

Dynamic **Healthcare Executive** with a distinguished and time-tested record of progressive leadership within the infusion and specialty pharmacy services arena. Catalyst for transformational change with a history of turning around struggling branch operations, revitalizing underperforming teams, and driving new levels of quality, efficiency, growth, and profitability in businesses ranging from start-up/VC-backed enterprises to market-leading corporations. Recognized nationally as an authority in all aspects of specialty infusion care, including regulatory compliance, multi-site operations, clinical services, and infrastructure design and build-out. Doctor of Pharmacy (Pharm.D.) degree.

- **Clinical Services:** Early leader in the safe and efficient provision of advanced infusion therapies in the home, the ambulatory infusion business, and specialty pharmacy with sustained involvement in cutting-edge therapies through his extensive understanding of the clinical and operational model.
- **Industry Thought Leadership:** Subject matter expert and presenter for clinical and operational pharmacy services programs at regional and national forums, as well as the author of extensive proprietary guidelines and policies. Published in numerous national journals and texts. Known as a mentor in the infusion and specialty pharmacy industry.
- **Restructuring and Turnaround:** A history of turning around and rebuilding struggling pharmacy departments, programs and businesses in infusion and specialty; Omnicare, Coram, BioScrip, BioMatrix.
- **Regulatory Compliance:** Expert at organizing/developing/implementing strategies and educational initiatives for complying with corporate governance practices, state and federal pharmacy regulations, certifications, and accreditation.
- **Cleanroom / Facilities Design and Build-Out:** Developed and evolved high volume cleanroom and infusion facility design to regulatory and lean practice guidelines; provides turnkey design/build/certification. Recognized expert in sterile drug compounding.
- **Research:** vascular pharmacology since 2002. Articles, presentations, national/international vascular access standards

Expertise that Drives Transformational Change and Growth

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| ▪ Facilities / Cleanroom Design and Build-Out | ▪ Team Building, Leadership and Development |
| ▪ ACHC / URAC Accreditation Standards Expertise | ▪ Program Development and Implementation |
| ▪ Business Restructuring and Turnaround | ▪ Talent Development and Education |
| ▪ Regulatory / Standards Compliance | ▪ Process Streamlining and Improvement |
| ▪ Mergers and Acquisitions / Branch Integrations | ▪ New Business Development |
| ▪ Lean Infusion Pharmacy Practices | ▪ Strategic Planning and Execution |

A Career Record of Leadership in Action

STRANZCROSSLEY INC, Cincinnati, OH
Consultants to the specialty infusion industry.

2018 – present

OPERATING PARTNER & CO-OWNER - Shared responsibility for creation and expansion of a successful private corporation. ACHC accreditation surveyor, infusion business development, cleanroom design/build, agents for several service corporations, phase II/III drug formulation, recognized program developers, speakers and authors. Research in vascular pharmacology, national/international vascular access standards.

BIOMATRIX SPECIALTY PHARMACY, Weston, FL

2018 – 2022

BioMatrix Specialty Pharmacy offers comprehensive nationwide specialty pharmacy services and digital health technology solutions for a range of chronic health conditions.

CHIEF CLINICAL OFFICER (2018 - 2022) Contracted Chief Clinical Officer as of November 2022

Oversees the programs necessary to provide patient care at the level of accreditation and regulatory compliance, patient clinical services, internal and external communication, performance improvement, and data aggregation /reporting.

ELWYN PHARMACY GROUP, Philadelphia, PA

2016 – 2018

Elwyn Pharmacy Group is a large multi-location independently owned and operated specialty pharmacy. Acquired by BioMatrix Specialty Pharmacy in 2017

VICE PRESIDENT, CLINICAL & COMPLIANCE (2016 – 2018)

Oversees the Corporate Compliance & Clinical programs, establishing programs that conform to federal, state, payer, and accreditation requirements for performance.

- Implemented an effective compliance program in accord with legal, ethical, and corporate governance standards
- Provides guidance to senior management team on matters relating to conduct, reporting and compliance.
- Ensures compliance with state and federal regulations (e.g., pharmacy, clinical services, reimbursement), accreditation standards (URAC, ACHC), and national certifications programs (VPP, VAWD).
- Develops, implements, and directs a company-wide continuous product and service quality program using process controls, measurement tools, and data analysis.
- Establishes methods to comply with and report on performance requirements from payers and accrediting organizations.

MARCSTRANZ, INC., Philadelphia, PA

2015 - 2020

Independent consultant specializing in comprehensive infusion pharmacy services.

CONSULTANT – Retained by former employer, BioScrip, to consult on matters related to clinical services, sterile compounding, regulatory affairs (accreditation, certification, and compliance), and facility construction. Updated and reestablished the BioScrip Alancia nonsterile to sterile parenteral nutrition program. In addition, managed several cleanroom/facilities designed and built turnkey projects with other clients, while maintaining compliance with terms of non-compete/severance agreement with BioScrip. Also consulted to Moderna, Baxter ANZ, Cempra, Lyric Pharma, WalkMed Infusion, and Ignite Enterprises.

BIOSCRIP, Philadelphia, PA

2010 – 2014

A leading provider in comprehensive, cost-effective pharmaceutical and home care infusible medications and management solutions that optimize outcomes for chronic and complex healthcare conditions.

VICE PRESIDENT, REGULATORY AFFAIRS AND CLINICAL EDUCATION (2014 – 2015)

Developed, implemented, and directed effective regulatory strategies for maintaining compliance with applicable state and federal regulations. Supervised and executed clinical and operational education objectives, advised on regulatory issues impacting infusion pharmacy compliance with FDA inspections.

- Maintained compliance with ACHC and URAC accreditation standards and national certification programs, including NABP's VPP/VAWD, and responded to FDA 503A inspections.

VICE PRESIDENT, CLINICAL OPERATIONS / INFUSION SERVICES (2010 – 2014)

Held full accountability for Clinical Services, including supervision of National Clinical Directors of Pharmacy, Nursing, Nutrition, and Quality Management. Directly participated in the creation and implementation of clinical services and operations policies, process, and training, to include continuous quality improvement.

- Regenerated clinical and operational policy for pharmacy, nursing, and nutrition services. Implemented lean pharmacy pathways and staffing models predicting staffing efficiency gains based on real-time data.
 - Implemented externally validated Center of Excellence program for Infectious Disease, Nutrition, Heart Failure, Immune Deficiency, and Hemophilia.
 - Personally restored operational stability to 16 BioScrip branches through extended onsite leadership while retaining the corporate clinical role. Assumed control of the enteral division in 2011 and resolved multiyear operating and service issues in eight months.
 - Led the clinical integration of InfuScience, HomeChoice Partners, and CarePoint Partners into BioScrip.
 - Developed, maintained and monitored BioScrip's high risk intrathecal analgesic program.
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CRITICAL HOMECARE SOLUTIONS, Conshohocken, PA 2007 – 2010
A leading provider of comprehensive home infusion therapy and specialty infusion services to patients suffering from acute or chronic conditions home, with 35 infusion locations in 22 states. Acquired by BioScrip.

VICE PRESIDENT, FIELD CLINICAL SERVICES (2009 – 2010)

Led the development and implementation of a variety of field initiatives, including new policies, therapy programs, and continuing education. Played key role in the M&A process.

- Created and implemented formal nutrition, inotrope, pain management, and antibiotic therapy programs.
- Established continuing education for multiple sclerosis, heart failure, home infusion, and more.

VICE PRESIDENT, EAST ZONE OPERATIONS (2007 – 2009)

Managed branch operations and sales for the New England and Mid-Atlantic states, in addition to serving as interim manager of the Boston and Philadelphia centers, which entailed hiring and training new staff members. Led clinical and operations due diligence activities and the remodeling and relocation of several branches.

- Turned around New England operation, restructured management, and brought into compliance with the company's operational standards.

CORAM SPECIALTY INFUSION (Currently a division of CVS HEALTH), Denver, CO 2002 – 2007
A leading national provider of home infusion and specialty pharmaceutical distribution services with branches and infusion suites located across the US.

SENIOR VICE PRESIDENT, CLINICAL OPERATIONS (2006 – 2007)

SENIOR VICE PRESIDENT, CLINICAL AND STRATEGIC OPERATIONS (2004 – 2006)

VICE PRESIDENT, CLINICAL OPERATIONS (2002 – 2004)

Initially recruited to rebuild and expand the role of the corporate clinical group during Coram's bankruptcy. Subsequently promoted to positions with expanded responsibilities, which included leadership of facilities management, blood products, strategic operations, drug and supply purchasing, and nutrition services. Managed as many as four vice presidents, eight National Directors, and a Medical Director.

- Updated clinical and clinical operations policy and procedures and provided the clinical component of all revenue growth strategies for various therapies and programs. Developed innovative home infusion program for new enzyme replacement drugs in collaboration with drug manufacturers and key opinion leaders.
- Reorganized and centralized the blood products (immunoglobulins and factor) program and achieved all budgetary goals for multiple years.
- Direct oversight of the parenteral nutrition business unit, the company's most profitable therapy. Restructured nutrition marketing, growing the business from 80% to 97% of budget in less than one year.
- Revised all purchasing contracts in one year, reducing COGS by \$10M; launched a profitable wholesale division for internal and external drug distribution.
- Managed inventory control, equipment tracking, company fleet, and non-pharmaceutical/medical supplies purchasing. Replaced 8,000 infusion pumps at a lower cost and without service interruptions.

OMNICARE / NEIGHBORCARE, (Currently a division of CVS HEALTH), Covington, KY 1996 – 2002
A Fortune 500 provider of pharmaceuticals, related consulting, and data management services to skilled nursing, assisted living, and other healthcare facilities across the US and Canada. In 2005, Omnicare acquired NeighborCare, one of the nation's largest providers of long-term care and retail pharmacy services.

NATIONAL DIRECTOR, INFUSION SERVICES – OMNICARE (2001 – 2002)

REGIONAL DIRECTOR, INFUSION SERVICES, CHESAPEAKE, ALLEGHENY, AND FLORIDA REGIONS – NEIGHBORCARE (1996 – 2001)

Progressed from managing multi-state regions, with as many as 150 employees, 2,000+ patients served per month, and net revenues of up to \$27M, to a key leadership position providing clinical and operational oversight of long-term care and pharmacy infusion services on a national basis.

- Managed Omnicare's skilled facility and home infusion business unit with respect to revenue growth, operations, performance improvement, and regulatory compliance.
- Created skilled facility infusion manual, established regional nurse trainers for facilities, and standardized home infusion services, equipment, and supplies.

- Restructured NeighborCare's Chesapeake Region into hub and spoke service centers for infusion therapies, improving efficiency, service, and profitability, in addition to expanding scope of services and geographic service areas.
- Structured and managed capitated infusion service agreements.

NMC HOMECARE / HOME NUTRITIONAL SERVICES, Waltham, MA 1992 – 2002
A national provider of home infusion therapy services that was acquired by Fresenius Medical, a premiere global healthcare company.

REGIONAL PHARMACY MANAGER, EASTERN US – NMC HOMECARE (1994 – 1996)

NATIONAL DIRECTOR OF PHARMACY – HOME NUTRITIONAL / CORPORATE (1993 – 1994)

PHARMACY / OPERATIONS MANAGER – HOME NUTRITIONAL / HOUSTON OFFICE (1992 – 1993)

Trained and supported 35 infusion pharmacy operations at NMC. At HNS, revised pharmacy, warehouse, delivery, and operations policies and procedures to maximize service efficiency. Planned and implemented regional (hub and spoke) pharmacy operations, and multiple managed care pharmacy programs.

- Created medical information services, clinical pharmacy, and compliance programs; developed practice standards for pharmacy services.

EARLIER CAREER SUMMARY: Prior positions included progressive management positions with InfusionCare, Curaflex Infusion Services, infusion business ownership, and several consulting positions and academic appointments. Highlights of earlier roles include:

- Grew revenue four-fold in 18 months as General Manager of the Houston Office at Curaflex.
- Reduced organization-wide COG by 50% in four months as Director of Materials Management at Curaflex.
- Opened Curaflex California offices and moved corporate headquarters from Houston to California.
- Opened and staffed six infusion offices in different states simultaneously at InfusionCare.

Educational Background, Activities, and Professional Memberships

Doctor of Pharmacy (Pharm.D.) – School of Pharmacy, Virginia Commonwealth University

BS, Pharmacy (with Honors) – School of Pharmacy, Virginia Commonwealth University

Pharmacy Regulatory Specialist (PRS)

Author of numerous articles (see ResearchGate.com) and speaks frequently at national meetings for infusion and specialty associations

Member, US Pharmacopeial Convention Compounded Sterile Preparations Expert Panel 2013 – 2014

Joint Commission Surveyor, Home and Long-Term Care Accreditation Services 1993 – 1999

Board of Pharmaceutical Specialties Sterile Compounding Role Delineation Study – 2015

Subject Matter Expert Author – ASHP Sterile Product Preparation Training and Certificate Program & ASHP

Advanced Sterile Product Preparation Training and Certificate Program – 2016 & 2019

Accreditation Commission for Health care pharmacist surveyor – 2016 to present

Michigan Appropriateness Criteria for Intravenous Catheters in Pediatrics (miniMAGIC) 2018-2019

Professional Organizations (Multiple committees and chair positions): American Society of Health Systems Pharmacists (Distinguished Service Award); National Home Infusion Association; Association for Vascular Access; Intravenous Nursing Society; National Quality Forum; American Society Parenteral and Enteral Nutrition; Immunoglobulin National Society; Institute of Environmental Sciences and Technology (Working Group CC048)