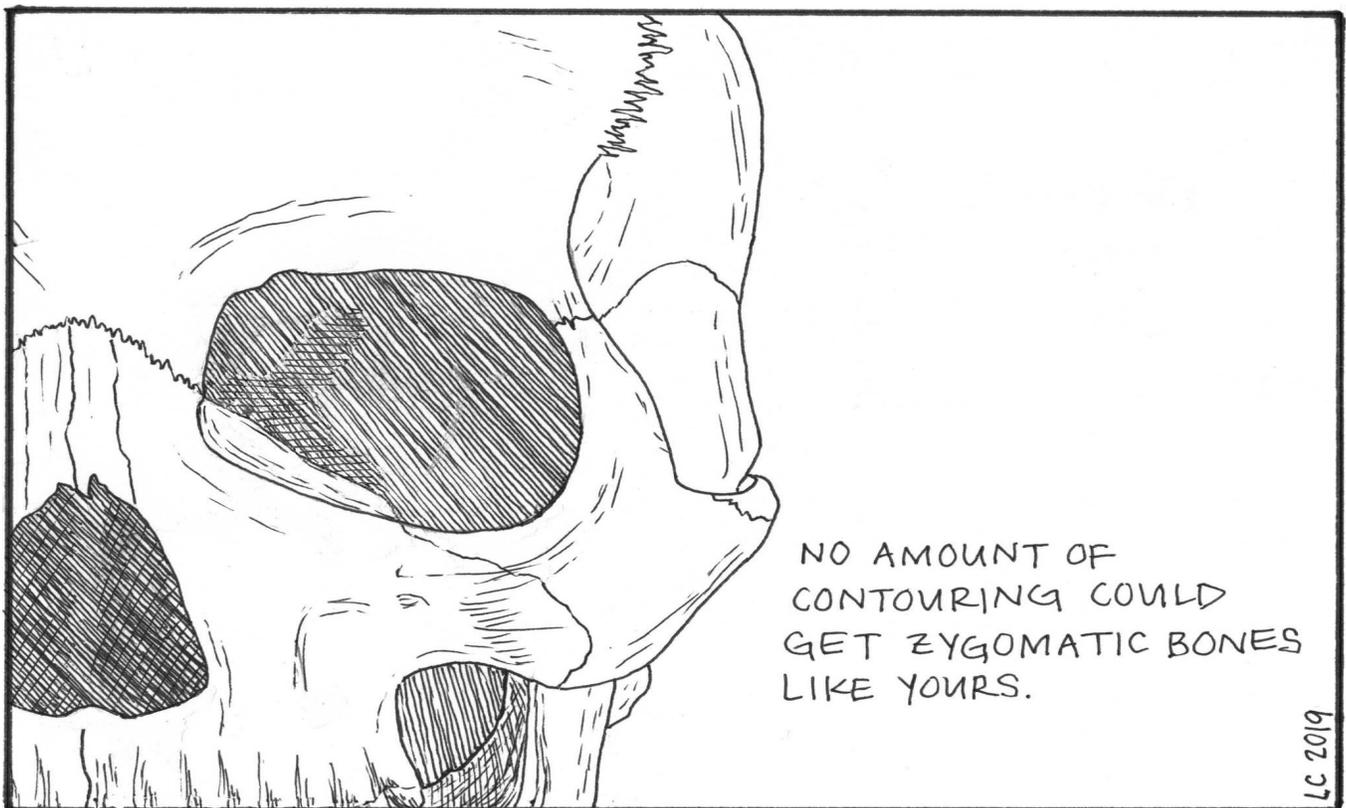
January

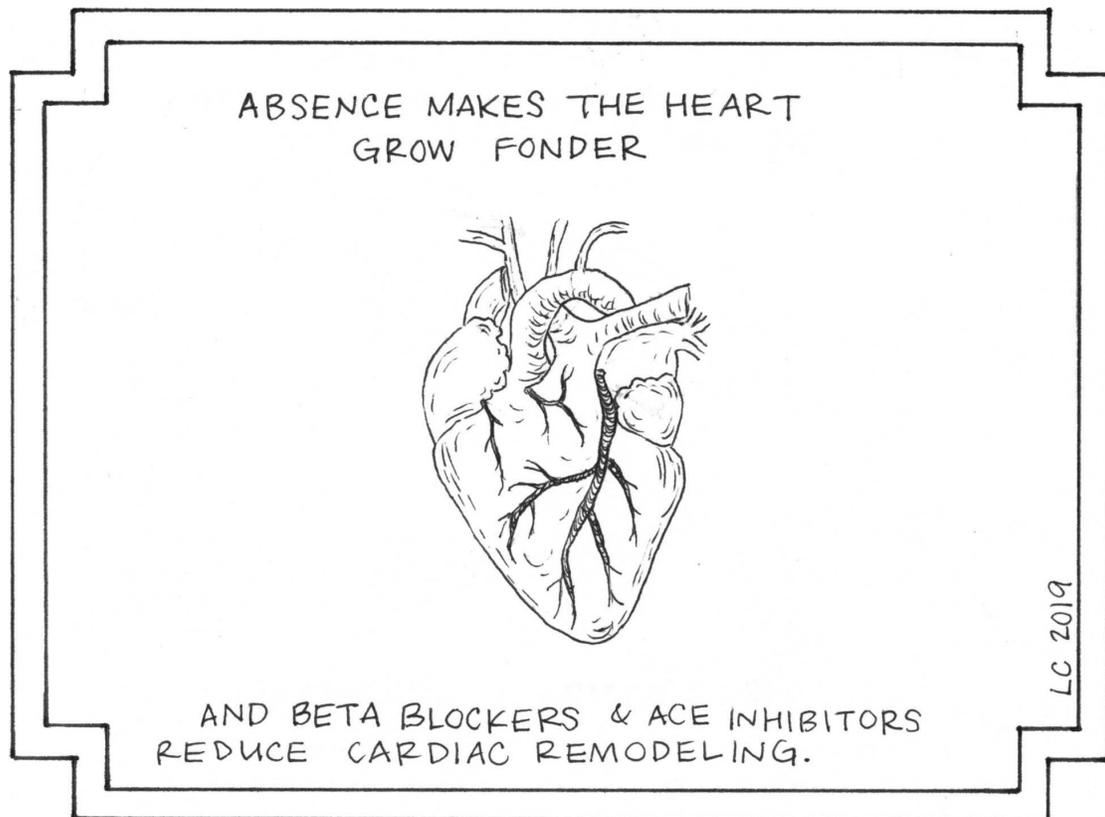
Kayse Barry, PA — Mercy

Sherria Lewis, PA — AAMC

Daniel Tummillo, MD — CRMC

Jignesh Patel, MD — Wilkes-Barre





Hot Jobs!

Contact our Recruiting Department at Careers@AdfinitasHealth.com to learn more about the following practice opportunities:

\$10,000 for your referral!

Due to recent program expansion, we are aggressively recruiting to fill the following positions and we need your help! Referral bonus is available per the corporate referral policy. Email your referral to: careers@AdfinitasHealth.com

• Critical Care

- Calvert Hospital, Prince Frederick, MD - Critical Care APP

• Nocturnist

- Anne Arundel Medical Center
- Upper Peninsula Health System, Marquette, Michigan
- Regional Hospital of Scranton
 - Wilkes-Barre General Hospital

- Charles Regional Medical Center, la Plata, MD

• Hospitalist

- Regional Hospital of Scranton, PA
- Wilkes-Barre General Hospital
- Charles Regional Medical Center, la Plata, MD

• Pediatrics

- Charles Regional Medical Center, la Plata, MD

• Post-Acute

- Post-Acute Physician, Southern Maryland

If you are interested in possible opportunities at other sites please visit our careers page via our website at:

www.adfinitashealth.com for a current list of our openings or email: Careers@AdfinitasHealth.com

