

Update from the CEO

I have some good news I want to share with everyone at Adfinitas. As most of you know the last two years have been difficult – a problem with our biller’s performance, the loss of two large programs, followed by an inability to fund our 401k (in large part due to the first two difficulties). The problems were combined with an inability to offer credible emergency room staffing solutions to hospitals thereby severely limiting our ability to expand into new hospitals while also placing our existing hospital contracts at significant risk. And then we experienced (are experiencing) the Covid-19 pandemic and were forced to implement cost savings measures that I communicated earlier.

So where, you ask, is the good news in all this? The good news is we have found solutions to these problems. Through everyone’s hard work and commitment to quality patient care it appears we have turned a corner. Our biller is working closely with our finance department and we are seeing significant improvements in the revenue cycle process with resulting improvements in collections. We still have room to improve but all trends are in the right direction. This allowed us to fund a match to the 401(k) plan for 2019 in the amount of \$500,000. The match was made on Wednesday, Sept 15th so those of you participating in the 401k program should see the match soon in your accounts. While this match amount was not at the same level as in years past, we feel fortunate to make a match in the time of Covid when many other healthcare organizations and hospital staffing companies are not only foregoing matches altogether, they are also undertaking layoffs. So we feel that our ability to maintain compensation, maintain headcount and make a significant match is something to really celebrate. We continue to be committed to making an employer match to the 2020 401k some time in 2021.

We have also found a credible solution to our emergency room staffing problem through true partnerships with emergency room staffing companies. As a result, we have added a new program in Pennsylvania (Moses Taylor Hospital where we are the subcontractor to ApolloMD for hospitalist services) and started providing care at Moses Taylor on September 1st. We have another



Doug Mitchell, MD, MBA, Co-Founder and CEO

RFP in process with ApolloMD where we are the prime contractor and they are the subcontractor. And we have several additional shared bids currently in play that look extremely promising. Adfinitas also added another state to the locations where we provide hospitalist services as we have been awarded the hospitalist contract at Clinton Memorial Hospital in Wilmington, Ohio (our sixth state!). The start date for that program is tentatively set for November 1st. All in all, the business development pipeline is filling up and growth is returning to our company.

We continue being extremely careful with our company spending as the uncertainty remains around the federal stimulus funds and a possible second Covid-19 wave. The Tier One cost savings measures need to stay in place until we have more clarity of the stressors that might affect our operational status, but the trends are moving in the right direction and I am extremely optimistic. I understand a lot of this positive movement is due to the continued hard work and quality medical care (and administrative support) each of you are providing. Thank you for all that you are doing. It is absolutely great to be associated with such a high caliber group of administrative and clinical people working at Adfinitas.

Thank you.

New Hires & Graduations

New Hires

February

Sherria Lewis– Anne Arundel Medical Center

Kwabena Asante-Post-Acute

Shivani Bassi-Anne Arundel Medical Center

Michael Sheaffer– Lehigh

Maria Mera– Post Acute

May

Rachel Bonsall– Marquette

Christina Wojnarwsky– Baltimore Washington Medical Center

Aunisha Desai– Wilkes Barre

Anca

August

Anitha Subbanna– Fauquier

Katherine Kurzius– Charles Regional

Aliya Shaikh– Meritus

Yusra Azmi– Post-Acute

Ayorinde Ogunbameru– Anne Arundel Medical Center

Carolina Braga-Wilkes Barre

Kerri Portanova– Scranton

March

Yaser Ali– Anne Arundel Medical Center

Karin Looper– Strike Team

Alfonso Rodriguez-Wilkes Barre

June

Karen VanCamp– Post-Acute

Uzma Vaince– Charles Regional

Payal Rabadiya– Wilkes Barre

Melissa Taylor-Wilkes Barre

September

Flora Ndaka Nusta-University of Maryland Rehab & Ortho

Paul Iweriebor– Calvert

Danielle Sandstrom– Marquette

Nalini Kakillmaiah-Scranton

Sanjay Saxena-Scranton

Kelly O’Leary-Scranton

April

Priyadarshan Gupta– Strike Team

Marie Mvogo Messobo– Meritus

July

Heather Goddard– Calvert



AAP Training Graduate

Congratulations to Rachael Bonsall, the newest graduate of the Adfinitas Health APP training program!



Anniversaries

February

1 Year

Bibi Ibadin
Nneka Anagbogu

5 Years

March

1 Year

Herline Raphael
Meena Poddar
Sharon Liu
Ujjual Bhatnagar
Terrance Eglad

5 Years

Juachi Mbah

April

1 Year

Victoria Koroma
Cecilia Geralde
Lelise Endale
Rachel Grove
Philip Sekunda

5 Years

Ardeshir Davoodi
Megan Shroyer
Vicky Cole
Babatunde Ajani

May

1 Year

Helen Mackenzie
Laurie Loiacono

5 Years

Elizabeth Young

June

1 Year

Robert Carroll
Barinda Giadom
Peggy Haldeman
Richard Levrault
Kate Cordisco
Pravinkumar Patel

5 Years

Ellen Cassidy
Lulita Lucero-Ugalino
Connor Hula
Taana Viviano
Jeffrey Kulsa
Ovando Jean Pierre

July

1 Year

Cheryl Mayeski
Kiana Lord
Chuck Shoenfelt

5 Years

Barbara Truscott
Li Han
Yahia Foda
Makarand Gadrey

August

1 Year

Michael Picozzo
Saundra Stamper
Bibi Siddhika
Adam Butcher
Brianna Williams
Jonathan Bjork
Jennifer Mays
Juliet Azie

5 Years

Michael Legasion
Amanda Karosus

September

1 Year

Patricia DeHaven
Shahroon Choudhry
Asad Rizvi
Joelle Negley
Ayoku Oketunji
Vahid Khajoe
Uchechi Egbuhuzo
Kofi Owusu-Boaitey

5 Years

Paula Ochs
Gervais Charles



Support For Our Colleagues on the Front Lines

We are so proud to have clinical and administrative support teams members who have stepped up and made contributions in their own way during this unparalleled time. You all play such an important role in making sure our company, hospitals, and post-acute facilities best our patients and residents.

Here's just a sample of the great staff who we work with who stood out, stood up, and helped others on their teams:



Karen Walsh, our HR Director, made homemade masks for our providers at very beginning of the pandemic, when supplies were tough to come by!

Our General Counsel and Chief Administrative Officer, Ashley Long played a major role in sourcing PPE for our providers! Ashley's daughter, Emma, who attended the Bryn Mawr School used their 3D printer and spent days and nights continuously 3D printing and assembling, and eventually delivered over 200 face masks for Adfinitas providers.

Doug called on a childhood friend, Chuck Kozlowski (a contractor at NASA), to make face shields for our providers. Chuck produced and delivered many, many face shields to the ED nurses at Anne Arundel Medical Center and others in his community.



Post-Acute Highlights

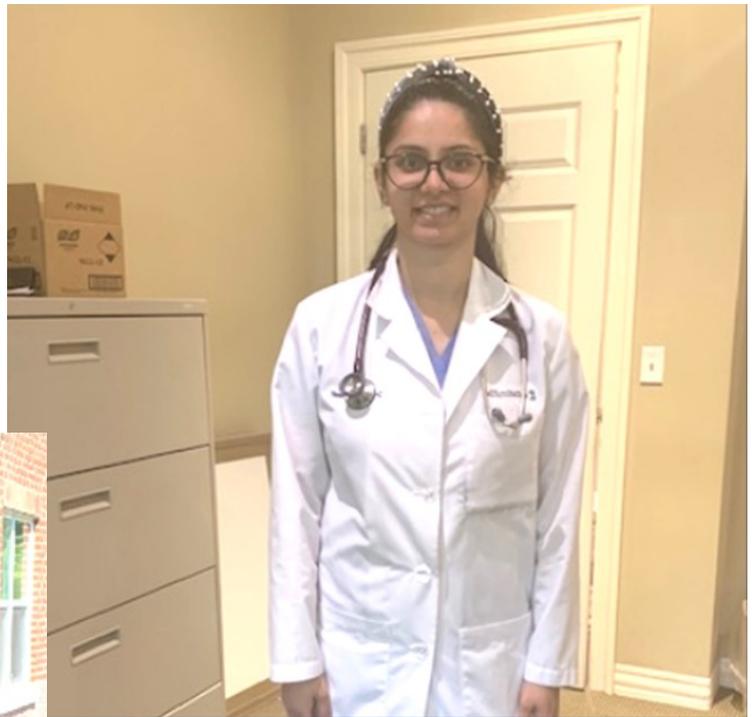
Tiffany Oates, NP

"Tiffany Oates, NP, has been the primary APP at Sagepoint for several years. Normally a very busy rehab facility with a large long-term care census, they were one of the first large outbreaks in the state of Maryland. Tiffany worked tirelessly to care for her patients at the very beginning of the pandemic, when little was known about testing, isolation procedures, and treatment. She worked hand-in-hand with the facility staff to ensure that the patients received the best medical care possible, spending much of her Easter weekend making phone calls to families to keep them well-informed. Tiffany exemplifies the Adfinitas core values of teamwork and a "Yes attitude". Following the outbreak at Sagepoint, Tiffany has jumped in to help at other facilities, always happy to help wherever needed."

Yesha Patel, PA-C

Yesha Patel, PA-C is the heart of the Waugh Chapel team. It is her unwavering commitment, excellent medical knowledge and kindness to patients, families, staff and her team that keeps us going every day. We would fall apart without her.

- **Dr. Reshma Modi, Anne Arundel Regional Medical Director**



Post-Acute Updates

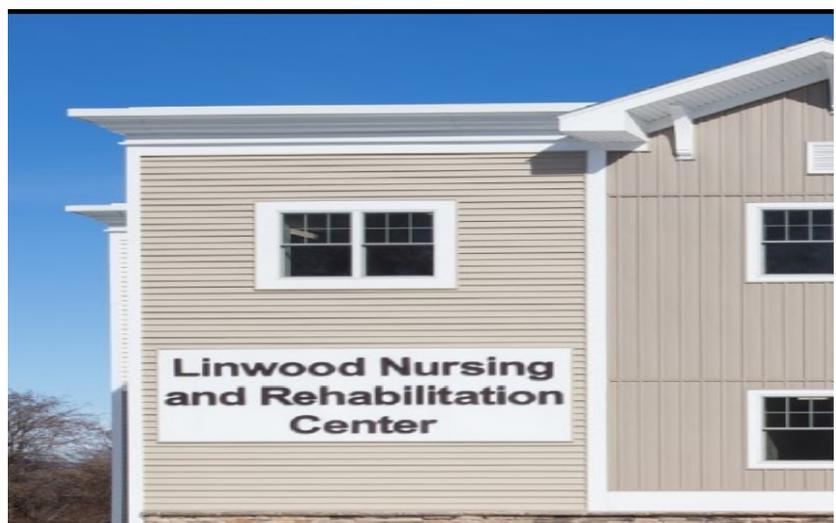


Charlotte Hall Heroes

We want to recognize our incredible post-acute providers at Charlotte Hall Veterans Home. Thank you for working tirelessly to care for our Veterans during such a stressful and uncertain situation.

Chapel Hill and Linwood

We are excited to announce the addition of two new PAS facilities! We will now be providing services at Chapel Hill Nursing & Rehabilitation Center in Maryland and Linwood Nursing & Rehabilitation Center in Pennsylvania. Congratulations to everyone for their hard work in bringing these opportunities to Adfinitas



Welcome Maggie Muiruri and Donnie Halloway



Maggie Muiruri,
Human Resource Generalist

Maggie Muiruri joined Adfinitas Health in April 2020 in unique way as our corporate staff had already transitioned to working remotely. Some have met her in person but quite a few of you have met her virtually, by email or phone.

Maggie brings to Adfinitas Health 20 years of HR Generalist experience within the Healthcare industry. She is the go-to person for orientation and company onboarding, all benefits including health, dental, vision, 401(k) and leaves of absence.

Outside of work, Maggie enjoys spending time with her family, going to the beach and occasionally camping.

Maggie can be reached at 443.410.4993 or mmuiruri@adfinitashealth.com .



Donnie Halloway, Sr. Physician
Recruiter & Employer Brand
Strategist

Donnie joined Adfinitas Health in March as a Recruiter. He brings 11 years of recruiting and marketing experience to this role. Just recently, we sent out an announcement sharing that Donnie is also taking on the role of Employee Brand Strategist. As the company continues to grow, there is going to be a major focus on our employer brand, culture, and continuing to recognize Adfinitas Health as a great place to work!

Donnie loves to travel in his free time and is looking forward to it being safe to do so again!

Donnie can be reached at 443-473-7657 or dhalloway@adfinitashealth.com.

Hot Jobs!

Providers wanted!

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

• Hospitalist APP:

- Moses Taylor Hospital - Scranton, PA
- Clinton Memorial Hospital - Wilmington, OH
- Baltimore Washington Medical Center – Glen Burnie, MD
- Strike Team – MD/PA/OH/MI/VA

• Nocturnist

- Upper Peninsula Health System, Marquette, Michigan
- Regional Hospital of Scranton

• Post-Acute Physician

- Scranton, PA
- Anne Arundel County, MD
- Baltimore County, MD

• Pediatric Hospitalist:

- Fauquier Health, Warrenton, VA

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