

MONICA M. DEMITOR, BScN, MBA

Ponte Vedra Beach, FL (917) 841-7256

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SENIOR EXECUTIVE MANAGEMENT / SVP/ COO/ CEO

Highly experienced, accomplished results-driven senior management executive with a rare combination of a Long-View Strategist coupled with a Short-View Tactician who has spearheaded company growth with her leadership in restoring or developing a culture for success. As a truly operationally oriented senior executive and business partner, she has optimized both revenues and profits with a business style always focused on driving business performance to achieve ROI objectives. Sometimes starting as an advisor or consultant to the CEO or Board and later being promoted to COO or CEO, her accomplishments include driving business development through DeNovo growth and acquisition, motivating, empowering and leading executives and managers to exceptional performance and managing multi-million dollar budgets with a firm control on expenses without compromising quality of care. Industry experience leading diverse Healthcare organizations and practices.

CORE COMPETENCIES: Healthcare Information Technology, P&L Management, Organizational Development, Operations Management, Healthcare Entrepreneurship, Cross-Functional Team Leadership, Strategic Planning, Healthcare Management, Customer Relationship Management, Change Management, Mergers & Acquisitions, Process Improvement, Leadership Development, Strategic Analysis, Business Development/Planning, Coaching, Market Research, Program Management, Start-Ups, Turn-arounds, Budget Management, Leadership, Business Strategy, Acquisition Integration, Business Intelligence, Performance Management, Team Building, Competitive Analysis, Contract Negotiations, Team Management, Strategic Partnerships, Executive Coaching, Internal/ External Consulting, Training & Development, Six Sigma, Process Management

PROFESSIONAL EXPERIENCE

MMD Consulting Inc Ponte Vedra Beach, FL 2017-Present
Provide innovative, insightful, and equitable consulting and advising services to investment and private equity firms operating and investing in the healthcare sector.

President/CEO

Key Engagements

- **Sprout Therapy** is a tech-forward provider of in-home and online Applied Behavior Analysis (ABA) Therapy, providing personalized, technology-powered care for children needs in their home. Engaged as an advisor on sector expertise, process, and leadership for launching the new company.
- **Modern Clinics Inc.** is a start up in the pediatric behavioral health space. Engaged as an advisor on sector expertise, process, and leadership for launching the new company.
- **Five to Thrive** is a multi-media educational initiative that features a website, books, and social media sites. Engaged on process and leadership needs to make the transition from a B to B to a B to C Strategy.
- **Libertas Tobacco Treatment Inc.** is a Health & Wellness Company. Provided CEO leadership for the launch of products in the US.

SCHWEIGER DERMATOLOGY GROUP New York, NY 2016-2017

Leading provider of medical, cosmetic, surgical dermatology services with multiple locations; Revenues \$75MM

Chief Operating Officer

Brought on Board to impact top-and bottom-line results and improve organizational performance. Oversaw staff growth from 90-300 and directed HR, IT, compliance, marketing, sales, and operations. Developed and built new leadership team and managed P&L.

Key Achievements:

- **Built infrastructure that produced revenue growth from \$25MM to \$75MM within 18 months.**

SCHWEIGER DERMATOLOGY GROUP (Con't)

- **Slashed turnover by 50% and increased job satisfaction** and productivity.
- **Decreased corporate overhead by 10%** through reduction in force and staff/role alignments that contributed to key performance indicators (KPI) results.

RIVERMEND HEALTH, LLC. Atlanta, GA 2013-2015

Specialty behavioral health organization for substance abuse, pain management and others; Revenues \$50MM

Chief Executive Officer

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Provided Leadership for this start-up organization; building and developing a team of managers and staff and establishing an infrastructure, a formal process that achieved integration and profitability of acquired sites quickly.

Key Achievements:

- **Leadership and hands-on responsibility produced revenues from \$0 to \$50MM** through Partnerships, DeNovos and Acquisitions. (4 States, 6 Brands, 15 Sites)
- **Saved 10% in corporate overhead by eliminating COO role** and increasing local site management responsibilities.
- **Created a multi-disciplinary team to evaluate software and spearheaded initiatives to implement electronic health record.** Project successfully completed within 6 months at all 15 sites.

AMERICAN ACCESS CARE

Glen Rock, PA

2008-2012

A Privately Held Leading Provider of Interventional Radiology Services, Revenues \$300M

Chief Operating Officer

Provided Operational and Financial Leadership for 45 centers serving over 30K patients. Managed over 500 employees, Full P&L responsibilities, and a budget of \$300MM. Responsibilities included full oversight of compliance, quality control, medical staff relations and operational, financial, clinical, CQI and technical programs.

Key Achievement:

- **Exceeded budget/board expectations all 3 years by >10% through** improved processes and expense management.
- **Successfully led American Access Care to achieve JCAHO accreditation** and subsequent 3-year recertification of all 45 centers passing audit with a score of 90% or better.
- **Developed training programs** for all team members at all sites.

DAVITA INC.

Seattle, WA

1998-2008

NYSE Industry Leading Provider of End-Stage Renal Disease Service, 1200+ chronic clinics; Revenue \$100MM

Vice President, Business Development (2008)

Directed business development & sales programs in 7-state area. Supported field operational team in identifying and securing new growth opportunities. Provided direction for Business Development staff including performance management, career progression and professional development.

Key Achievements:

- **Provided a major role in 3 large acquisitions, forging partnerships with 6 physician practices** and
- **Served as an internal expert resource** regarding business development activities

Senior Director, Operations, Business Development (2007-2008)

Full P&L, Operational & Financial responsibilities for 30+ clinics in a 4-state area. Managed 500+ employees and handled clinical issues. Developed key market business plans for 7-state area.

Key Achievements:

- **Improved productivity and reduced expenses by 2% each year** and maintained key metrics in top quartile.
- **Established and maintained strong business relationships** with government/physicians/hospital partners.
- **Grew market share to include 30 centers in 4-states through acquisition and DeNovo growth.**

Group Director, Operations (2005-2007)

Directed new business development, medical staff relations, operational, financial, and clinical processes with Full P&L oversight. Full Management Leadership and Oversight of 20+ out-patient dialysis clinics. With full P&L, Operations and Business Development responsibilities, ensured regulatory compliance, established, and met business goals, developed initiatives to enhance quality of patient services.

Key Achievements:

- **Developed key stakeholder relationships and meeting our customer needs** we were able to achieve growth.
- **Managed the integration of an acquisition that equaled DaVita in size and fostered** a culture of cooperation between the two entities, helping to ensure a smooth transition over a period of 12-18 months.
- **Built relationships with government & community** establishing competitive advantage based on quality.
- **Established 8 new dialysis outpatient clinics, managing acquisition and integration** of hospital owned dialysis program.
- **Grew market share to include 26 centers in 3 states** through acquisition and DeNovo growth.

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Regional Director (1999 – 2005)

Full P&L, Operations & Business Development oversight of 20 outpatient dialysis clinics. Ensured regulatory compliance, established, and met business goals, developed initiatives to enhance quality of patient services, improved efficiencies, streamlined systems, and fostered positive relationships between medical staff and company.

- **Developed key stakeholder relationships and meeting our customer needs** we were able to achieve growth.
- **Improved productivity and reduced expenses by 5% each year** and maintained key metrics in top quartile.
- **Established and maintained strong business relationships** with government/physicians/hospital partners.
- **Grew market share to include 20 centers in 3 states** through acquisition and DeNovo growth.

Facility Administrator (1998 – 1999)

Operational and financial oversight of all aspects of outpatient dialysis clinics. Included direct clinic management, quality assurance, accounts receivable, budget, compliance, and maintenance of Medicare certification.

OKANAGAN-SIMILKAMEEN HEALTH AUTHORITY

Kelowna, BC CDN

1980 – 1998

British Columbia Regional Government Health Authority.

Patient Care Coordinator, Renal Programs (1990 – 1998)

Operational and financial oversight for nursing care & services for End Stage Renal Disease patient population. Developed regional renal program with services for pre-dialysis education, peritoneal dialysis, home hemodialysis, in center hemodialysis, self-care dialysis, and acute dialysis.

- Developed first regional post-transplant clinic for renal patients; built council advocating for government funding

Nursing Supervisor (1980 – 1990)

- Oncology, Respiratory, Renal (ESRD)/Metabolic nursing experience

EDUCATION

PhD, Organizational Leadership

CAPELLA UNIVERSITY

Minneapolis, MN

MBA, Business Management

REGIS UNIVERSITY

Denver, CO

BScN, Bachelor of Science in Nursing

UNIVERSITY OF VICTORIA

British Columbia, CDN

PROFESSIONAL ASSOCIATIONS

American College of Healthcare Executives

Women Business Leaders

Academy of Management