

## EXHIBIT A

# DOMINIC SALADINO, PHARMD, MS, CPPS, CPHQ MEDICATION SAFETY CONSULTING SOLUTIONS LLC

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## Medication Safety and Quality Systems Controlled Substance Management

### EXPERIENCE

ASANTE, Medford, OR (02/2025 to PRESENT)

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#### NETWORK

*Asante Rogue River Medical Center, 378 beds*

*Asante Three Rivers Medical Center, 125 beds*

*Asante Ashland Community Hospital, 49 beds*

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#### **MEDICATION SAFETY & DIVERSION PROGRAM COORDINATOR**

Work in collaboration with pharmacy leaders and other health care professionals to develop and implement medication safety best practices and activities to ensure safe use of medications across various practice sites and service lines. Assess medication adverse events and errors while implementing continuous process improvements to ensure patient safety. Assist pharmacy leaders to meet regulatory and accreditation standards. Reports to the Pharmacy Service Line Director.

#### **Key Responsibilities**

- Create and manage the controlled substance diversion prevention program.
- Serve as a medication safety specialist and expert on best practices for medication safety and controlled substance handling.
- Manage medication errors analysis and mitigation strategies.
- Coordinate pharmacy involvement in collaborative clinical or operational efforts and performance improvement ensuring safe medication use, patient safety, and diversion prevention.
- Facilitates or participates in departmental, multidisciplinary, hospital, health system, and regional committees related to ADE's, policy review, safe medication use, diversion prevention, and patient safety.
- Incorporates state and federal regulatory requirements, including but not limited to the Board of Pharmacy, Drug Enforcement Agency, United States Pharmacopeia, and the Food and Drug Administration into medication-use practices and policies.

WALMART, Eagle Point, OR (04/2025 to PRESENT), Cottage Grove, OR (1/2025 to 3/2025)

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#### **STAFF PHARMACIST, (Hourly)**

Perform drug utilization reviews to assess the effectiveness and appropriateness of medication therapies.

Deliver comprehensive patient education on prescription and over-the-counter medications to achieve the best possible outcomes.

Manage controlled substances and inventory.

MEDICATION SAFETY CONSULTING SOLUTIONS LLC, Medford, OR (07/2024 to PRESENT)

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#### **OWNER OF MEDICATION SAFETY CONSULTING SOLUTIONS LLC**

Started a medication safety and diversion prevention consulting business to offer services to hospitals, health systems, lawyers, and pharmacies.

#### PEACEHEALTH

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##### NORTHWEST NETWORK

*St. Joseph Medical Center, 255 beds*

*Peace Island Medical Center, 10 beds*

*United General Medical Center, 25 beds*

*Ketchikan Medical Center, 25 beds*

##### COLUMBIA NETWORK

*St. John Medical Center, 346 beds*

*Southwest Medical Center, 450 beds*

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##### OREGON NETWORK

*Sacred Heart Medical Center at Riverbend, 347 beds*

*Cottage Grove Community Medical Center, 14 beds*

*Peace Harbor Medical Center, 21 beds*

PEACEHEALTH AMBULATORY SERVICES, 73 clinics

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**SYSTEM PHARMACY MANAGER OF QUALITY AND PROCESS IMPROVEMENT (05/2023 TO 11/2024)**

Expansion of previous duties to include 73 PeaceHealth ambulatory clinics, reporting directly to the Chief Quality and Patient Safety Officer.

**SYSTEM MEDICATION SAFETY PHARMACY MANAGER (06/2021 TO 05/2023)**

Expansion of previous duties to include all PeaceHealth medical centers, reporting directly to the VP of Pharmacy Services.

**MEDICATION SAFETY PHARMACY MANAGER-OREGON NETWORK (09/2019 TO 06/2021)**

Contribute to interdisciplinary medication safety activities across the entire PeaceHealth Oregon Network to ensure optimal medication services. Support regional executive directors and system pharmacy teams with execution of safety, quality, and regulatory initiatives. Serve as subject matter expert and internal organizational resource for medication safety, pharmacy regulatory compliance, and controlled substance diversion prevention.

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ACHIEVEMENTS

- ✓ Pharmacy lead for Clinical Continuity (extended cyber downtime) process development.
  - ✓ Completed the PeaceHealth Oregon Network Leadership Development Program.
  - ✓ Led implementation of BD HealthSight controlled substance diversion prevention AI software, as well as utilization and optimization.
  - ✓ Advocated for and led camera project to cover critical pharmacy areas, above Pyxis, and medication rooms to prevent controlled substance diversion prevention.
  - ✓ Collaborated in creating a medication safety metrics dashboard.
  - ✓ Redesigned insulin processes to meet best practices.
  - ✓ Redesigned neuromuscular blocking agent processes to meet best practices.
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Strategic Planning & Execution

- **Oversee strategic planning for our medication safety program** developing long and short-term goals that bolster regulatory readiness, patient safety, and quality of care.
- **Establish and execute system-wide continuous improvement activities**, regulatory projects, and medication safety monitoring.
- **Research and advise on national best practice standards** from the Institute for Safe Medication Practices (ISMP) and the American Society of Health-System Pharmacists (ASHP).

Regulatory Compliance

- Analyze high-level trends regarding safety and regulatory compliance to assess the need for policy or procedural changes.
- **Develop policies and procedures to support medication safety and regulatory compliance** with applicable state and federal laws, rules, and regulations [i.e., Joint Commission, Centers for Medicare & Medicaid Services (CMS), and local health departments].
- Support appropriate measures to prevent, investigate, and respond to drug diversion activities.

Cross-Functional Collaboration

- **Serve as pharmacy service line liaison.**
- Collaborate with Nursing and Pharmacy to identify potential safety or harm issues and alert managers, directors, and senior leadership; represent Pharmacy and Patient Safety on hospital regulatory compliance committees:

**LOYOLA UNIVERSITY HEALTH SYSTEM, Melrose Park, IL (03/2014 to 09/2019)**

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*Gottlieb Memorial Hospital, 254 beds*

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**MEDICATION SAFETY PHARMACIST (06/2015 TO 09/2019)**

**Developed and implemented effective medication safety plan** aligned with annual performance improvement targets. Devised policies and workflows to reflect medication safety best practices and addressed actual and potential system vulnerabilities.

**STAFF PHARMACIST (03/2014 TO 06/2015)**

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**Dispensed** prescription medications accurately while ensuring **proper dosage, administration, and patient safety**. Reviewed and interpreted physician orders to **verify accuracy, appropriateness, and potential drug interactions**. Monitored patient responses to medications and **collaborated with healthcare providers to adjust treatment plans**.

ACHIEVEMENTS

- ✓ **Increased regulatory survey readiness** by creating the Therapeutic Duplication Sequence of Administration Guideline.
- Managed the adverse reaction and medication error reporting system (RL Solutions).
- Participated in FMEAs, PDSAs, RCAs, and Joint Commission surveys.
- Maintained a proactive narcotic diversion prevention program.
- Influenced medication safety as an instrumental member of multidisciplinary committees:

Co-Chair, Controlled Substances Committee (local and regional) | Pharmacy and Therapeutics Committee Medication Use System Improvement Committee | Midwest Regional Medication Safety Committee | Environment of Care Committee | Guidelines and Order Sets Committee | PER Nursing Council

DOMINIC SALADINO, PHARM.D, MS, CPPS, CPHQ

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UCHICAGO MEDICINE ADVENTHEALTH HINSDALE (FORMERLY AMITA HEALTH), Hinsdale, IL (06/2015 to 08/2019)

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**PHARMACIST I, (Registry)**

Staffed acute care hospital with Level III NICU, pediatric, adult, surgical, and behavioral health units.

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RUSH COPLEY MEDICAL CENTER, Aurora, IL (01/2015 to 06/2015)

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**CLINICAL PHARMACIST**

Supervised all overnight pharmacy operations.

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COLLEGE OF DUPAGE, Glen Ellyn, IL (08/2008 to 12/2010)

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**ADJUNCT PROFESSOR, (PART-TIME)**

Taught pathophysiology and pharmacology to allied health students.

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RUSH UNIVERSITY MEDICAL CENTER, Oak Park, IL (08/2006 to 01/2015)

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*Home Infusion Solutions and Hematology/Oncology Infusion Pharmacy*

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**CLINICAL PHARMACY SPECIALIST**

Evaluated and managed high-risk parenteral, intrathecal, epidural, and chemotherapy regimens.  
Maintained USP 797 cleanroom compliance.

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CVS PHARMACY, Elmhurst, IL (06/2005 to 01/2009)

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**STAFF PHARMACIST/INTERIM PHARMACY MANAGER**

Served as subject matter expert for physicians, nurses, and allied health providing drug information and appropriate therapeutic options.  
Conducted drug utilization reviews evaluating the appropriateness of medication therapies.  
Functioned as Interim Pharmacy Manager. Supervised graduate intern and pharmacy student training.

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**EDUCATION**

Graduate Certificate Pharmacy Regulatory – University of Florida College of Pharmacy, Gainesville, FL (08/2021 to 08/2025)

Master of Science (MS), Pharmacy Outcomes and Policy, Medication Safety and Quality Systems track – University of Florida College of Pharmacy, Gainesville, FL (08/2021 to 12/2024)

- Honors: 4.0 GPA

Graduate Certificate Medication Safety and Quality Systems – University of Florida College of Pharmacy, Gainesville, FL (08/2021 to 12/2024)

Doctor of Pharmacy (PharmD) – Midwestern University Chicago College of Pharmacy, Downers Grove, IL (08/2001 to 03/2005)

Bachelor of Science (BS) in Biology - University of Illinois at Chicago, Chicago, IL (08/1996 to 05/2001)

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**LICENSURE & CERTIFICATIONS**

**Registered Pharmacist/Preceptor:** Alaska 232395; Idaho 3371544; Illinois 051290646; Oregon RPH-0017433/RPH-0017433-P; Texas 64375

Certified Professional in Patient Safety (CPPS): PS0272580, exp. 01/2028

Certified Professional in Healthcare Quality (CPHQ): 112624, exp. 12/31/2027

BLS: exp. 01/03/2027 | APhA Immunizer Certificate

ASHP/ISMP Medication Safety Certificate | ASHP/IHFDA Drug Diversion Certificate | ASHP Pain Management Certificate

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**PROFESSIONAL AFFILIATIONS**

Member, American Society of Health-System Pharmacists (ASHP)

Member, Medication Safety Officers Society (MSOS)

Member, American Society of Professionals in Patient Safety (ASPPS)

Member, National Association for Healthcare Quality (NAHQ)

Member, International Health Facility Diversion Association (IHFDA)

Member, National Association of Drug Diversion Investigators (NADDI)

Member, Kappa Psi Pharmaceutical Fraternity

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**PUBLICATIONS**

None