

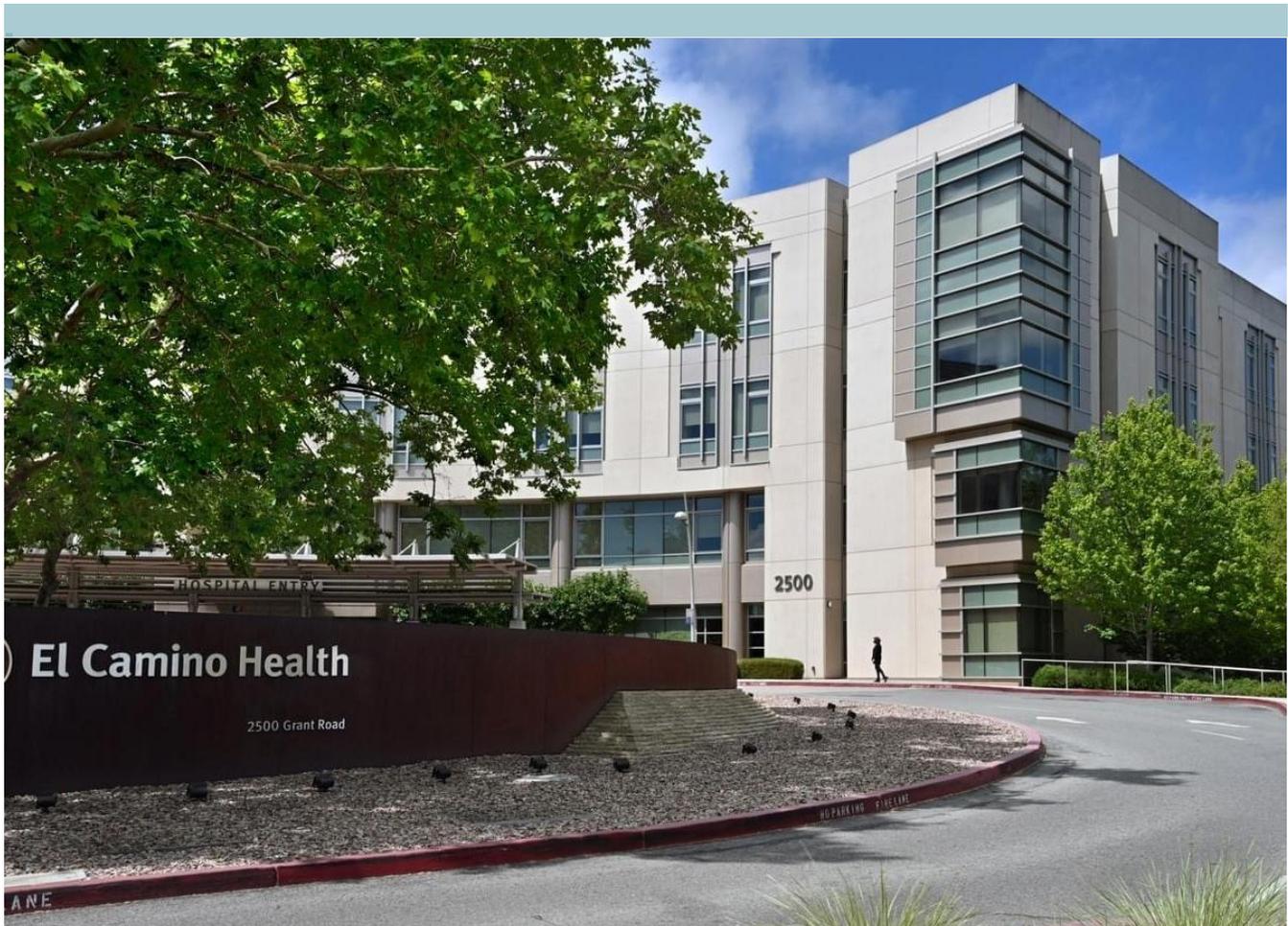


Vice President and Chief Compliance Officer

Leadership Profile

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The Opportunity

El Camino Health seeks an experienced, collaborative, and proactive leader to serve as its next Vice President and Chief Compliance Officer. This is an exciting opportunity to strategically lead and manage the compliance, privacy and risk management functions of a top-performing, community-based healthcare leader in the San Francisco Bay Area that provides personalized healthcare services to the diverse communities it serves.

El Camino Health is an integrated healthcare delivery system located in Silicon Valley, California. Since 1961, El Camino Health has been moving healthcare forward through innovating medical firsts, ranking among the best organizations for care and touching countless lives. El Camino Health's mission to heal, relieve suffering and advance wellness has guided generations of caregivers to make a difference, as the work they do continues to have a positive impact on the lives that they touch, making El Camino Health better for the next generations of caregivers, patients and communities served by the system.

Reporting to El Camino Health's Chief Executive Officer, Dan Woods, the Vice President and Chief Compliance Officer will lead El Camino Health on its continuing journey to build and maintain a culture grounded in integrity. This executive will play a critical role in embedding compliance from the frontline to the executive suite and the Board of Directors, establishing engaging structures that motivate and empower staff to take proactive actions. Recognizing the complexity and diversity of El Camino Health's operations, the Vice President and Chief Compliance Officer must champion a flexible and adaptive approach to compliance, addressing the unique priorities of settings ranging from two acute care hospitals to multiple urgent, specialty and primary care locations across Santa Clara and San Mateo Counties. Emphasis will be placed on transformative strategies that create a dynamic and resilient compliance framework.

To ensure the success of the compliance program, it is crucial that the Vice President and Chief Compliance Officer aligns the program with the mission, vision, and values of the organization. As El Camino Health continues its path as an integrated healthcare delivery system, the compliance strategy should move beyond transactional activities and help drive proactive strategies to advance the organization's mission and continue to drive a culture of trust that permeates throughout every aspect of the organization.

The ideal candidate will have a forward-thinking compliance vision that moves beyond transactional activities, transforming compliance into an engagement tool that fosters trust and drives organizational results. With a strong moral compass centered on patient well-being, the Vice President and Chief Compliance Officer will embody the principles of servant leadership – collaboration, partnership and engagement – to cultivate a thriving compliance program that delivers meaningful and lasting impact.

The successful candidate must have a Bachelor's degree, while a JD, MHA, MBA, or Master's degree in healthcare administration, law, or related field is preferred. Candidates should be knowledgeable of all elements of corporate compliance and privacy in relationship to healthcare delivery, including strategy, business planning, operations, and finance. The successful candidate will be a transparent and collaborative leader, comfortable spearheading and supporting change in a complex environment.

Organization Overview

El Camino Health is an integrated healthcare delivery system located in Silicon Valley, California. Since 1961, El Camino Health has been moving healthcare forward through innovating medical firsts, ranking among the best organizations for care and touching countless lives. El Camino Health's mission to heal, relieve suffering and advance wellness has guided generations of caregivers to make a difference, as the work they do continues to have a positive impact on the lives that they touch, making El Camino Health better for the next generations of caregivers, patients and communities served by the system.

El Camino Health is comprised of the following entities: El Camino Healthcare District, El Camino Hospital (with two campuses in Mountain View and Los Gatos with 450+ beds including separate Women’s and Behavioral Health hospitals), El Camino Health Medical Network which includes 120+ physicians, El Camino Hospital Foundation (established for fundraising purposes) and CONCERN (an employee assistance program). With a full spectrum of health services, our hospitals, birth centers, rehabilitation and long-term care centers, plus home health care and hospice services, deliver health care to the citizens in Santa Clara, San Mateo and other counties in the San Francisco Bay Area.



El Camino Health is governed by the El Camino Healthcare District, which was formed in 1956, with the 10-member hospital board appointed by the five-member district board, which in turn is elected by the population of the district (which consists of Mountain View, and portions of other neighboring cities). The hospital board meets 10 times per year and oversees a Quality Committee which meets regularly to provide direction to the system for all safety and quality matters.

El Camino Health Fast Facts

▪ Number of beds	466
▪ Employees	4,480
▪ Number of physicians	1,585
▪ Inpatient Volume	22,295
▪ Outpatient Volume	286,349
▪ Number of deliveries	4,751
▪ Annual revenue	\$1.7B

Aside from achieving outstanding patient outcomes, El Camino Health has earned numerous awards for clinical excellence, including being named one of the World’s Best Hospitals 2024 by Newsweek, one of the Best Hospitals for Maternity Care by U.S. News & World Report, one of America’s 100 Best for Cardiac Care by Healthgrades and becoming the San Francisco Bay Area’s first Magnet hospital, earning four consecutive

designations from the American Nurses Credentialing Center for nursing excellence. In addition, both our Los Gatos and Mountain View hospitals earned the highest ranking for patient safety from The Leapfrog Group for the fourth consecutive cycle in the spring 2024. As an organization, these awards are part of an ongoing vision of being "distinguished," "best" and "excellent."

EI Camino Health's Commitment to the Community

Our mission is to heal, relieve suffering and advance wellness.

- **Quality.** We pursue excellence to deliver evidence-based care in partnership with our patients and families.
- **Safety.** We put safety first in each decision and process, to achieve our mission of zero harm for our patients, visitors and team members.
- **Compassion.** We care for each individual uniquely with kindness, respect, and empathy.
- **Community.** We partner with local organizations, volunteers, and a philanthropic community to provide healthcare services across all stages of life.
- **Collaboration.** We partner for the best interests of our patients, their families and our community using a team approach.
- **Stewardship.** We carefully manage our resources to sustain, grow, and enable services that meet the health needs of our community.
- **Innovation.** We embrace solutions and forward-thinking approaches that lead to better health.
- **Accountability.** We take responsibility for the impact our actions have on the community and each other.

For additional information regarding awards, services provided, and other specific information please visit the website www.elcaminohospital.org.

Position Summary

El Camino Health is seeking a dynamic and experienced Vice President and Chief Compliance Officer to lead its enterprise-wide compliance, privacy, and ethics program. The Vice President and Chief Compliance Officer will ensure the organization's adherence to all applicable federal and state laws, regulatory requirements, accreditation standards, and internal policies, while fostering a culture of integrity, transparency, and accountability.

Reporting Relationships

This executive position will report directly to the Chief Executive Officer, Dan Woods, and provide regular reports to the Board of Directors through the Compliance and Audit Committee.

Responsibilities

The successful Vice President and Chief Compliance Officer will provide:

Strategic Leadership:

- Develop, implement, and maintain a robust compliance program aligned with El Camino Health's mission, values, and strategic goals.
- Provide leadership, direction, and oversight of the Compliance/Privacy Program and Internal Audit activity.
- Promote prevention, detection, and resolution of instances of conduct to ensure conformity to state or federal laws, regulations, hospital policies, patient privacy, or the code of conduct.
- Advise executive leadership and the board on emerging compliance risks, regulatory changes, and ethical matters.

Policy & Regulatory Oversight:

- Ensure ongoing compliance with HIPAA, CMS Conditions of Participation, Joint Commission standards, Stark Law, Anti-Kickback Statute, and all other healthcare-related regulations.
- Develop and enforce policies and procedures to address compliance risks and promote legal and ethical conduct.
- Identify and assess areas of compliance and patient privacy risks for the hospital and communicate any risks to the executive management and the Board of Directors.

Monitoring, Auditing, & Investigations:

- Oversee routine internal audits and risk assessments to evaluate compliance with internal and external requirements.
- Manage and investigate compliance-related and privacy-related incidents, whistleblower complaints, Compliance hotline and i-safe incidents and potential violations, ensuring appropriate corrective action. Track Conflict of Interest Disclosures.
- Monitor cybersecurity program improvements and work with the Cyber team on reported incidents and activate incident response team.

Education & Training:

- Design and implement comprehensive compliance, privacy, and ethics training programs for employees, medical staff, and board members.
- Promote awareness of compliance responsibilities at all levels of the organization.

Collaboration:

- Work closely with departments such as Legal, Risk Management, Internal Audit, Human Resources, and Information Security to align compliance practices across the system.
- Serve as a resource for managers and staff on compliance-related questions and decision-making.

Reporting:

- Provide regular and ad hoc compliance reports to senior management and the Board Compliance Committee.
- Track and report key compliance metrics and trends to evaluate program effectiveness.

Goals and Objectives

The following goals and objectives have been identified as priorities for this position:

- Collaborate with senior management and become fully integrated into the leadership team. Be a solution-oriented team player who has credibility and integrity, provides counsel and contributes broadly as a subject-matter leader.
- Work with senior management and other constituencies to develop a strategic plan that will guide the future direction of compliance, privacy, risk and cyber security management and align with the overall strategic initiatives of EI Camino Health. Strategically support the organization in taking on necessary risk to grow and achieve the healthcare needs of the district and its communities.
- Work with senior management and operational leadership and collaborate with the internal audit and enterprise risk management functions on an annual process of risk assessment to develop the year's formal comprehensive compliance plan.
- Confirm an appropriate organizational structure and hire, mentor, and develop the team as needed.
- Build a service-oriented culture within the organization so all employees feel comfortable seeking guidance from the compliance team.
- Evaluate system-wide education programs, policies and procedures to ensure organization-wide compliance with applicable federal and state laws and regulations.

Candidate Qualifications

Education/Certification

- Bachelor's degree required.
- Master's degree in healthcare administration, law, business, or related field highly preferred.
- Certification in Healthcare Compliance (CHC), Healthcare Privacy Compliance (CHPC), or equivalent required or obtainable within 12 months.

Experience

- Minimum 10 years of progressive leadership experience in healthcare compliance, legal, audit, or regulatory affairs.
- Prior experience as a compliance officer in a health system or hospital setting strongly preferred.

Skills and Competencies

- Deep knowledge of healthcare regulations and regulatory enforcement trends.
- Demonstrated ability to lead investigations and implement system-wide compliance programs. Exceptional interpersonal and communication skills, with the ability to collaborate and influence at all levels.
- High ethical standards and sound judgment.

The Community

County of Santa Clara



The County of Santa Clara, also referred to as "Silicon Valley", is unique because of its combination of physical attractiveness and economic diversity. With its numerous natural amenities and one of the highest standards of living in the country, the County has long been considered one of the best areas in the United States in which to live and work.

Santa Clara County is a major employment center for the region, providing more than a quarter of all jobs in the Bay Area. It has one of the highest median family incomes in the country, and a wide diversity of cultures, backgrounds and talents. The County of Santa Clara continues to attract people from all over the world and has a culture rich in its history, ethnic diversity (over 100 languages and dialects are spoken), artistic endeavors, sports venues and academic institutions.

The County's population of nearly 1.8 million is one of the largest in the state, and its population constitutes about one fourth of the Bay Area's total population. There are 15 cities ranging from Palo Alto to Gilroy. San Jose is the largest city in the County, with a population of nearly one million, and is the administrative site of County Government. A significant portion of the county's land area is unincorporated ranch and farmland.

The Mediterranean climate of the region remains temperate year-round due to the area's geography and its proximity to the Pacific Ocean. The area is warm and dry for much of the year. In sports and recreation, San Jose is home to teams for professional soccer, minor league baseball, and the San Jose Sharks, the only professional ice hockey team in Northern California. Other local sports teams include the San Jose Earthquakes, the San Jose SaberCats and the San Jose Giants. Numerous public and private golf courses are located throughout the County.

In addition to these recreational outlets, the County of Santa Clara operates 28 parks covering more than 50,000 acres including scenic lakes, streams, and miles of hiking and biking trails.

The County is home to three major universities - Stanford University, Santa Clara University and San Jose State University - as well as excellent community colleges.

Local museums and art galleries include The Tech Museum of Innovation, the Rosicrucian Museum, the Children's Discovery Museum, the San Jose Museum of Art, the Triton Museum of Art and many others. There are also abundant performing arts venues including opera, symphonies, musical theatre, repertory theatre, concerts, and children's musical theatre.

Mountain View



Nestled between the Santa Cruz Mountains and San Francisco Bay, Mountain View is a diverse community, ideally located in the heart of the Silicon Valley (10 miles north of San Jose and 35 miles south of San Francisco). At just over 12 square miles, Mountain View is home to approximately 75,000 residents, many nationally and internationally known corporations, and a thriving small business base.

Mountain View prides itself on providing excellent public services and facilities that meet the needs of a caring and diverse community in a financially responsible manner.

While leading the region in innovation and ideas, Mountain View remains committed to the traditional values of strong neighborhoods and citizen involvement. Mountain View boasts strong safety and public education records and is considered one of the best places to live in the Bay Area.

Los Gatos

The town of Los Gatos is nestled at the base of the Sierra Azul, and is located approximately 60 miles south of San Francisco, in the southwestern portion of Santa Clara County where the Santa Clara Valley meets the lower slopes of the Santa Cruz Mountains. Los Gatos retains a mix of residential, commercial and light industrial uses, and continues to retain its small-town image and prides itself as a self-contained community. Over 3,000 businesses serve the residents and act as a destination point for visitors who are attracted to its restaurants, hotels and variety of shops within a pedestrian oriented downtown setting. The town is also an inclusive community with the full mix of ages, family sizes and incomes. Los Gatos has many parks and greenbelt areas, as well as a vibrant downtown area which is listed on the National Register of Historic Places.



For additional information on the community, the following web sites may be accessed:

www.sccgov.org

www.mountainview.gov

www.losgatosca.gov

Procedure for Candidacy

Please direct all nominations and resumes to WittKieffer consultants Werner Boel, LL.M., Luke Morris, or Taeler Kaufmann assisting El Camino Health with the recruitment, via e-mail at tkaufmann@wittkieffer.com

El Camino Health values diversity and is committed to equal opportunity for all persons regardless of age, color, disability, ethnicity, marital status, national origin, race, religion, sex, sexual orientation, veteran status or any other status protected by law.

El Camino Health offers a competitive benefits package, including medical and dental benefits as well as paid time off, various insurance coverages and retirement plans for this position. Base salary is commensurate with experience and ranges from \$290,000 to \$400,000.

The material presented in this leadership profile should be relied on for informational purposes only. This material has been copied, compiled, or quoted in part from El Camino Health documents and personal interviews and is believed to be reliable. While every effort has been made to ensure the accuracy of this information, the original source documents and factual situations govern.

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