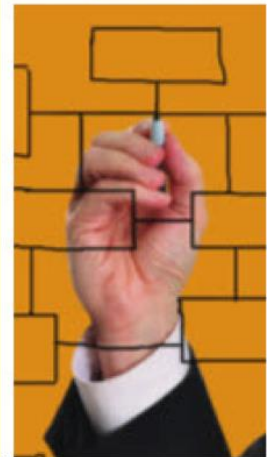




A Position Profile

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Vice President, Employer and Payer Services



City of Hope National Medical Center
Duarte, California

FurstGroup
Defining and refining leadership.

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Furst Group

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City of Hope National Medical Center



standing at the forefront on innovation, City of Hope has created market disrupting products that democratize world-class oncology care, while keeping patients close to home in their local communities. These cutting-edge products form a three-pronged approach to cancer care: an oncology nurse line to offer advice, education and emotional support, and a peer-to-peer second opinion to tailor patient-specific care plans. All three are powered by the ability to provide early interception, thought analytics of care management, and utilization review data.

As one of the world leaders in the research and treatment of cancer, diabetes, and other serious diseases, City of Hope National Medical Center delivers scientific miracles that make lives whole again. Compassion is the heart of City of Hope's approach, and the driving force behind all discoveries. Each discovery and innovative treatment give people the chance to live longer, better, and more fully.

Founded in 1913, City of Hope is one of only 49 comprehensive cancer centers in the United States, as designated by the National Cancer Institute. Its role as leaders in patient care, basic and clinical research, and the translation of science into tangible benefit is widely acknowledged.



City of Hope is dedicated to making a difference in the lives of people with cancer, diabetes, and other serious illnesses. Its mission is to transform the future of healthcare by turning science into a practical benefit and hope into reality. This is accomplished by providing outstanding care, conducting innovative research, and offering vital education programs focused on eliminating these diseases.

City of Hope incorporates research associates, scientists, doctors, nurses, allied health professionals, graduate students, fundraising specialists, marketing professionals, volunteers, and an extensive support staff. It is united by its desire to find cures, save lives, and transform the future of health.

Opportunity Assessment

The Vice President of Employer and Payer Services will be the driving operational force behind bringing world-class oncology care to the doorstep of patients in need by targeting large employers with a unique employee benefit solution. City of Hope has launched services with a robust pipeline of interested employers. This person will have responsibility to work across the enterprise in reviewing market needs, evaluating and repurposing internal resources, developing analytical-based performance dashboards, and helping to scale the enterprise to meet growth demands. He/she will also act as an ambassador of City of Hope and its programs at various national platforms.

Mission and Values

Mission

City of Hope is transforming the future of health. Every day, it turns science into practical benefit and turns hope into reality. City of Hope accomplishes this through exquisite care, innovative research, and vital education focused on eliminating cancer and diabetes.

"There is no profit in curing the body if, in the process, we destroy the soul."
Samuel H. Golter

Values

Compassion—From day one, compassion has been woven into the heart and soul of its institution; compassion for patients, their families, and its team members. City of Hope shows compassion not only through treatment, but also through its philanthropy and advocacy, through its humanistic approach to research and care, and through its day-to-day relationships with every individual. Compassion is also demonstrated for peers and colleagues by showing empathy and treating each other with dignity and respect.

Service with a Sense of Urgency—City of Hope focuses on turning great science into practical benefit as quickly as possible. City of Hope tenaciously pursues new and better ways to improve the lives of people around the world. It is driven to provide new treatments for more people every day.

Its passion for serving others extends to its own people. City of Hope believes that providing opportunities to its own team members to engage and build community with colleagues helps them work more effectively.

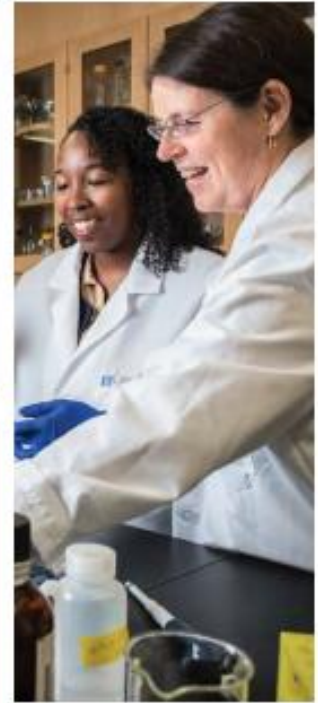
Integrity—City of Hope chooses the *right* path, not the easy one. It promotes a “just culture” environment that requires each individual to do the right thing to ensure patient safety. City of Hope does what’s best for its patients and community, every moment of every day.

Integrity guides the City of Hope to passionately engage in its work, step up to every challenge, and conduct its business with transparency. City of Hope holds itself accountable for following through with its commitments and doing the right thing.

Intellectual Curiosity—Its reputation for scientific excellence stems from its determination to aggressively pursue new lines of inquiry. City of Hope has lifelong learners and is committed to making pioneering discoveries and moving them forward for the benefit of patients and the scientific community worldwide. Its curiosity has fueled innovation, creating life-changing moments and lifesaving breakthroughs, like developing the first synthetic human insulin and numerous cancer-fighting drugs.

Excellence—City of Hope's commitment to advancing science while providing compassionate care has established it as the benchmark in fighting cancer, diabetes, and other life-threatening diseases. It strives for excellence in its processes and outcomes without compromising safety. City of Hope encourages every individual to use their best judgment, achieve synergies, and make decisions that align with its mission, values, and worldwide reputation for excellence.

Collaboration—Working together as one team, City of Hope is united by a common purpose. It is a community of experts, combining the resources of cutting-edge scientific research, drug manufacturing, clinical care, graduate education, philanthropy, and supportive care services. Recognizing the value that bringing together diverse perspectives provides, City of Hope creates an environment where new partnerships thrive, where barriers to freely sharing knowledge do not exist, and where the right stakeholders are engaged from the beginning.



City of Hope
**POINTS
of
DISTINCTION**



City of Hope delivers scientific miracles that make lives whole again. We are a world leader in cancer research, treatment and prevention. Here, doctors partner with scientists to transform laboratory breakthroughs into treatments that outsmart cancer, as well as diabetes and other life-threatening diseases. Compassion is at the heart of our approach. We care for the whole person, not just the body, so your life after cancer can be rich and rewarding. At City of Hope, we combine science with soul to work miracles.

INSTITUTIONAL DISTINCTIONS

- City of Hope is one of only 49 comprehensive cancer centers in the nation, the highest designation possible for the National Cancer Institute.
- We have been ranked as one of the nation's "Best Hospitals" in cancer by *U.S. News & World Report* for over 10 years.
- City of Hope is a founding member of the National Comprehensive Cancer Network, meaning our research and treatment protocols advance care throughout the nation.
- In the 2017 fiscal year, City of Hope was awarded more than \$135.1 million in research grants and received approximately \$398.1 million in revenues from patented technologies.
- City of Hope has earned its eighth consecutive Press Ganey Guardian of Excellence Award.

WE WERE THE FIRST TO OFFER CAR T TRIALS TARGETING CD123 IN ACUTE MYELOID LEUKEMIA.



- City of Hope has earned the highest rating –four stars– from the nation's leading watchdog, Charity Navigator. The four-star rating reflects City of Hope's sound fiscal management and financial growth and stability.
- We are a part of ORIEN (Oncology Research Information Exchange Network), the world's largest cancer research collaboration devoted to precision medicine.
- We were recently awarded the highest level of accreditation by the American College of Surgeons Commission on Cancer for our exceptional level of cancer care, "Three-year with Commendation."

This is the second consecutive time that we have received this prestigious rating.

- We were the first to investigate the IL13Ra2 target and the first and only to treat patients with CAR T cells targeting the IL13Ra2 antigen, which is overexpressed in a majority of glioblastomas.
- We were the first to administer CAR T cell therapy locally in the brain through direct injection to the tumor site and/or through infusion in the ventricular system.



- We were the first to offer CAR T trials targeting CD123 in acute myeloid leukemia.
- We were the first to use CAR T cell therapy to treat patients with the rare disease blastic plasmacytoid dendritic cell neoplasm.
- To date, all patients in our current CAR T clinical trial for adult acute lymphoblastic leukemia have achieved remission.

A RECORD OF INNOVATION

- Numerous breakthrough cancer drugs, including Herceptin, Erbitux, Rituxan, and Avastin, are based on technology pioneered by City of Hope and are saving lives worldwide.
- Millions of people with diabetes benefit from synthetic human insulin, developed through research conducted at City of Hope.

WE HAVE PERFORMED MORE THAN 14,000 BONE MARROW AND STEM CELL TRANSPLANTS.



- City of Hope was a pioneer in bone marrow and stem cell transplants – and our program is now one of the largest, most successful programs of its kind in the U.S. We have performed more than 14,000 bone marrow and stem cell transplants.
- Surgeons at City of Hope have performed more than 11,000 robotic procedures for prostate, kidney, colon, liver, bladder, gynecologic, oral and other cancers.

SPEED, EFFICIENCY AND COLLABORATION

- Our research facilities set us apart. We have not one, but three manufacturing facilities on campus that manufacture both biologic and chemical compounds that meet strict GMP (good manufacturing practice) standards. This infrastructure helps us quickly turn breakthrough discoveries into lifesaving therapies.
- City of Hope holds more than 300 patents, and submits nearly 30 applications per year to the Food and Drug Administration for investigational new therapies. These numbers are exceptionally large for an organization of City of Hope's size.
- Beckman Research Institute of City of Hope was the first of five Beckman Institutes in the United States, which together have fueled scientific advances for more than a generation.
- Each year, City of Hope conducts 500 clinical trials, enrolling more than 6,200 patients.

SCIENCE THAT IS SAVING LIVES

- City of Hope researchers are investigating ways to harness the body's natural defenses to fight cancer, an approach known as "immunotherapy."

One approach strikes a dual blow – shutting off a gene that promotes cancer while stimulating the immune system to act – in an effort to fight lymphoma and melanoma, as well as brain, ovarian and prostate cancers.

Other studies are focused on engaging every stage of the immune response to defeat breast cancer.

WE HAVE OVER 300 PATENTS AND ALMOST 30 DRUGS IN THE PIPELINE AT ANY GIVEN TIME.



- City of Hope scientists studying "superfoods" have found that an extract of white button mushrooms can help block hormones that cause breast cancer and prostate cancer to grow and spread. They're also researching the anti-cancer properties of other superfoods such as blueberries, pomegranates and grape seed extract.
- Because life after cancer treatment can present both physical and emotional challenges, City of Hope creates a bridge between treatment and ongoing support. The Center for Cancer Survivorship provides specialized follow-up care and education for survivors of pediatric, prostate and breast cancers. The resulting research is helping physicians understand the long-term effects of cancer and its treatment – influencing how care is delivered today at City of Hope and beyond.



BEYOND THE STUDY OF CANCER

- By investigating the molecular mechanisms of diabetes complications, City of Hope scientists are helping develop new treatments for them. They also are studying the use of blood stem cell transplantation to reboot the immune system in type 1 diabetes, an autoimmune disease.
- City of Hope is a national leader in islet cell transplantation, which has the potential to reverse type 1 diabetes. In addition, we provide islet cells for research at other institutions throughout the U.S.
- City of Hope scientists pioneered the application of blood stem cell transplants to treat patients with HIV and AIDS-related lymphoma. Our researchers used a new form of gene therapy to achieve the first long-term persistence of anti-HIV genes in patients with AIDS-related lymphoma. This treatment ultimately may cure not only lymphoma, but also HIV/AIDS, and our researchers are now expanding their studies with a new clinical trial.



PHILANTHROPIC SUPPORT MAKES IT ALL POSSIBLE

- City of Hope is powered by philanthropy. It was launched in the firm belief that all of us have the potential to change the fate of individuals, even as we improve medical care overall.
- There is no profit in curing the body if, in the process, we destroy the soul." Those words were spoken by Samuel H. Golter, one of our early leaders, and they remain the credo that guides



City of Hope's approach to patient care. We are committed to treating the whole person not only by providing the best medical care possible, but also by providing that care in an atmosphere of kindness and compassion.

- Year after year, foundations, philanthropists, business leaders, global corporations, small businesses and hundreds of thousands of other caring individuals of all ages contribute generously to support the lifesaving work of City of Hope.

WE HAVE NOT ONE, BUT THREE, MANUFACTURING FACILITIES ON CAMPUS THAT MANUFACTURE BOTH BIOLOGIC AND CHEMICAL COMPOUNDS THAT MEET STRICT GMP STANDARDS.

- Many professional sports organizations have supported City of Hope, including the Los Angeles Dodgers, the Los Angeles Kings, Major League Soccer's Chivas USA and the National Football League.



Executive Biographies

Harlan Levine, MD

President of Strategy and Business Ventures

Dr. Harlan Levine is President of Strategy and Business Ventures for City of Hope and a member of the Executive Leadership Team and CEO Council. In these roles, he is accountable for strategy, growth, business development, marketing, product innovation and commercialization, payer strategies, the Center for International Medicine, and the management of the medical group practice.

Prior to City of Hope, he served as Executive Vice President of Anthem, Inc., the executive leadership team member leading the Comprehensive Health Solutions division, responsible for overseeing health and specialty management, pharmacy, and healthcare, retail, and clinical IT strategy.

Prior to Anthem, Dr. Levine was the national practice leader for Tower Watson's health management consulting practice. Before that, he served in roles of increasing clinical management responsibility, including Chief Clinical Officer of OptumHealth, a division of UnitedHealth Group, based in Minneapolis.

Dr. Levine has served on multiple advisory roles, including for IBM's Watson Healthcare Board of Advisors, Medtronic for Population Health, and currently serves as a strategic advisor for Quantum Health, and the Executive Advisory Council for California Lutheran University's School of Management.

He is certified by the American Board of Internal Medicine and licensed by the Medical Board of California. He earned his undergraduate degree from Harvard College, his medical degree from the University of California San Francisco, and interned at Mount Zion Hospital and Medical Center in San Francisco. He completed his residency in Internal Medicine at Cedars-Sinai Health System in Los Angeles.

Dr. Joseph Alvarnas

Vice President, Government Affairs & Senior Medical Director, Employer Strategy

Dr. Joseph Alvarnas is the Vice President of Government Affairs, Senior Medical Director for Employer Strategy, and an Associate Clinical Professor in the Department of Hematology/Hematopoietic Cell Transplantation. He is accountable for leading advocacy efforts at the federal, state, and local levels related to the City of Hope. He also works under the leadership of the President of Strategy and Business Ventures to assist in developing, marketing, and operationalizing the clinical infrastructure and activities related to the employer and payer strategies.

Prior to entering this role, Dr. Alvarnas worked as the Director of Value-Based Analytics and the Director of Medical Quality for the City of Hope. He has also led several multicenter, national clinical trials related to hematopoietic cell transplantation in patients with HIV/AIDS and blood cancers. He co-chaired the inaugural edition of the National Comprehensive

Cancer Networks Practice Guidelines Committee for Acute Lymphoblastic Leukemia and has been a speaker at multiple NCCN events where he has discussed the valued-based care of patients with cancer.

He currently serves as the Chair for the Committee on Practice, and sits on the Executive Committee for the American Society of Hematology. He is Editor-in-Chief of the publication *Evidence-Based Oncology*.

Dr. Alvarnas earned his undergraduate degree from Santa Clara University, his medical degree from the University of California San Francisco, and completed a residency in Internal Medicine and fellowships in Hematology and Hematopoietic Cell Transplantation at Stanford University Medical Center prior to joining the City of Hope.

Jeff Walker *Chief Operating Officer*

Jeff Walker, MBA, is the Chief Operating Officer (COO) at City of Hope responsible for enterprise clinical and research operations as well as executing and launching new major local, national and international initiatives, innovations, strategic programs and business ventures—leading and chaperoning their development and transition from the strategic business development phase into mature enterprise structure and ongoing operations.

Prior to City of Hope, Jeff served as the COO and Senior Executive Director for The Ohio State University Comprehensive Cancer Center – Arthur G. James Cancer Hospital and Richard J. Solove Research Institute (OSUCCC – James), overseeing all administrative, operational and fiscal functions for Ohio State’s cancer program.

Jeff has had a long and successful career in academic healthcare administration. Before arriving at Ohio State in 2010 to become the first COO and senior executive director for the OSUCCC – James, he worked at Roswell Park Cancer Research Institute in Buffalo, N.Y., for three years, serving as executive vice president. In that capacity, he oversaw the strategic direction and operations of the Institute, including the administrative, scientific and clinical departments, mission area programs, strategic planning initiatives and renewal of an NCI support grant. His time at Roswell Park was preceded by an earlier stint as associate director of the OSUCCC from 2001-2007, a position to which he was recruited after gaining more than a decade of administrative leadership experience at the University of Pittsburgh Cancer Institute.

He earned a Bachelor’s degree in Biochemistry from Pennsylvania State University and a Master’s degree in Business Administration from the University of Pittsburgh. Jeff currently serves as the Treasurer of the Association of American Cancer Institutes as well as on the Board and Finance Committee of the National Comprehensive Cancer Network. Jeff is also the vice-chair of the Alliance of Dedicated Cancer Center Executive Committee.

Locations

Located just northeast of Los Angeles, City of Hope's Duarte main campus is a lushly landscaped sanctuary for patients dealing with cancer, diabetes, and other life-threatening illnesses. Serene gardens designed for quiet contemplation surround state-of-the-art medical and research facilities, where new treatments are being developed to help patients live longer, better, and more fully.

City of Hope has additional locations across Los Angeles, Ventura, Riverside, Orange, and San Bernardino counties.



Mission Hills, California



Palm Springs, California



Pasadena, California

History

The City of Hope story began in 1913, when a group of volunteers, spurred by compassion to help those afflicted with tuberculosis, established the Jewish Consumptive Relief Association (JCRA) and raised money to start a free, nonsectarian tuberculosis sanatorium.

After several fundraisers, the JCRA put a down payment on 10 acres of sun-soaked land in Duarte, California, where a Los Angeles Sanatorium was established a year later. The original sanatorium consisted of two canvas cottages. So was launched a century-long journey that would place City of Hope at the forefront of the nation's leading medical and research institutions.

By the mid-1940s, thanks to the discovery of antibiotics, tuberculosis was on the decline in the United States. However, City of Hope rose to the next medical challenge, tackling the catastrophic disease of cancer, and later on, diabetes and HIV/AIDS, while reaffirming its humanitarian vision that "health is a human right."

In the spirit of that vision, Samuel H. Golter, one of City of Hope's early leaders, coined the phrase, "There is no profit in curing the body if, in the process, we destroy the soul." Those words became City of Hope's credo.

Over the decades, research conducted at City of Hope has led to significant advances in modern medicine, including the development of the first synthetic human insulin, human growth hormone, and the technology behind the widely used cancer-fighting drugs Herceptin, Rituxan, and Avastin.

Today, City of Hope has been designated as a comprehensive cancer center, the highest recognition bestowed by the National Cancer Institute, and is a founding member of the National Comprehensive Cancer Network, with research and treatment protocols that advance care throughout the nation.

City of Hope continues its mission and commitment to transform the future of medicine. Its researchers, physicians, nurses, educators, and staff have made hope a reality for countless patients and their loved ones.

Position Description



The Vice President of Employer and Payer Services will lead the next major effort in oncology healthcare. City of Hope has created market disrupting products that will democratize world-class oncology care while keeping patients close to home in their local communities. This innovation creates an opportunity for a pioneering, service-excellence-oriented operations executive to join the senior leadership team to build City of Hope's capabilities to deliver these products and services nationally across employer and payer networks.

This position reports directly to the President, Strategy and Business Ventures, of City of Hope, and is a member of the Senior Leadership Team. This role will be responsible for leading and aligning City of Hope's Employer and Payer Services strategy with the enterprise vision, mission, and strategic goals. This executive role will provide the leadership for operating and growing City of Hope's Employer and Payer Services, including exploration, expansion, and development of business opportunities and partnerships with both payers and employers for the direct provision of, or advisory services for, value-based cancer care to their beneficiaries. The leader will oversee the breadth of the department working with clients (payers and employers), building/managing the overall operations and service delivery mechanisms, facilitating the development of existing and new service offerings, as well as the oversight of customer service processes and programs that engage with payers, integrate data, perform predictive modeling/analysis to identify highest risk, overseeing operations, designing interventions, measuring results, and reporting back to customers on value-based goals. The leader in this role will cultivate strong, positive, and collaborative relationships internally with leadership, physicians, and staff at all levels, as well as externally with payers, benefit consulting firms, and employers in general.

Reporting Relationships

The Vice President of Employer and Payer Services reports to the President of Strategy and Business Ventures, and will work in collaboration with physician leaders, including the Vice President, Government Affairs and Senior Medical Director of Employer Strategy, in achieving this scope of work. This position directly supervises the Executive Director of Employer Strategy/Engagement, and the Program Manager.

Principal Accountabilities

- In partnership with the President, Strategy and Business Ventures, leads the operation of the Employer and Payer Services strategy, and participates in establishing and expanding City of Hope's employer relationships.
- Provides organizational and operational leadership within matrixed organization to promote success of strategic priority initiatives and employer/payer services.
- Oversees the three key pillars of the employer and consumer strategy (service delivery, client engagement/management, and administrative operations), ensuring the efficient and effective infrastructure bolstered by standardized operating processes/procedures with an overall focus on customer service.
- Fosters strong relationships with other City of Hope leaders, physicians, and staff to build and support the infrastructure, operational and financial plans, and pricing models needed to achieve patient growth objectives.
- Works with appropriate City of Hope leaders, physicians, and other key stakeholders to develop and enhance service offerings and to obtain buy-in and support for proposed employer development initiatives.
- Develops and implements a robust data collection and analytical structure that will facilitate appropriate analyses to evaluate and support the value derived from all service offerings, communicating results internally and externally to key stakeholders, customers, and prospects.
- Creates a Client Advisory Board to assist in providing important feedback and recommendations used to refine existing service offering and develop new ones.
- Develops business and feasibility cases for creating and implementing new and unique service offerings for clients that provide value and reinforce City of Hope's reputation as a national leader in value-based cancer care.
- Develops and implements a system to track key performance metrics/indicators and benchmarks to appropriately evaluate and drive towards the overarching goals of the Employer and Payer Services strategy.
- In partnership with the President, Strategy and Business Ventures, participates in establishing and expanding City of Hope's employer relationships.
- Analyzes and identifies opportunities to establish direct relationships with employers and strategic relationships with payers and employers in order to increase access to City of Hope.
- Builds healthcare collaborative relationships with leaders within large employers, benefit consultants, and employer associations for business development functions.

- Identifies, researches, analyzes, and values new business opportunities; compiles and analyzes necessary data to develop and execute relationships with employers.
- Provides day-to-day management of the Director, PerforMED Rapid Response Unit; the Medical Director, PerforMED; Clinical Trainer; and Community Support personnel.
- Follows established City of Hope and department policies, procedures, objectives, performance improvement, attendance, safety, environmental and infection control guidelines, including adherence to the workplace Code of Conduct and Compliance Plan.
- Practices a high level of integrity and honesty in maintaining confidentiality.
- Performs other related duties as assigned or requested.

City of Hope's Pillars in Action

The Pillars in Action are the behaviors that accelerate our impact as we deliver on our Vision and Strategic Priorities:

Speed – *We move with speed.*

- *We execute with a sense of urgency.*
- *We learn quickly and adjust course.*
- *We take ownership and eliminate bottlenecks and barriers.*

Focus – *We act with discipline and focus.*

- *We own City of Hope's enterprise priorities.*
- *We deliver measurable results.*
- *We explore ideas broadly and commit to ideas selectively.*

Enterprise – *We behave as one enterprise.*

- *We work together, not in silos.*
- *We stand by each other and our decisions.*
- *We encourage innovative thinking and embrace responsible risk taking.*

Connectedness – *We connect and network.*

- *We attract and collaborate with diverse talent.*
- *We connect and extend our relationships.*
- *We welcome and embrace external partners.*

Sponsorship – *We trust and sponsor.*

- *We value and inspire each other.*

- *We extend trust.*
- *We sponsor each other's success.*

Experience and Qualifications

- Master's in Healthcare Administration, Master's in Business Administration or other higher education degree.
- Ten years or more of leadership experience in commercial healthcare/payer/benefit industry.
- Experience in Oncology preferred.
- Expresses commitment to City of Hope's mission, personally identifies with its vision, and takes pride in shared success.
- Builds and maintains collaborative relationships across all functions and levels within the organization and promotes synergy.
- Exhibits flexibility while influencing others to improve processes and implement changes.
- Anticipates needs, responds quickly, provides guidance and support, and monitors and follows up as required.
- Exhibits outstanding communication skills and produces concise, incisive, logical written documents.
- Approaches change by accomplishing milestones and works with and through others to drive change.
- Possesses a style which is both innovative and results-oriented.
- Enjoys the challenge of managing multiple projects, multiple customers, and constituents that require attention.
- Thrives in a fast-paced, demanding, ambiguous, and matrixed environment, and possesses the ability to prioritize and manage time.
- Interacts easily with a wide variety of interpersonal styles and is open-minded on alternative means of getting needed business results.
- Succeeds in very complex environments wherein decision-making may be diffuse and often ambiguous.
- Demonstrates ability to think strategically, understand and actively contribute to strategic planning, and develop and operationalize strategic and business plans in accordance with the organization's mission.

- Exhibits a high degree of professionalism and competency dealing with a variety of individuals, including physicians, senior executives, hospital administration, consultants, and Boards of Directors. Remains calm in crisis.
- Expresses commitment to City of Hope's mission, personally identifies with its vision, and takes pride in shared success.
- Aspires to elevate City of Hope to be viewed as a national leader in health policy and enhancing the care of oncology patients throughout the country.

Personal and Professional Attributes

The successful candidate will possess a wide range of needed personality traits, work habits, and social skills necessary to perform effectively within the organization. This individual will possess both personal and professional integrity, strong communication skills, and a professional appearance and presentation.

Specifically, the following knowledge, skills, and abilities will be required to be successful in this position:

- Honest and a highly ethical team player.
- Strong people management and leadership skills. Ability to communicate and work well with people at all levels.
- An extremely organized, disciplined, hands-on, and process-oriented leader who is not afraid of digging into details when necessary.
- Initiative, self-confidence, good judgment, and the ability to make decisions in a timely fashion.
- Highly engaged, energetic, focused, and execution-oriented.
- Willing and able to roll up sleeves and do hands-on work one minute and discuss strategic positioning and the "big picture" the next.
- Strategic vision and thinking. Ability to position the organization for the future, looking beyond the present situation to conceptualize key trends and identify changing market demands.
- Strong business acumen, intelligence, and capacity; able to think strategically and implement tactically.
- Strong work ethic; achievement-oriented; motivated beyond personal interests.
- Open leadership style. Actively seeks out and supports collaborative thinking and problem solving with others in the organization. Does not view collaborative dialogue around decisions as a personal attack on abilities.

- Problem-solves and approaches work from a “return on investment” perspective.
- Knowledgeable of how decisions impact all aspects of the business. Approaches his/her work as an interconnected system. Ability to understand major objectives and break them down into meaningful action steps.
- A “failure is not an option” mentality and demonstrated proactive management style.

Community Information



The Vice President of Employer and Payer Services position is located in Duarte, California. As you will read, Duarte and the greater Los Angeles area are communities of choice for many good reasons.

Duarte, California

Duarte is a southern city in Los Angeles County, California, located approximately 22 miles northeast of L.A. on the San Gabriel Mountains' foothills. With a population of 21,757 (according to the 2017 census), Duarte is quite ethnically diverse. Its main road, Huntington Drive, is also known as the historic Route 66.



Duarte has some interesting attractions: the 1936 City of Hope Murals, Duarte Historical Museum, Santa Fe Dam Recreation Area, Alta Dena Dairy drive-thru, Justice Brothers Racing Museum, and the equestrian statue of Andres Duarte.

Duarte is a general law city, which means the City is bound by California's general law enacted by the State Legislature. It is also a contract city, which means select municipal services are provided via a contract arrangement; for instance, the City contracts police and fire services through Los Angeles.



The Duarte Parks and Recreation Department is responsible for recreation programs at City facilities and parks, youth and

citywide special events, youth summer camps, and the Duarte's Promise: The Alliance for Youth program. The Department also coordinates the scheduling of all City buildings and athletic facilities and securing and administering grants for park and program development. The Facility Maintenance Division executes the day-to-day maintenance of all City facilities,

City park buildings, restrooms, playground equipment, and drinking fountains, and City maintenance yards.

Some Interesting Facts About Duarte

- The Chappelow Avocado tree was the first recorded avocado tree grown in California. William Chappelow, Sr. received his tree from the U.S. Department of Agriculture in July 1893.
- The City's oldest building is its 1909 school house, now home to the world renowned Old Spaghetti Factory Restaurant.
- The popular 1950s song, "Cinco Robles", composed by Larry Sullivan, was named after a street in Duarte of the same name.
- Lucille Gertrude Phillips Morrison, Philatropist and writer, wrote the "Lost Queen of Egypt," which became a best seller.
- Loretta Turnbull, International Speedboat Champion, won the American Woman's Championship; the College Humor's Intercollegiate Gold Cup; Championship on River Po; International Championship at Lak Garda; Mussolini's Cup; Gabrielle D'Annunzio's Cup; and over 300 other boat racing awards. She was also a master boat mechanic.
- AC Thompson came to Duarte in 1875. Thompson was noted for his development of the "Thompson Improved Naval Orange," which became world famous.
- In the late 1930s, Glenn Miller, the famous band leader, purchased land in Duarte near what is now Valley View Elementary School. The house he had constructed on the property was named "Tuxedo Junction", after the well-known piece written by Miller, who said that the song had sold enough copies to pay for the Duarte property. The house was originally built with enough garage space to accommodate the cars owned by band members, who apparently used the Duarte house for band practice. It also contained a band room. After the untimely death of Miller in the early 1940s, his in-laws continued to live in the house until it was finally sold.

Los Angeles, California

Known as the City of Angels, Los Angeles (L.A.) is the second-largest metropolitan area in the United States. Many residents of this exciting and bountiful city share the mindset of free-spirited hope and unyielding ambition. This is why L.A. has also been referred to as “the place where dreams come true.”



With coastal beaches, rugged mountains, tree-lined forests, and desolate deserts all within an hour of downtown L.A., there is much to see and do. The Mediterranean climate in southern California is an appealing feature to most, with an average temperature of 72 degrees Fahrenheit, and an approximate variance of only 20 degrees year-round and an average rainfall of less than 13 inches per year. The climate in Los Angeles is characterized by warm days and cool nights. This occurs as the cooler

ocean air moves across the L.A. Basin when the sun goes down, providing a bit of welcome relief during the hotter summer months.

Southern California is both ethnically and culturally diverse, and L.A. is a melting pot on a grand scale. People come from 180 countries and speak 140 languages. Those who reside in the greater Los Angeles area are known to have a laid-back West Coast style. The chill attitude prevails everywhere, regardless of position or profession.



Education

Los Angeles provides access to exceptional postsecondary academic institutions and is home to world-class universities and colleges. These schools lead the way in research and academic disciplines. L.A. is a great place to earn a college degree or to beef up one's *curriculum vitae* with a masters or PhD.

Postsecondary schools in Los Angeles include:

- University of Southern California (USC)
- University of California Los Angeles (UCLA)
- California Institute of Technology (Caltech)

Attractions

L.A. has many museums, activities, sights, sounds, and foods to discover and enjoy, but one of the biggest attractions in the city are the beaches. L.A. beaches are perfect for running, walking, cycling, volleyball, surfing, rollerblading, or just relaxing or reading a book in a chair. Manhattan Beach is great for surfing, Malibu Beach for celebrity sightings, and Venice Beach for people watching.

Another great attraction is its mountain ranges. The Santa Monica Mountains split L.A. County into sections north and south, while the San Gabriel Range borders the Eastern edge of L.A. One can go from 9 feet below sea level to 10,800 feet above sea level with a short drive and little hiking. From Runyon Canyon to the 53 miles of trails in Griffith Park, the trails amaze people with the incredible views. There are over 300 public parks in the Santa Monica Mountains, so no one is going to run out of room to roam anytime soon.

There are so many other attractions throughout metropolitan L.A., it would be difficult to name them all. Some that are highly ranked by visitors and residents alike include:

- Griffith Observatory and Griffith Park
- Rodeo Drive—An upscale shopping street in Beverly Hills, immortalized by Julia Robert’s “Pretty Woman” shopping spree
- Santa Monica Pier and Beach
- Universal Studios Hollywood
- Hollywood Bowl—A beautiful outdoor amphitheater
- Venice Beach—Features gorgeous canals and walkways; named after Venice, Italy.
- Hollywood Walk of Fame (stars) and TCL Chinese Theatre
- The Getty Center—One of the most impressive architectural achievements in the U.S.
- LA County Museum of Art
- The Original Farmers Market and The Grove
- Runyon Canyon Park
- Walt Disney Concert Hall
- Sunset Boulevard

Dining

Los Angeles is also known for its emphasis on healthy living. There is a juice bar, yoga studio, or gym just around the corner. Farmers Markets are also very prevalent in L.A.

Like most large cities in the United States, L.A. has a plethora of fine dining options. What L.A. has (that other places don't) are interesting pockets of ethnic and mom 'n pop restaurants scattered across Los Angeles County. Some of the must-visit neighborhoods include:

- Thai Town – Thai
- Koreatown – Korean
- Boyle Heights – Hispanic
- Little Ethiopia – Ethiopian
- Tehrangeles – Persian (Tehran + Los Angeles = Tehrangeles)
- Little Armenia (or Glendale) – Armenian
- Little Tokyo (or Gardena or Sawtelle) – Japanese
- Chinatown (or Monterey Park) – Chinese

Spectator Sports

Los Angeles is home to collegiate and professional sports teams. If you love attending live sporting events, you'll have plenty of choices living in Los Angeles.

Football – With two Pac-12 Conference powerhouses: USC Trojans and UCLA Bruins as well as the NFL's Los Angeles Rams, there is plenty of football to go around. The Rose Bowl is home to the UCLA Bruins and the annual Rose Bowl Game.

Baseball – The MLB National League Dodgers have been in Los Angeles since 1957. Baseball games are a relaxing way to enjoy a warm summer night.

Basketball – L.A. is home to three professional basketball teams: the NBA's Los Angeles Lakers and Los Angeles Clippers, which are crosstown rivals, and the WNBA team, Los Angeles Sparks. Staples Center is a modern, comfortable arena with several VIP amenities for both sporting events and concerts.

Hockey – The L.A. Kings is another hometown team that calls Staples Center home ice.

Soccer – The L.A. Galaxy is the area's MLS soccer team, chartered in 1996. They play at StubHub Center in Carson.

For more information, please visit:

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Furst Group



Furst Group is in its fourth decade of providing leadership solutions for the healthcare and insurance industries. Our experience in evaluating talent, structure, and culture helps companies align their organizations to execute their strategic initiatives.

Our talent and leadership solutions provide a comprehensive array of retained executive search and integrated talent management services, from individual leadership development to executive team performance to organizational/cultural assessment and succession planning.

Our clients include hospitals and health systems, managed care organizations, medical group practices, healthcare products and services companies, venture capital- or equity-backed firms, insurance companies, integrated delivery systems, and hospice and post-acute care businesses.

Furst Group recognizes partnerships are the cornerstone of our business. In today's competitive talent environment, having a defined process that provides clients and individuals with clarity and feedback throughout the entire job search is paramount to our business model.

We take extra steps to ensure candidates:

- Understand the nuances of a particular position or organization.
- Are prepared for interviews and conversations.
- Have access to interview and travel schedules.
- Are provided timely feedback.
- Remain in our database for future contact.
- Value diversity and the principles and ethics practiced by our client organizations.

We look forward to working with you as a potential candidate for the Vice President, Employer and Payer Services position for City of Hope National Medical Center in Duarte, California.

For additional information on Furst Group, please visit our website at www.furstgroup.com. To learn more about this particular position, please call (800) 642-9940 or contact:

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