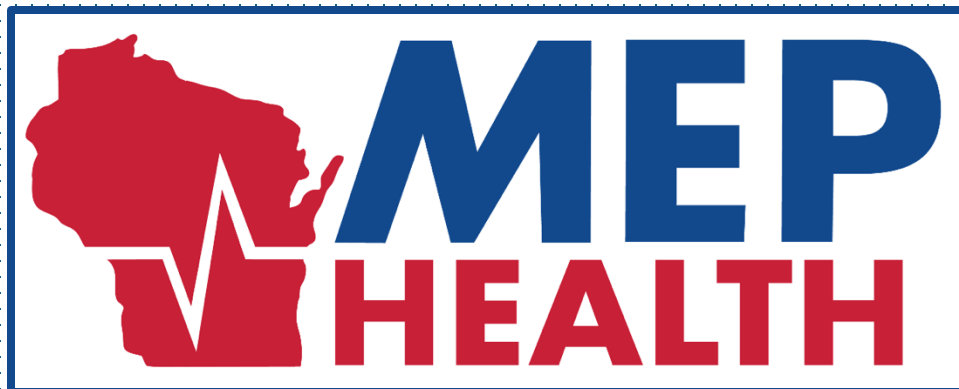


2024

Annual Report



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Message from MEP President

MEP Celebrates Milestones & Prepares for an Exciting Future

As we reflect on this past year, I am proud of our team's accomplishments and our resilience during a time of change and cultural growth. Coming off the heels of MEP's 40th Anniversary, this year has been one of both challenges and exciting internal opportunities, and I am pleased to share the highlights of 2024 and our vision for the year ahead. This year, we encountered some challenges, particularly with remaining independent in a setting of decreasing reimbursement. These issues have highlighted the importance of adaptability and innovation in our operational management. Despite these obstacles, our commitment to delivering the highest quality of emergency medicine has remained our top priority.

Another top priority is our physician partners. This year, we examined the value of being a partner and owner of MEP in detail. The changing emergency medicine environment allowed us to focus on partnership, and I am grateful for the dedication and professionalism our team has shown during this reflection period. 2024 provided opportunities to strengthen our group and reaffirm our mission to serve our communities with excellence.

In 2024, we welcomed some incredibly talented new shareholder track physicians. These providers represent MEP's bright future. They bring fresh perspectives and enthusiasm to our group, and I am confident they will further elevate our standards of care and innovation in emergency medicine.

As we look ahead, I am thrilled to announce that we are fully staffed for 2025. This stability allows us to focus on strategic growth, team development, and the continuous improvement of patient outcomes. Another exciting development for 2025 is the launch of our sabbatical program, which will see two of our physician partners travel to New Zealand and Sweden. This initiative will enrich their professional and personal experiences and foster a culture of flexibility and wellness within our team.

2024 has been a year of unification and internal growth for MEP. We have become a more cohesive group, working together to overcome obstacles and define opportunities. This unity will be the foundation for our continued success as we navigate the evolving healthcare landscape.

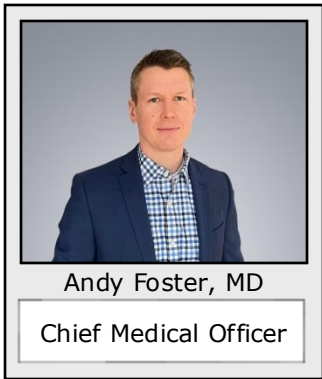
I want to express my deepest gratitude to our team, our hospital partners, and the communities we serve. Your support and trust inspire us to push boundaries and strive for excellence in all we do. Together, we have made a lasting impact, and I am excited for what lies ahead.



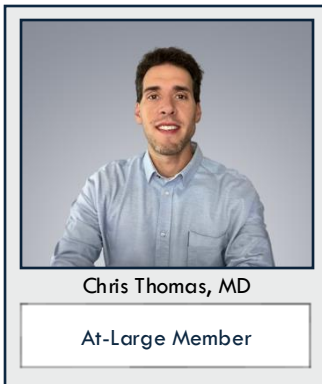
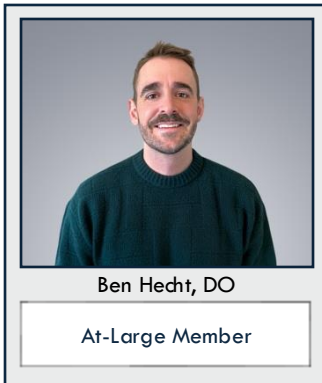
Thank you for being a part of our journey. Here's to another year of success, growth, and excellence in emergency medicine.

Michael Foley, MD President & CEO

Executive Council



C-SUITE



Anniversaries



5 Years

Kelly Carter, MD



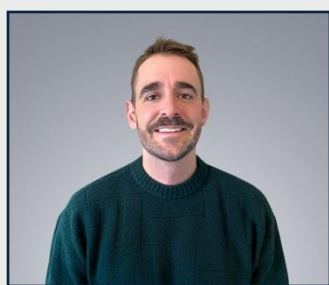
10 Years

Michelle Esch, PA



15 Years

Michael Halberg, MD



10 Years

Ben Hecht, DO



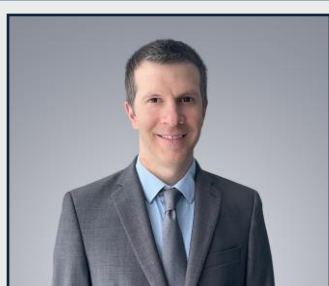
5 Years

Rachel Hughes, MD



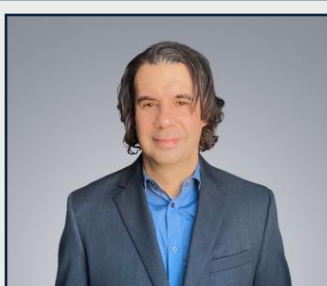
15 Years

Sam Josvai, MD



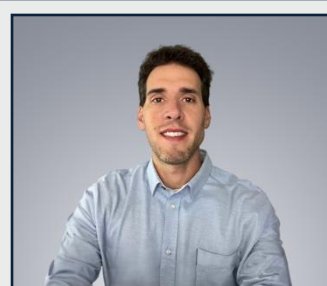
10 Years

Matthew Lochen, MD



15 Years

Michael Lutes, MD



5 Years

Christopher Thomas, MD



15 Years

Amanda VandeBerg

Happy 25th Anniversary Dr. Foley

1999 - 2024

Your leadership, hard work, dedication, and loyalty are appreciated. All that you have accomplished over the years is truly remarkable.



Mike, thank you for your leadership and friendship. I appreciate everything that you have done for MEP through all the ups and downs. We may never let you retire.
Aaron Ray, MD



There is not one person in our group that loves MEP more than Mike. He has dedicated his working life to building up and maintaining this group. In turn, we have all been able to deliver high quality care for our patients, have an excellent working environment and provide for our families. I am so lucky to be part of MEP and just wanted to thank Mike for all he has done for this group.
Andrew Foster, MD



Dr. Foley embodies the essence of our MEP group with his leadership, generous mentoring and unwavering support. His commitment has been the backbone of our independence, guiding us through challenges with expertise and grace. Beyond his exceptional clinical skills and remarkable negotiating tactics, it is his friendships with partners that has fostered a collaborative spirit that strengthens MEP. I am truly grateful for his dedication and influence to MEP.
Erin Quattromani, MD

New Physicians



Sarah Di Bartolomeo, MD

Med School: University of WI School of Medicine & Public Health
EM Residency: Corewell Health William Beaumont University Hospital



Brad Glazier, MD

Med School: University of IL College of Medicine
EM Residency: University of WI Hospital & Clinics



Krista Handyside, MD

Med School: Texas Tech University Health Sciences Center
EM Residency: University of TX Health Science Center at Houston



Kristin Lipanot, MD

Med School: University of WI School of Medicine & Public Health
EM Residency: Medical College of WI



Emily Ollmann, MD

Med School: University of IL - Chicago
EM Residency: West Virginia University



Justin Purnell, MD

Med School: University of Kentucky
EM Residency: University of WI Hospital & Clinics



Bryce Taylor, DO

Med School: Lincoln Memorial University - DeBusk College of Osteopathic Medicine
EM Residency: Carilion Clinic - Virginia Tech Carilion School of Medicine

New APs



Kylee Casper, PA-C
BS: University of WI La Crosse
MPAS: University of Dubuque



Kastyn Hebbe, PA-C
BS: University of WI Platteville
MPAS: University of WI School of Medicine & Public Health



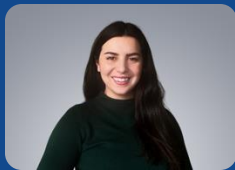
Katie Olson, PA-C
BS: Viterbo University
MPAS: University of WI La Crosse, Gunderson, Mayo & Marshfield



Travis Scharschmidt, PA-C
BS: University of WI La Crosse
MPAS: Midwestern University



Hailey Teichmiller, PA-C
BS: Gustavus Adolphus College
MPAS: College of Saint Mary



Elizabeth Wszalek, PA-C
BS: University of WI Platteville
MPAS: University of WI Madison



Emma Zalog, PA-C
BS: University of WI Madison
MPAS: University of WI School of Medicine & Public Health



Hannah Zenkovick, PA-C
BS: University of WI La Crosse
MPAS: University of WI Madison

Advanced Practice Providers



APP Leadership



Shannon Coakley, PA-C

AP Scheduler



Michelle Esch, PA-C

MEP Peer Review Committee &
SSM ESCC



Rachael Finn, PA-C

AP Assistant Scheduler



Adriane Leonard, PA-C

St. Agnes Lead



Amanda McAfee, APNP

Prehospital Services APP Sauk
County



Tara Streit, PA-C

AP CEO



Krista Thompson, PA-C

Prehospital Services APP Iowa
County



Christine Van Dyke, PA-C

MEP Peer Review Committee

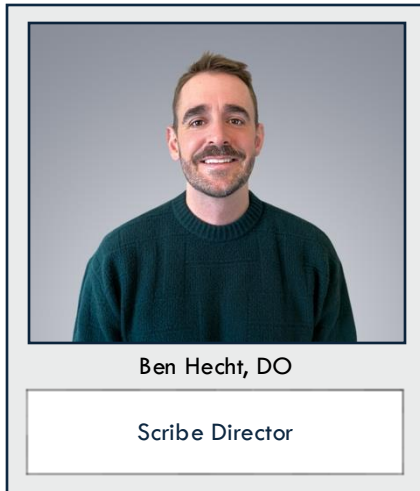


Kevin Wyne, PA-C

AP Student Mentor

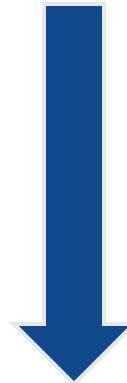
Scribe Program

Madison Emergency Physicians employs exceptional pre-health students as scribes at various emergency departments and primary care clinics in WI to assist with real-time documentation.



Scribe Program Increases:

- Efficiency & Throughput
- Revenue & Regulatory Compliance
- Face Time with Patients
- Patient & Physician Satisfaction



Scribe Program Decrease:

- Physician Burnout
- Time Documenting
- Time Facing the Computer
- Compliance Violations

2024 Highlights

Implemented SAF/SMH overnight scribes

RAMC personal scribe trial

Adjusted to multiple SMH schedule changes

Scribe Send-Off Party at Nitty Gritty May 2024

Fantastic leadership from Senior Lead Scribe Trista Pringle



Since starting our scribe program in 2011, we have an 85% matriculation rate of scribes going on to medical school or PA school.

Medical School

107 Scribes

PA School

18 Scribes

Nursing

1 Scribe

Veterinary Medicine

1 Scribe

Siblings

2024 brought us a first, two sets of provider siblings.



Nate Brown, MD
Joined 2018



Kristin Lipanot, MD
Joined 2024

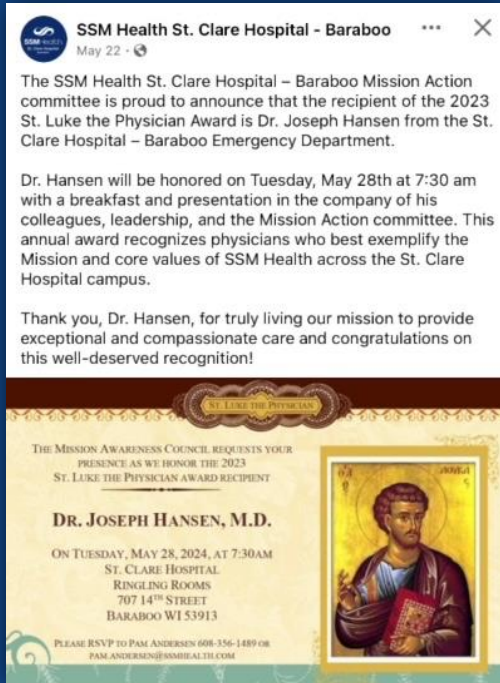


Nicole Stuckart, PA-C
Joined 2022



Travis Scharschmidt, PA-C
Joined 2024

Recognition



Dr. Joseph Hansen, who was the first emergency medicine physician to receive the St. Luke the Physician Award at St. Clare this past week. This award is given to one staff physician annually who demonstrates "*Compassion, Stewardship, Excellence, Community and Respect*" in their clinical practice, which Joe clearly exemplifies. He received numerous nominations. Well deserved, congratulations Joe!





Adriane Leonard, PA-C celebrated her 20th year as PA and practicing in the St. Agnes Emergency Dept!!

She is so appreciated and well respected by her physician and APP colleagues. All the nursing staff love her. A definite asset to our Team!



Partner Hospitals

SSM Health - St. Mary's Madison Hospital

Upland Hills Health

Prairie Ridge Health

SSM Health - St. Clare Hospital

SSM Health - St. Mary's Janesville Hospital

Reedsburg Area Medical Center

SSM Health - St. Agnes Hospital

65 Physicians

50 PA/NP

42 Scribes

5 Admin

Total 2024 ED Volume:

179,303

SSM Health: St. Mary's Hospital - Madison, WI



Melissa Leib, MD

ED Medical Director



Kyle Martin, MD

ED Systems Director



Heather Tiller, MD

Asst ED Medical Director

2024 ED Volume

38,535

Total Patients Since 1983

1,157,059



 **SSMHealth.**
St. Mary's Hospital
MADISON

2024 Highlights

On December 16, 2024, St. Mary's ED and trauma providers were called upon to care for several victims of the tragic shooting at Abundant Life Christian School. Our team demonstrated extraordinary resilience and professionalism, coming together to provide efficient and compassionate care to multiple victims. Their collective efforts are a testament to the strength and commitment of our ED and trauma services.

This year, we achieved improvements in our efficiency, with improved door to physician times, improved average throughput times, and increased attention to improving "left without being seen" numbers. This can be attributed to enhanced and more stable nursing staffing levels, optimized provider scheduling, and commitment from all staff to utilizing every available space to provide patient care, be it a hall bed or triage area.

Our collaboration with the trauma service also saw growth, culminating in the successful launch of our inaugural collaborative journal club. This has fostered stronger teamwork and knowledge-sharing across our departments.

Our efforts to improve care for high utilizers continued to show positive outcomes. By developing tailored care plans and initiating care management referrals, we aim to reduce the need for unnecessary imaging studies, emergency department visits, and hospitalizations.

In 2024, we continued to see increased stroke activation numbers, with a 5% increase from 2023, and a 33% increase compared to 2022. We had a median time to administration of TNK of 44 minutes (goal <45 mins) and zero hemorrhagic transformations.

We have continued to put considerable effort toward improving our sepsis metrics. We focused on improving our door-to-antibiotic and order-to-antibiotic times to ensure timely antibiotics for our sepsis patients. These efforts are ongoing and remain a key priority for our team.

We remain committed to compassionate, evidence-based care for patients with opioid use disorders. This year, we updated our buprenorphine protocol and, in collaboration with WISAM, began the process of utilizing grant funding to provide "Hope Kits" in the ED. These kits, which contain naloxone, a respiratory mask, and fentanyl test strips, aim to reduce the risk of overdose and promote safer outcomes for our patients.

St. Mary's ED leadership continues to participate in quality improvement and medical staff governance. Dr. Martin serves as the Acute Care Clinical Program Lead, Dr. Leib as St. Mary's Hospital- Madison Chief of Staff, and Dr. Tiller chairs the Medicine Peer Review Committee. This engagement has been vital in serving our department's goals and upholding high standards for our department and the hospital.

SSM Health: St. Agnes Hospital - Fond du Lac, WI



Jon Van Roo, MD

ED Medical Director



Matt Murphy, MD

Asst ED Medical Director



St. Agnes Hospital
FOND DU LAC

2024 Highlights

Physicians and Advanced Practitioners have remained flexible during scheduling changes due to decrease in patient volume associated with the opening of Aurora ED

Successfully navigated the turnover of ED nursing leadership.

Patient care: Completed 37 care plans to standardize care for patients who are frequent users of Emergency Services while also limiting their exposure to ionizing radiation, lab draws, and exposure to opiate medications.

Continue team building via department Brewers game (with an on-field honoring of one of our charge/lead nurses) and holiday party.

2024 ED
Volume

29,584

Total
Patients
Since 2022

93,809

Upland Hills Health - Dodgeville, WI



Joseph Hansen, MD

ED Medical Director



2024 Highlights

Upland Hills ER treated nearly 15000 patients. This is by far the busiest year ever and is 30% greater than the historical average.

MEP's Upland Hills Health providers serve as medical direction to rural EMS services across southwestern Wisconsin. We provide involved medical direction by attending meetings and providing trainings on a regular basis.

One of our exceptional physician's assistance became the service director for a local EMS service providing her expertise to the region.

Worked with hospital administration and architects to plan for an ED expansion set to start in 2025.

The emergency department was honored with an American Heart Stroke Silver Plus Certification. This certification recognizes readiness and excellence in stroke care.

MEP providers continued commitment to the medical staff and hospital by serving as Vice President of Medical Affairs as well as chairing multiple committees.

2024 ED
Volume

15,073

Total
Patients
Since 2007

191,015

Prairie Ridge Health - Columbus, WI



Michael Lutes, MD

ED Medical Director



Chris Vandivort, MD

ED Medical Director



2024 Highlights

2024 volume was 17,660, up 7% from 2023. The growth curve has been steep with a 50% rise in volume since 2020.

We collaborated with PRH administration to support an additional 4 hours of daily APP coverage. We currently have 12 hours per day of APP coverage.

We continue to have an excellent relationship with PRH administration and work closely with them to align our goals.

We are seeing a change in the demographics of our patient population including more patient from Sun Prairie, DeForest and even east Madison. We've also had substantial increase in patients from Beaver Dam and the surrounding communities.

We have worked closely with administration to improve the process for patient admissions, specialty consultation and outpatient referrals.

2024 ED
Volume

17,660

Total
Patients
Since 2008

194,556

SSM Health: St. Mary's Hospital - Janesville, WI



Jake Zadra, MD

ED Medical Director



St. Mary's Hospital
JANESVILLE

2024 Highlights

Served 20,860 patients, the highest ED volume in hospital history.

Prioritize ED workplace safety by installing metal detectors and equipping security officers with tasers.

Upgraded our ultrasound machine.

Implemented VizAI software to streamline the care of our stroke patients.

Construction approved on waiting room renovation.

Added a part-time HUC to assist the department with performing non-clinical clerical tasks, allowing clinicians to spend more time on patient care.

Developed a hospice disposition standard operating procedure to better serve patients at the end of life in a more dignified and comfort-focused manner.

Blackhawk Technical College started a paramedic program under MEP EMS Medical Direction.

2024 ED
Volume

20,860

Total
Patients
Since 2014

193,432

SSM Health: St. Clare Hospital - Baraboo, WI



Ted Elsaesser, MD

ED Medical Director



St. Clare Hospital
BARABOO

2024 Highlights

Rebecca Riesterer and Autumn Stoflet assumed ED nursing leadership positions.

Renovated and expanded our ED medication workspace.

Addition of nitrous oxide sedation as a safe and effective option to address pain and anxiety in the emergency department.

Replacement of PACS imaging workstation with updated hardware.

Implemented VizAI and CT perfusion capabilities, which allows for the rapid diagnosis, management, and disposition of stroke patients.

Worked with medical imaging to minimize the off hours utilization of on call ultrasound staff.

Completed care plans to standardize care for patients who are frequent users of Emergency Services while also limiting their exposure to ionizing radiation, lab draws, and opiate medications.

2024 ED
Volume

21,290

Total
Patients
Since 2010

315,509

Reedsburg Area Medical Center



Aaron Ray, MD

ED Medical Director



2024 Highlights

2024 ED
Volume

9,973

Total
Patients
Since 2017

89,912

RAMC celebrated the opening of the new RAMC Physicians Group - providing a community pharmacy, walk-in care, family care, behavioral health, diabetes care, pediatrics, and Women's Health.

We welcomed ophthalmology to our resources at RAMC.

Our behavioral health clinic has added child and adolescent psychiatry.

The ED continues to receive fantastic feedback that patients are driving an hour or more to seek care in the RAMC Emergency Department. It is a privilege to be a resource for the larger community.

A special thanks to our staff in the ED, who work tirelessly to provide outstanding care to critically ill patients.

Prehospital

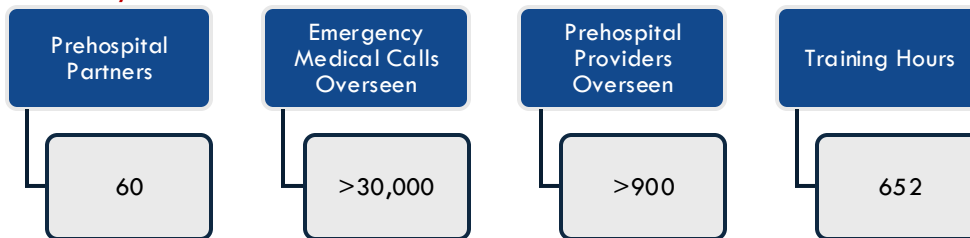
Our EMS program is a vital component of our democratic emergency medicine group, reinforcing our commitment to high-quality, patient-centered care. By fostering strong partnerships with first responders, we ensure seamless pre-hospital care coordination, enhancing outcomes for our patients from the moment of first contact. Our program supports hospitals by streamlining emergency department transitions, optimizing efficiency, and improving critical care preparedness. Additionally, we actively engage with our community through EMS training, quality management, and outreach, strengthening the overall emergency response system. By integrating EMS into our collaborative model, we uphold our mission to deliver exceptional, equitable, and timely emergency care to those who need it most. We are thankful for the support from our hospital partners, especially SSM Health.



Kacey Kronenfeld, MD, FAEMS

Director of Prehospital Services
EMS Medical Director
SSM Health St. Mary's Madison

2024 By the Numbers:



MEP EMS TEAM



Jennifer Bahr, MD
Medical Director
Marquette County,
Poynette, Arlington



Robert Barrix, EMT-P
Education Specialist



Mike Grahl, MD
EMS Medical Director
SSM Health St. Agnes



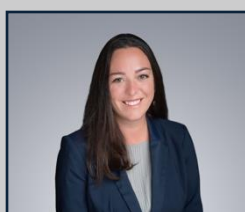
Joseph Hansen, MD
Medical Director
Upland Hills Health



Rachel Hughes, MD
Medical Director
Rio EMS



Mike Lutes, MD
Medical Director
Prairie Ridge Health



Aurora Lybeck, MD
EMS Medical Director
SSM Health St. Clare
Baraboo



Charles Pearce, MD
Medical Director
Cross Plains EMS



Krista Thompson, PA, AEMT
EMS APP
Iowa County



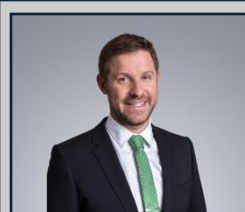
Rachel Roerig, PA-C
EMS Educator
SSM Health St. Agnes



Lori Schiek
MEP EMS Program
Administrator



Sela Sherr, MD
Asst EMS Medical Director
SSM Health St. Agnes



Chris Stahmer, MD
Medical Director
Reedsburg Area Ambulance



Nick Wiekilinski, MD
Asst EMS Med Director
SSM Health St. Mary's
Madison



Jake Zadra, MD
EMS Medical Director
SSM Health St. Mary's
Janetville

Prehospital

MEP EMS Physicians – Above and Beyond supporting Community Outreach and Systems of Care

Dr. Aurora Lybeck:

- SCRTAC Executive Council
- NAEMSP Wisconsin Chapter, Immediate Past President
- Wisconsin ACEP Executive Council, Treasurer
- ITLS Editorial Board Member
- WI Interfacility Transport Workgroup member

Dr. Jake Zadra: South Central Regional Medical Director for the National Ski Patrol and sits on the national and divisional medical committees

Dr. Kacey Kronenfeld

- Chair of the American Heart Association EMS Mission Lifeline Taskforce
- Wisconsin EMS Physician Advisory Board Member
- NAEMSP Wisconsin Chapter Board Member
- Medical Program Advisor Ice Age National Scenic Trail

Dr. Nick Wleklinski: Medical Advisor Dane County EMS

Dr. Michael Grahl: Fond du Lac County Suicide/Overdose Review Committee, Fond du Lac County Ambulance Advisory Committee

Online Medical Control

Every day from 0800-2200, one of Drs. Kronenfeld, Lybeck, Wleklinski, Grahl, Bahr, and Stahmer are available to provide an EMS physician who knows the protocols and field management capabilities of our agencies to discuss difficult cases or situations, augment protocols, and to support critical incident debriefing if needed.

- Our MEP EMS physicians understand prehospital care resulting in less time on the phone and more time with my patients. They train with us, understand our community, and know who we are and how we operate. – Captain Thomas Krueger, paramedic/firefighter, Portage Fire and EMS

Highlights



Blackhawk Technical College successfully started their first paramedic class under the medical oversight of Dr. Jake Zadra. They also launched the inaugural Blackhawk Tech College Public Safety Summit, which was well received and will now be an annual event.

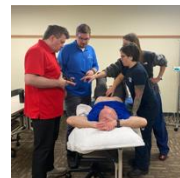
Drs. Aurora Lybeck and Kacey Kronenfeld supported initiation and onboarding of a brand-new EMS department at the paramedic level through Portage Fire Department, with start of service January 1, 2025!

Dr. Rachel Hughes supported one of our rural partners, Rio Fire and South-Central to advance the services they bring to the community by flexing to the advanced EMT level!

Education is key to improving trauma care for all populations! On December 1, Drs. Lybeck and Kronenfeld presented at the South-Central Wisconsin Trauma Care Across the Continuum Conference, in partnership with SSM Health's Drs. Kuhl and Holden.



Dr. Nick Wleklinski has taken on the role of serving as a Dane County EMS Medical Advisor. In this role, he collaborates with the Dane County Emergency Management division, area EMS Medical Directors, and EMS partners to help support the Dane County EMS system.



After successfully implementing a bedside ultrasound program for her paramedic agencies in Sauk County, Dr. Lybeck was able to create and implement a new bedside ultrasound training program for Madison College.



Dr. Michael Grahl worked closely to help develop the Fond du Lac County TEMS division to support safe operations and training of the TEMS paramedics. Dr. Grahl was also able to help secure a \$550,000 donation to the Fond du Lac County Sheriff's department for purchase of a new armored vehicle.



As part of the first-annual American Heart Association's Virtual Stroke Forum 2024 on October 9, 2024, Dr. Kronenfeld presented, in partnership with Dr. Chris Baggott the Medical Director of our Stroke Program at SSM Health St. Mary's Madison, on AI Powered Stroke Care Coordination.

Mission, Vision, Values



MISSION

MEP Health will provide the ideal environment for the best providers to deliver the highest quality care to our patients.



VISION

MEP Health will be the acute care provider of choice in Wisconsin.



VALUES

Excellence
Professionalism
Engagement
Innovation
Independence

COMMITMENT TO DIVERSITY, EQUITY AND INCLUSION

We promote engaged and objective learning at MEP because we understand that if we are going to provide ideal environments to deliver the highest-quality care to our patients, our teams need to embrace the rich diversity represented in the communities we serve and to empower the innovation sparked by varied perspectives. To do this, we are unwavering in our commitment to fair and equitable practices and treatment of each other, and to learn and grow with our communities. We value, welcome, and listen to all voices.

Join MEP Health

The foundation of MEP's success is our people. We consistently strive to recruit and retain the best and the brightest and it's the hard work, compassion, and talent of our team that has allowed us to expand our footprint beyond Dane, Iowa, and Columbia counties into Sauk, Rock, Jefferson, and Fond du Lac. In the past 11 years, we have enjoyed sustained growth with an increase in our workforce by 375%.

We promote engaged and objective learning at MEP because we understand that if we are going to provide ideal environments to deliver the highest quality care to our patients, our teams need to embrace the rich diversity represented in the communities we serve and empower the innovation sparked by varied perspectives. To do this, we are unwavering in our commitment to fair and equitable practices and treatment of each other, and to learn and grow with our communities.

We value, welcome, and listen to all voices and are one of only 23 independent groups in the country that has been awarded the prestigious American Academy of Emergency Medicine Certificate of Workplace Fairness.



Live, work, and play in Madison, WI and find out why it's consistently ranked as one of the best cities in the U.S.
Serving Madison, Fond du Lac and surrounding rural communities.



MEP Health is proud to be one of only 23 emergency medicine groups in the country to be recognized by the American Academy of Emergency Medicine (AAEM) for workplace fairness, which guarantees the following five workplace conditions for all our physicians: due process, protection against financial exploitation, sharing in department profits, input into workplace improvement, and lack of post-contractual restrictions.

