

**CURRICULUM VITAE  
DEBORAH L. LINDABERY**

**Medkita, LLC**

*President/Chief Executive Officer*

Responsible for operations and management of the organization including:

- Procuring new business
- Retaining current business
- Continually developing systems to assist client's in improving their profits
- Managing employees
- Preparing and adhering to annual budgets

**MX Physical Therapy, Inc.**

*Vice President of Operations*

Responsible for the operations and quality of rehabilitation services for five outpatient rehabilitation centers in Wilmington, Bear and Rehoboth Beach, Delaware

- Increased company's net worth over \$700,000 in 18 months
  - Implemented electronic medical records system including scheduling, in five centers resulting in a 20% increase in charges previously lost by human error
  - Analyzed and implemented reports provided by EMR to increase net revenue by 15% overall
  - Implemented daily cash collection and deposit procedures at each center to account for every dollar collected
  - Implemented and performed daily bank reconciliation procedures to account for each center's deposits.
  - Created quarterly reports detailing net revenue per visit by payor by center
  - Outsourced billing resulting in 25% increased collections
  - Switched payroll companies resulting in a 30% decrease in monthly payroll costs and completely paperless processing
  - Evaluated and chose benefits packages for our company, including medical, dental, 401K, etc.
  - Performed payroll for the company
  - Performed all accounts payable functions

**Physiotherapy Associates, Delaware Curative Workshop, Inc.**

*Clinic Director*

Responsible for all aspects of center operations as well as providing patient care. Time is divided into approximately 90% patient care and 10% administrative duties including marketing to increase patient volume.

**Select Medical Corporation/Rehab Provider Network**

*Clinical Reviewer for Utilization Management*

Responsible for reviewing cases to determine whether continued physical therapy, occupational therapy and/or speech therapy was necessary and making recommendations as to how long treatment should continue.

**NovaCare**

*MIS Project Director*

Responsible for the requirements definition, design, development and implementation of a multi-million dollar standardized computer system (OSCAR) consisting of 150 outpatient clinics.

- Established a Billing/Collection User Group consisting of 14 people nationwide, to assist in defining and developing standardized policies and procedures which were incorporated into OSCAR.
- Organized and directed weekly user group meetings to identify and incorporate end user requirements into the software.
- Conveyed all the requirements of the user group to the software developers to integrate into OSCAR.
- Established written standardized policies and procedures for the outpatient division.
- Conducted testing of all parts of OSCAR prior to final approval and roll out.
- Directed and assisted the task of developing and writing front desk, billing and collections policies and procedures.

- Directed and assisted the development and writing of training materials for OSCAR implementation including piloting and refining original materials and subsequently putting training materials into production for rollout.
- Developed and implemented a national rollout plan for 150 outpatient centers to convert to the new computer system.
  1. Used Microsoft Project to create a detailed weekly implementation schedule for the conversion of 150 centers to OSCAR over a 12 month period
  2. Hired and supervised four trainers to train and implement OSCAR throughout the country
  3. Worked with 5 software developers to refine OSCAR procedures and integrate upgrades to meet the end users needs during and after the conversion process.
- Developed, wrote and conducted General Manager/Center Manager presentation of OSCAR.
- Chairman's Award winner for contributions in the development and implementation of OSCAR

*Regional Director of Professional Services*

Responsible for ensuring quality patient care, proper utilization, adherence of professional and billing rules and regulations, and overall operational efficiency at the center level.

- Performed Clinical Due Diligence on potential new acquisitions.
  - Submitted written summary of findings and recommendations for or against acquisition.
- Assisted in the development, writing and implementation of the "Best Practices" evaluation procedures.
- Assisted new acquisitions in assimilating to NovaCare policies, procedures, billing requirements, etc.
- Assisted in training of managers when needed.
- Developed and assisted in the implementation of a new Universal Charge Ticket for all outpatient division centers.
- Evaluated problems in the field when necessary including issues pertaining to documentation, billing, state regulations, Medicare, staffing, patient care, etc.
- Assisted in the credentialing process for PT practices interested in participating in RPN.

**Pat Croce's Sports Physical Therapists, Inc.**

*Manager of Physical Therapy Services*

Responsible for ensuring appropriate utilization of rehabilitation services, quality assurance, documentation systems, adequate training of center managers and overall profitability of 40 centers nationwide.

- Developed, co-wrote and implemented a Quality Assurance program for 40 outpatient centers.
- Assisted in the development, writing and implementation of a Center Manager training program.
- Identified clinical, administrative, billing and financial problem areas at the center level and implemented programs for improvement.
- Monitored overall utilization at the center level.
- Assisted in the start up and development of new centers.
- Evaluated patient care delivery by actually providing hands on care at centers on an individual basis.
- Developed and implemented a balancing system for all daily transactions occurring at a center, which saved the company thousands of dollars per day in missed revenues.
- Maintained physical therapy licensure in 11 states.

*District Manager & Center Manager*

Responsible for set up and opening of a center in an uncharted market and monitoring of all centers in the market area.

- Established provider agreements.
- Implemented Sports Physical Therapists policies, procedures and philosophies.
- Trained a center manager to act in the best interests of Sports Physical Therapists and take over center operations.
- Provided patient care and established patient care procedures.

**COLLEGE EDUCATION:**

Beaver College - B.S. in Physical Therapy  
Hahnemann University - Credits towards Masters in Orthopedics

*September 1988*  
*September 1992 - May 1993*

**CONTINUING EDUCATION:**

- Industrial Rehabilitation & Work Hardening, Keith Blankenship, PT
- Evaluation and Treatment of Knee Dysfunction, Michael Voight, M.Ed, PT, ATC, CSCS
- Evaluation and Treatment of the Shoulder, Kevin Wilk, PT
- Surgical and Rehabilitative Management of Elbow and Wrist Dysfunction, Sport Physical Therapists, Inc.
- The Shoulder: From Injury to Wellness, Tab Blackburn, M.Ed, PT, SCS, ATC
- Sports Medicine Conference, George Davies, M.Ed, PT, SCS, ATC, CSCS
- Cadaver Anatomy Review, Paul Mettlar, Ed.D, PT
- Functional Rehabilitation of the Lower Extremity, Michael Voight, M.Ed, PT, SCS, ATC
- Functional Anatomy: A Cadaver Review, Rehab Training Network, Inc.
- Work Hardening, Rehab Training Network, Inc.
- Mechanical Diagnosis and Therapy of the Lumbar Spine: The McKenzie Approach, Rehab Training Network, Inc.
- Modern Principles of Athletic Training, Anthony Viggiano, ATC
- The Knee and Shoulder Today, Northeast Seminars
- The Diagnosis & Treatment of the Upper & Lower Quadrants, Kevin Wilk, PT, DPT, Brian Mulligan, FNZSP
- Re-evaluating Shoulder Rehabilitation, Phil Donley, P.T., ATC, MS
- Medicare 2012-The Year Ahead for Outpatient Physical Therapy

#### **LICENSURE:**

Achieved and maintained physical therapy licensure in good standing in the following states:

- Pennsylvania License #PT-006673-L *December 1988 – present*
- Delaware License #J1-0000717 *June 1992 – present*
- New Jersey License #QA 04394 *February 1992 – January 1998*
- Indiana License #05003355 *June 1992– June 1996*
- Tennessee License #PT002793 *November 1992 – June 1996*
- Maryland License #17343 *May 1992 – May 1996*
- Georgia License #003615 *February 1993 – December 1995*
- Ohio License #PT06170 *February 1993 – June 1996*
- Minnesota License #4866 *July 1991 – December 1995*
- Louisiana License #PT-01945R *October 1993 – December 1995*
- Wisconsin License #4329 *November 1992 – December 1995*