

**Steve Anderson**  
10610 NE 9<sup>th</sup> PL #1206  
Bellevue, WA 98004  
509 230 6010



## **Employment History:**

### **Interim Healthcare Solutions, LLC: January 2009 – Present**

#### **President/CEO – [www.interimexecutivestaff.com](http://www.interimexecutivestaff.com)**

Providing interim management and consulting services for Assisted Living, Independent Living, Continuing Care Retirement Communities (CCRC's) and Skilled Nursing Facilities (SNF's). An accomplished executive leader who combines an effective mix of operational, marketing and strategic business management Steve has enjoyed a long and stable career in senior housing – bringing expertise and passion to meet his clients challenges.

I am seeking interim management/consulting opportunities and would consider permanent employment given the right opportunity/employer.

### **Bonaventure Senior Living: January 2008 – Nov. 2008**

#### **Interim Regional Director of Operations/WA/ID/Nevada**

Responsible for the daily operations of eight Retirement/Assisted Living communities in three states. Community sizes range from 126 units to 289 units. Agreed to come on board with Bonaventure on an interim basis until growth could warrant Divisional V.P. position and/or COO opportunities. Duties include but are not limited to: budget development, expense control, start up development of two properties under construction (Idaho/Nevada), development and implementation of strategic marketing plans, maintaining regulatory compliance, reducing turnover, establishing a positive working culture in communities, stabilizing/increasing revenue stream.

**Reason for Leaving:** Interim position. Resigned November 2008 to begin Interim Healthcare Solutions, LLC.

### **Eskaton, Sacramento California: January 2007 thru September, 2007**

#### **Senior Director - Operations/Marketing**

Eskaton is a non-profit senior service organization based in Sacramento, California. They own/operate:

- 20 Affordable Housing (HUD) senior properties
- 11 owned/managed assisted living communities
- 2 CCRC's/villages
- 4 skilled nursing facilities
- Adult day health operation
- Home Healthcare

Managed the daily operations for all aspects of Eskatons' portfolio. Additionally – was the interim SNF administrator for Eskaton Care Center, Manzanita.

**Reason for leaving:** A significant downturn in the California real estate/senior market delayed the retirement of Trevor Hammond., COO. Board requested Trevor to postpone his retirement indefinitely. Trevor Hammond is still the COO of Eskaton. A corporate re-structure occurred and my position was eliminated. Reference available from Trevor Hammond, COO.

### **S.L. Start/Start Communities: June 1999 through Jan 2007. Spokane, Washington.**

#### **Executive Vice President of Operations, Start Communities**

**Owned/operated/management contracts with a total of 8 retirement communities in three states.**

**Operational Responsibilities:** Manage the daily operations for these communities.

- Annualized revenue over \$50 million.. Directly supervised Executive Directors, V.P. of Sales/Marketing , nurse and dietary consultants.
- Senior Division employed nearly 600 employees in three states. Responsible to meet the lifestyle needs of approximately 650 seniors.
- Actively work with staff, residents and family members in all communities.
- Responsible to ensure all aspects of regulatory compliance are met.

**Development Responsibilities:**

- For three years I functioned in the capacity of V.P. Development for Start Communities (2002 -2004). Responsible for startup/development of communities in WA/CA.
- Completed Northpointe, Harbor Crest, Arbor View and San Jose/Sunnyvale California development projects. San Jose site purchase/plans/entitlement process for a \$40+ million CCRC project. Responsibilities included but were not limited to: Site location, pre-marketing competitor analysis, demographic analysis utilizing Claritas Senior Life reports, penetration analysis, entitlements, site plan, facility layout development, interior design, facility design/needs analysis, completion/filing of RCFE/Boarding Home applications in WA/CA, public testimony in public hearings and local political involvement. Developed relationship with business partner Barry Swenson builders.

**Reason for Leaving:** Start Communities was divested/sold. I chose to stay with S.L. Start to assist in coordinating the sale and transition of its senior properties until December 2006. Recruited by Eskaton in Sacramento. Reference available from Rick Colliton, President SL Start.

**Beverly Healthcare, Inc:** November 1991 – June 1999. Fort Smith Arkansas.

**Administrator, Beverly Health & Rehabilitation Center, at Northpointe.** November 1991 – June 1999

- Responsible for the daily operations of a 120 bed sub acute/skilled rehabilitation center in north Spokane
- Opened the first free standing Sub Acute unit in Spokane/Eastern Washington.
- Supervised clinical and management staff including Sub Acute Program manager, case managers, finance, risk management and compliance officer.
- Initiated CARF certification process
- Exceeded budgeted NOI and budgeted occupancy goals every year employed
- Significantly reduced staff turnover by successfully implementing a team approach to operations and care management.
- Actively participated on a variety of local healthcare advisory committee's with managed care partners.
- Achieved four deficiency free regulatory surveys and received the Beverly Healthcare Award of Excellence all five years after its introduction.
- Consistently exceeded corporate and regulatory standards in quality of care, revenue growth, employee turnover reduction, Family/Resident satisfaction and DSO..

**Reason for leaving:** Recruited by SL Start.

**Objective Medical Assessments Corporation (OMAC):** Oct. 1985 – Nov. 1991, Seattle Washington

**Director of Sales and Marketing.**

- Responsible for expanding client base and market share in Washington, Oregon and Alaska.
- Services targeted third party claims administrators, self insured companies, attorneys and insurance companies such as Boeing, Weyerhaeuser, Aetna, State Farm.
- Increased sales from 1.2 million to nearly ten million in approximately four years through aggressive clinic expansion. Sales increases came from successfully maintaining existing clients as well as strategic growth targeting new clients.
- Successfully completed a corporate re-branding along with the consolidation of clinical services into downtown Seattle along with the opening of clinics in Anchorage, Boise, Portland, Vancouver, Everett and Kent.
- Successfully maintained OMAC as the industry leaders of independent medical evaluations through ongoing public relations campaigns.
- Managed sales staff of five

**Reason for Leaving:** Recruited by Beverly Healthcare, relocated to Spokane.

**Education:** **Washington State University** – Spokane, WA  
Masters in Health Policy Administration (MHPA)  
**Whitworth University, Spokane WA**  
B.S. Health Services Administration  
B.S. Business Administration - 1986

**Professional Licenses:**

Current Licensed Washington State Nursing Home Administrator #1754  
Current Licensed California Nursing Home Administrator: #7077  
Current Licensed RCFE Administrator California: 553403740

**Professional Interests/Affiliations/Hobbies:**

- ❖ Sisters of Providence/Holy Family Hospital Foundation President (approx 1999 – 2003)  
Served on the HFH Foundation Board from 1995 – 2004..
- ❖ Washington Healthcare Association Board Member:
- ❖ Washington Center for Assisted Living Board Member 2001 – 2005  
Served as President/Vice President. Initiated discussions with Nor-Alfa to merge the two associations.
- ❖ AHCA Washington State PAC Representative – 1998 – 2004
- ❖ Successfully completed eight marathons.
- ❖ Avid Golfer
- ❖ USTA member. 3.5 rating.
- ❖ Rabid soccer fan of my daughter
- ❖ Loyal soccer, baseball, football and Tae Kwondo fan for my son

**References:**

**Rick Colliton, President/CEO S.L.Start – Spokane Washington**  
**Trevor Hammond, COO – Eskaton, Sacramento California**  
**Eli Almo – President/Owner – ERA Living, Seattle WA**  
**Carl Knepler, Vice President/Marketing – MBK Communities, Irving CA**