

NEWS RELEASE

Chartis announces new leadership promotions for July 2024

The healthcare transformation firm promoted 4 leaders to senior partner and named 11 new partners across the Chartis family of companies.

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<https://www.chartis.com/about/news/chartis-announces-new-leadership-promotions-july-2024>

Chartis, a comprehensive healthcare advisory firm, today announced the promotion of 15 partners, effective July 1.

"I'm proud to expand our leadership team with the promotion of 15 individuals across multiple segments of our business," said Greg Maddrey, President of Chartis. "Our clients are undergoing significant financial, digital, clinical, and strategic transformation as they strive to improve healthcare—and these leaders are helping them make a material impact across the healthcare ecosystem every day."

Senior Partner promotions:

Julie Massey, MD, MBA, has been promoted to Senior Partner in Digital & Technology Transformation. She brings almost 30 years of experience as a physician, physician executive, and advisor to health delivery organizations. Leveraging both her consulting skills and clinical expertise, Dr. Massey leads Chartis' Clinical Technology Innovation practice and mentors clinical professionals within the firm.

Michael Saltzman has been promoted to Senior Partner in Strategic Transformation. Saltzman advises academic health systems, large integrated delivery networks, and children's hospitals on enterprise strategies, affiliations, partnerships, and service line plans. He helps systems identify and activate growth strategies to help them achieve their long-term strategic goals.

Isaac Squyres has been promoted to Senior Partner at Jarrard, Inc., a Chartis company specializing in change management and communications for healthcare organizations. Squyres brings more than 25 years of public affairs experience to his role as leader of Jarrard's Issues & Advocacy service line, which includes public opinion research for clients.

John Stecker has been promoted to Senior Partner in Financial Transformation. He brings more than 12 years of experience leading large-scale revenue cycle optimization and Epic implementation engagements. Within each of his projects, he focuses on improving the patient experience, billing office metrics, and the technological infrastructure of the system to improve efficiency.

Partner promotions:

Jackie Allard has been promoted to Partner at HealthScape Advisors. With extensive expertise in Medicaid and behavioral health, Allard serves as an engagement leader for complex market entry, organizational design, and strategy projects, and is sought after for formal and informal mentoring within the firm.

Bonnie Baker, RN, has been promoted to Partner in Digital & Technology Transformation. She brings a clinical background to her role leading complex data, analytics, and AI strategic governance engagements. For over 20 years, Baker has focused on the technological enablement of healthcare systems and driving data-informed cultures.

Darrin Brogan has been promoted to Partner and serves as Vice President of Knowledge Management. He brings two decades of experience in knowledge management, communication effectiveness, and change management. Brogan has developed the Chartis enterprise knowledge-sharing framework, which is built to scale as the firm continues its rapid growth trajectory.

Terri Carbone, RNA, MS, has been promoted to Partner in Digital & Technology Transformation. Her background as a nurse anesthetist, perioperative leader, and clinical informaticist fosters a clinician- and patient-centric approach to transforming care quality and efficiency while maximizing the end-user experience. Carbone has expanded the firm's clinically focused services and has brought significant perioperative and Epic experience to the team.

Brian Dennen has been promoted to Partner in Financial Transformation. Adept at advising senior leaders, Dennen focuses on financial performance improvement in acute care operations and the physician enterprise. He's a regular contributor to publications and has more than 15 years of experience in healthcare administration and consulting.

Hunter Hayes has been promoted to Partner in Clinical Transformation. His client work focuses primarily on employed physician group operations. Hayes brings more than 13 years of experience working alongside hospital executives, medical group operators, and physician leaders to co-create action plans that drive immediate results in patient experience, care team satisfaction, and financial improvement.

Kristin Kellas has been promoted to Partner at HealthScape Advisors. Kellas oversees the ideation, development, and deployment of analytic approaches and capabilities that deliver data-driven insights for health plans. A strong mentor, she has been recognized internally for developing the next generation of HealthScape leaders.

Sweta Leung has been promoted to Partner in Digital & Technology Transformation. Leung brings significant expertise in care at home, consumer experience, and digital strategies, enabling academic medical centers and providers to transform their care delivery models and provide more effective and efficient care in patients' homes. Her contributions have helped establish Chartis as an industry leader in care at home enablement.

Derek Ottens has been promoted to Partner in Financial Transformation. Ottens leads revenue cycle engagements that transform operational workflows, optimize technology, and deliver sustainable financial results while improving the patient experience. He brings an entrepreneurial mindset to his engagements and is known for building long-lasting client relationships.

Jeni Skar has been promoted to Partner in Strategic Transformation. Skar specializes in the alignment of medical school and health system clients and brings more than 15 years of experience in academic medical center strategy and operations, academic affiliations, and provider economics.

Mary Ann Zarkin has been promoted to Partner in Financial Transformation. She brings more than 12 years of experience delivering benefit across the revenue cycle with a focus on patient access. Zarkin is a regular contributor to thought leadership and is an active member of the First Illinois Chapter of the Healthcare Financial Management Association.

About HealthScape Advisors

HealthScape Advisors is a management consulting firm dedicated to helping organizations solve the most challenging business problems in healthcare. HealthScape supports health plans, providers, specialty health companies, investors and innovators as they embark on their most important initiatives, helping them to grow profitably, improve performance and transform their businesses. Purpose-built for healthcare, HealthScape brings its clients a deep and broad understanding of the ever-changing complexities that make up the healthcare marketplace. It is because of this expertise and experience that clients rely on HealthScape as a trusted strategic advisor and thought partner.

About Jarrard, Inc.

With offices in the healthcare hubs of Nashville and Chicago, Jarrard Inc. is a specialized healthcare consulting firm devoted to helping leaders during high-stakes moments of change, challenge and opportunity. We use the power of communications, marketing and political strategy to help our clients achieve their most important goals. Our mission is to make healthcare better through our work. Founded in 2006, the firm has worked with more than 1,500 clients in 45+ states and served as a communications advisor on more than \$75 billion in announced M&A and partnership transaction communications. The firm focuses on change management, issues and advocacy, and strategic positioning. Jarrard Inc. is a division of

Chartis, one of the nation's leading healthcare advisory firms. For more information, visit jarrardinc.com or follow us @JarrardInc.