



**WHITMAN PARTNERS**

Director of Surgical Services  
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August 14, 2024

Paul MacKoul  
Innovations Surgery Center  
Rockville, Maryland

Dear Mr. MacKoul,

Enclosed, you will find our slate of candidates for the position. This confidential document includes a concise yet detailed written summary of each of the five candidates.

We focused our candidate search on the following vetting criteria, with an unweighted 1 to 10 score:

- **Contract to Hire:** This position can be filled on both a permanent and interim basis, with candidates ideal for an interim-to-hire arrangement.
- **AAAHC Accreditation:** Both the Maryland and New Jersey centers are AAAHC accredited, with a strong emphasis on compliance.
- **Growth Mindsets:** The organization is entrepreneurial with significant upside potential, requiring a willingness to "mop the floor" when needed.
- **GYN Surgery Expertise:** While primarily a single-specialty center, candidates with experience in pain management and vascular care are also well-suited.
- **Maryland-Based:** Proximity to Rockville, MD, is preferred for ease of commute and relocation.

The enclosed candidate slate represents the strongest prospects from those who expressed interest.

We value our partnership and look forward to continuing our collaboration with you and the Innovations Surgery Center team in the coming weeks.

Sincerely,

Whitman Partners

Josiah Whitman



# INNOVATIONS SURGERY CENTER

## CANDIDATE SLATE



### Lucas Martinez

MBA, RN  
University of Vermont Medical Center  
Interim Director of Surgical Services  
Whiting, NJ

Vetting Score: **8/10**

- Contract to Hire Potential: 9/10
- AAAHC Accreditation Experience: 8/10
- Growth Mindset: 9/10
- GYN Surgery & Specialty Experience: 7/10
- Maryland-Based: 7/10



### Grace Mitchell

MSN-ED, MBA, MA, RN  
Doctors Community Medical Center  
Senior Director of Surgical Services  
Elkridge, MD

Vetting Score: **8.2/10**

- Contract to Hire Potential: 8/10
- AAAHC Accreditation Experience: 7/10
- Growth Mindset: 9/10
- GYN Surgery & Specialty Experience: 7/10
- Maryland-Based: 10/10



### Ava Thompson

RN, CNOR, BSN, MSHA  
Zitira Healthcare Partners  
Senior Director  
St. Louis, MO

Vetting Score: **7.6/10**

- Contract to Hire Potential: 9/10
- AAAHC Accreditation Experience: 8/10
- Growth Mindset: 9/10
- GYN Surgery & Specialty Experience: 7/10
- Maryland-Based: 5/10



### Ethan Gonzalez

RN, BHA  
Adventist Health  
Executive Director  
Portland, OR

Vetting Score: **7.8/10**

- Contract to Hire Potential: 9/10
- AAAHC Accreditation Experience: 8/10
- Growth Mindset: 9/10
- GYN Surgery & Specialty Experience: 7/10
- Maryland-Based: 6/10



### James Stogner

MBA, BSN, CNOR  
Medstar Washington Hospital Center  
Assistant Director  
Washington, D.C.

Vetting Score: **8/10**

- Contract to Hire Potential: 8/10
- AAAHC Accreditation Experience: 7/10
- Growth Mindset: 9/10
- GYN Surgery & Specialty Experience: 7/10
- Maryland-Based: 9/10