

EDDIE B. BELLUOMINI



1Care Hospice- Vice President of Operations; March 2021– Present

- ◆ First and foremost, I am a working VP. My main responsibility is to oversee & manage the day to day operations of both our clinical and marketing teams. I am responsible for financial and operational oversight and report directly to the CEO/CFO.
- ◆ I see patient's on a weekly basis and still perform weekly regular visits and admissions when needed. I make at least 4-7 nursing visits a week, which allows me to conduct weekly random quality assessments.
- ◆ In 2021, I performed 39 Admissions and over 150 regular nursing visits.
- ◆ From 2021-2022 while in charge, our company quadrupled ADC growth in 12 months from a census of 24 to 102 patient's from Q1 2021 to Q1 2022.
- ◆ Grew revenue for 14 consecutive months.
- ◆ Grew ADC (Census) by 400 % from Q1 2021 to Q1 2022.
- ◆ Directly in charge & responsible for entire Hospice clinical staff to include RN's, LPN's, Social Workers, Chaplains, CNA's, and Clinical Liaison Marketing team. Ensures clinical workflow is in accordance with the Mission, Vision and Values of 1Care Hospice.
- ◆ Reviews and audits all Hospice admissions, recertification's, and reports available through Kantime. Directs all clinical activities, oversees, approves and reviews all hospice admissions, re-certifications, discharges, deaths. Mitigates patient and family complaints. Ensures Hospice Plan of Treatment, Certificate of Terminal Illness and Local Care Determination are correctly established in accordance of Medicare guidelines.
- ◆ Responsible for reviewing all H&P's prior to patient admission to Hospice and is responsible for determining appropriate ICD-10 Coding for Medicare billing purposes. Ensure's patient's physical, emotional, and spiritual needs are being met by Hospice staff. Ensure all patient's and families are treated with empathy; respect, and dignity confidentially.

- ◆ Ensures implementation of quality improvement strategies. Identifies the need for improvements of patient care services by auditing patient and department records.
- ◆ Responsible for overseeing, managing annual location budget of over 5 million dollars. Strong marketing, fundraising and business development skills with demonstrated leadership ability to expand and grow programs. Positive and realistic approach to management which results in high employee morale and teamwork.
- ◆ Serves as Administrator On-Call 10 days a month. Works directly with Clinical liaisons to come up with marketing strategies to ensure growth of patient census. Develops and is responsible for Social Media Presence and marketing content.
- ◆ Assists in survey compliance, quality assurance, QAPI, and staff development duties.

***Remita Health/Bristol Hospice- Executive Director and Director of Patient Care Services;
April 2018– February 2021***

- ◆ First and foremost, I am a working Executive Director. I still see patient's on a weekly basis and sometimes a daily basis. I try to make at least 10 nursing visits a week, to include regular visits or admissions. This allows me to conduct random quality assessments. I personally try my best to see and meet every patient after admission within the first 7-10 days. I specialize in overseeing the care of our cancer patient's. I still perform admissions on a weekly basis when time permits, I personally admitted 47 patient's onto Hospice Services in 2019. I currently still work on-call after hours triage when needed.
- ◆ In 2020, I performed 53 Admissions and over 300 regular nursing visits.
- ◆ 2020, doubled ADC growth in 6 months from 26 to 52 patient's from Q1 to Q3.
- ◆ Grew revenue for 11 consecutive months.
- ◆ In one years time, took a company from -66% (-\$150k Q1 2018) to break even by Q1 2019.
- ◆ Grew ADC (Census) by 33% from Q4 2018 to Q4 2019.
- ◆ Directly in charge & responsible for entire Hospice clinical staff to include RN's, LPN's, Social Workers, Chaplains, CNA's, and Clinical Liaison Marketing team. Over see and manage day to day clinical operations. Responsible for conducting all IDT meetings. Ensures workflow in accordance with the Mission, Vision and Values of Remita Health/Bristol Hospice.

- ◆ Directly audits, oversees, and ensure timely data input. Reviews and audits all Hospice admissions, recertification's, and web-based reports available through Home Care home base. Reads and interprets reports; shares appropriately with team and partners. Directs all clinical activities, oversees, approves and reviews all hospice admissions, re-certifications, discharges, deaths. Reviews and audits overall patient care goals, interventions and care plan development. Reviews all patient visits, and mitigates patient and family complaints. Ensures Hospice Plan of Treatment, Certificate of Terminal Illness and Local Care Determination are correctly established in accordance of Medicare guidelines.
- ◆ Responsible for reviewing all H&P's prior to patient admission to Hospice and is responsible for determining appropriate ICD-10 Coding for Medicare billing purposes. Ensure's patient's physical, emotional, and spiritual needs are being met by Hospice staff. Ensure all patient's and families are treated with empathy; respect, and dignity confidentially.
- ◆ Ensures implementation of quality improvement strategies. and organizes staffing assignments to best accommodate patient acuity and needs. Identifies the need for improvements of patient care services by auditing patient and department records.
- ◆ Solely responsible for overseeing, managing and auditing annual location budget of 3.7 million dollars. Strong marketing, fundraising and business development skills with demonstrated leadership ability to expand and grow programs. Positive and realistic approach to management which results in high employee morale and teamwork.
- ◆ Serves as Administrator On-Call every day of the month. Works directly with Clinical liaisons to come up with marketing strategies to ensure growth of patient census. Developed and solely responsible for Social Media Presence and marketing content.
- ◆ Assists in survey compliance, quality assurance, QAPI, and staff development duties.

◆ ***Serenity Hospice- Clinical Director/Director of Patient Care Services December 2017 – April 18***

- ◆ Directly in charge and responsible for entire Hospice clinical staff to include RN's, LPN's, Social Workers, Chaplains, CNA's, and Clinical Liaison Marketing team. Over see and manage two Hospice Nursing teams and run all IDG team meetings. Ensures workflow and resources in accordance with the Mission, Vision and Values of Serenity Hospice.
- ◆ Directs all clinical activities, oversees, approves and reviews all hospice admissions, recertifications, discharges, deaths. Reviews and audits overall patient care goals, interventions

and care plan development. Reviews all patient visits, and mitigates patient and family complaints. Ensures Hospice Plan of Treatment, Certificate of Terminal Illness and Local Care Determination are correctly established and followed in accordance of Medicare guidelines.

- ◆ Responsible for reviewing all H&P's prior to patient admission to Hospice and is responsible for determining appropriate ICD-10 Coding for Medicare billing purposes. Ensure's patient's physical, emotional, and spiritual needs are being met by Hospice staff. Ensure all patient's and families are treated with empathy; respect, and dignity confidentially.
- ◆ Ensures implementation of quality improvement strategies. and organizes staffing assignments to best accommodate patient acuity and needs.
- ◆ Coordinates daily visits and supervises overall hospice care as prescribed in the Interdisciplinary Plan of Care, with contracted vendors in order to meet the needs of the patient and their family.
- ◆ Serves as Administrator On-Call 14 days per month. Works directly with Clinical liaisons to come up with marketing strategies to ensure growth of patient census.
- ◆ Assists in survey compliance, quality assurance, QAPI, and staff development duties.

◆ ***Mission Pines Nursing and Rehabilitation Center- Assistant Director of Nursing Oct 2017 - December 2017.***

- ◆ Directly manages and oversees facility staff of 135 employees; including RN's, LPN's CNA's and support staff. Responsible for patient safety, fall prevention, infection control and management of aggressive behaviors. Ensures cohesive workflow environment and resources in accordance with the Mission, Vision and Values of Mission Pines Nursing and Rehabilitation Center.
- ◆ Prepares Fall, Infection and Behavior reports weekly, works closely with Director of Nursing and serves as Interim Director of Nursing when D.O.N. is not on premises or is not available. Ensures continuity of care is not interrupted so patient receives professional care that meets or exceeds patient and or family expectations. Reviews and audits all admissions and discharges to and from facility. Ensures implementation of quality improvement strategies. and organizes staffing assignments to best accommodate patient acuity and needs.

◆ ***Nathan Adelson- Registered Nurse-Charge RN (Tenaya Inpatient Unit) and Triage Crisis Management RN July 2017 - April 2018***

- ◆ Directly manages floor staff consisting of RN's, LPN's, CNA's and is responsible for overall patient care of current patient's on census at 18 bed Inpatient Facility. Ensures compliance with Standards of Nursing Practice.
- ◆ Assess patient and family needs, makes sure patient's physical, emotional, and spiritual needs are being met by Hospice staff. Ensure's all patient's and families are treated with empathy; respect, and dignity confidentially.
- ◆ Works closely with Medical Director and outside Medical providers to ensure continuity of care so patient receives professional care that exceeds patient and or family expectations.
- ◆ Reviews and audits all admissions, deaths, discharges, through company EMR. Ensures implementation of quality improvement strategies. and organizes staffing assignments to best accommodate patient acuity and needs.
- ◆ Works as Triage Crisis Management nurse on weekend day/overnight shifts. Responds to patient crisis calls consisting of pain management, foley insertion and care, respiratory distress, and terminal symptom management.

◆ ***Bristol Hospice- Senior RN Clinical Supervisor September 2015 – July 2017***

- ◆ Directly manages four Hospice Nursing teams. Ensures workflow and resources in accordance with the Mission, Vision and Values of Bristol Hospice. Ensures compliance with Standards of Nursing Practice. Performs other duties as assigned by Executive Director.
- ◆ Had a major role in growing ADC (Census) from 135 to 270 patients within 2 years time.
- ◆ Directs clinical activities, including patient assessment, care plan development, service level determination, patient visits, and complaint management. Ensures Hospice Plan of Treatment, Certificate of Terminal Illness and Local Care Determination are correctly established and followed in accordance of Medicare guidelines.
- ◆ Assess home care needs, ensure patient's physical, emotional, and spiritual needs are being met by Hospice staff. Ensure all patient's and families are treated with empathy; respect, and dignity confidentially.

- ◆ Meets nursing operational standards by contributing information to strategic plans and reviews. Identifies the need for improvements of patient care services by auditing patient and department records.
- ◆ Coordinates daily visits and supervises overall hospice care as prescribed in the Interdisciplinary Plan of Care, with contracted vendors in order to meet the needs of the patient and their family. Ensures use of evidence based practice and research to guide clinical decision making.
- ◆ Served as Administrator On-Call 21 days per month. Served as primary LIASON to 36 Senior Citizen Club Houses throughout the island of Oahu.
- ◆ Assists in survey compliance, quality assurance, QAPI, and staff development duties, as trains staff as assigned. Notifies Executive Directive of identified learning needs.

◆ ***Islands Hospice- Registered Nurse Case Manager August 2014 – September 2015***

- ◆ Responsible for identifying and coordinating patient/family care to support terminally ill patients and families in home, skilled nursing facility or residential care home setting.
- ◆ Utilizes teaching, assessment, and intervention skills to provide comfort care and maximize the quality of life for the patients and families.
- ◆ Assess home care needs, be aware of and support the patient's physical, emotional, and spiritual needs. Assist and treat patients and family with empathy; respect, and dignity confidentially.
- ◆ Provide direct care to patients as prescribed in the Interdisciplinary Plan of Care in order to maintain the highest level of comfort and quality of life and assuming primary responsibility for case management.
- ◆ Evaluate and perform ongoing assessment and revise initial written plan of care with Interdisciplinary collaboration weekly or as the patient needs change.
- ◆ Works as weekend on-call Hospice Crisis Response Nurse for urgent response/management of symptoms; such as out of control pain, difficulty breathing/respiratory distress, anxiety, agitation, or bleeding.

◆ ***Ko Olina Operations- Operations Manager/HR Manager August 2004-August 2014***

- ◆ Manage and oversee day to day operations of 173 employees and Heads Human Resource Department. Reports directly to Resort Director of Operations.
- ◆ Resort Ambassador, Guest Service Manager, Resort Liason, handles resort wide complaints to include VIP, AOA residential, hotel guests, and daily resort visitors.
- ◆ Responsible for hiring and training new employees in Sexual Harassment, Workplace Violence Awareness, hospitality, and incident report writing.

◆ ***Aloha Senior Nursing Care- Registered Nurse / Owner September 2010-June 2017***

- ◆ Specialized private senior nursing care for Hawaii's vast elder population. Provides assessment, evaluation & treatment to those in need of general medical/surgical nursing care. Focus is on preventative care and to optimize independent living.
- ◆ Performs health assessments, therapeutic communication sessions, wound care, and social support. Performs medication compliance checks and teaches medication benefits.
- ◆ Assists, evaluates, and supports clients with all activities of daily living. Provides patient centered, managed care for special needs or mentally ill clients.

◆ ***Ko Olina Urgent Care -RN / Director Patient Care Services May 2009-August 2014***

- ◆ Triage patients while obtaining vital signs, a thorough history, and a nursing assessment.
- ◆ Provides critical nursing assessments and care during urgent crisis response to medical emergencies. Treats patient prior to EMS arrival or next point of definitive care.
- ◆ Provides general medical/surgical and home health nursing care at Ko Olina Resort.

◆ ***Honolulu Police Department- Police Officer, Corporal August 1992 - July 2004***

- ◆ Enforce the Hawaii State Penal Code; effectively diffuse disorderly situations; initiate and investigate criminal cases; administer safety procedures in life-threatening conditions.

- ◆ Extensively trained in DUI and Drug Recognition, hostage & Threat Risk Negotiation, First Responder, Verbal de-escalation, Incident Awareness and Scene Control.
- ◆ Act as the Department's lead witness in various court hearings. Prepare official court documents, affidavits, and other legal reports and record.
- ◆ Worked after hours as a 911 dispatch operator 2001-2004. Responsible for crisis management and calming 911 callers under extreme emotional and physical distress.

◆ ***Served as Detective: Criminal Investigation Division-Major Crime Detail 2001 – 2002. Conducted interviews and interrogations of witnesses and suspects.***

◆ ***U. S. Navy- Machinists Mate; Combat Veteran / Honorable Discharge, Dec 1988 – July 1992***
 ◆ Operation Desert Storm Veteran 1991◆Southwest Asia Service Medal (with 2 bronze stars) 1991◆Combat Action Ribbon 1991◆Kuwait Liberation Medal 1991◆National Defense Service Medal 1991◆Navy Unit Commendation 1991◆Sea Service Deployment Ribbon 1990◆Veteran of Foreign War

◆ ***CERTIFICATIONS & QUALIFICATIONS:***

American Heart Association Advanced Cardiac Life Support ACLS
 American Heart Association Pediatric Advanced Life Support PALS
 Queen's Medical Center 12 Lead EKG Workshop: Ischemia, Injury, & Infarction American Heart Association BLS, Health Care Professional CPR, First Responder, AED DUI and Drug Recognition, Laws of Arrest, Hawaii State Penal Code.

Close-quarter combat, Verbal de-escalation and escalation of force measures.

Incident Response to Terrorist Bombings Awareness Training Course, November 2002.

LICENSES

Registered Nurse, State of Hawaii, License #67899, Expires 6-30-21 Registered Nurse, State of Nevada, License #73940, Expires 7-20-22

PROFESSIONAL ORGANIZATIONS:

Emergency Nurses Association / Veterans of Foreign Wars

ACTIVITIES & HONORS : Honolulu Police Department

Certificate of Merit for successful Hostage Negotiation Crisis, February 2003
Certificate of Merit for preventing a man from committing suicide, April 1998
Various Honolulu Police Department Commendations and (47) Letters of Appreciation
* Purple Belt Assistant Instructor Relson Gracie/Ronn Shiraki Jiu Jitsu Academy, Kids class
2013-2017.

COMMUNITY SERVICE

Hawaii National Guard Youth Challenge Program- Mentor
River of Life Mission- 10 year Volunteer
Hawaii Special Olympics and American Cancer Society- Volunteer. Raised over \$1,000 in donations for 5 consecutive years.

EDUCATION

Kapiolani Community College, ADN, Registered Nursing Degree, Dec. 2009
University of Hawaii, Business and Marketing 2012
Honolulu Police Department Recruit Training Academy Feb. 1993
U.S. Navy Engineering Class A School
Strong Vincent High School; Erie, PA, May 1988

REFERENCES: Dr. Bret Flynn 808-294-5547 flynnb007@gmail.com
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