

May 1, 2018

Mr. John Giese, Chairman of the Board
CHI St. Alexius Health
900 East Broadway
Bismarck, ND 58501

Dear Mr. Chairman,

We assert that the citizens of our community and the State of North Dakota are best served when CHI St. Alexius Health is strong. Our hospital was the first Medical Center in the Dakota Territory, even before North Dakota attained statehood. We proclaim that the same compassionate frontier spirit that built our hospital can still be found here, and is vibrantly displayed by the physicians, nurses, technical and support staff who labor diligently within our walls. Even as the hospital has shifted to a position of membership in a larger national healthcare organization, we retain our status as the central referral hub for rural communities across central and western North Dakota, along with patients in bordering states.

The MEC voting members have struggled for the past 3 years to be fully engaged with the CHI Fargo Division Administrative Staff. Our concerns have led us to a Vote of No Confidence, a Letter of Disapproval to the CHI National Office, and in February 2018 we offered our Resignation of MEC duties. With each of these actions, Jeffrey Drop has offered compromises and promises, but we have seen no real or sustained effort to engage with us to create a meaningful change.

The Living Our Mission Measures outlined below are often quoted by CHI, but there is little evidence of their value in the actions of the Fargo Division Administrative Team.

1. *Service to the Poor & Vulnerable:* This measure has been indirectly impacted by the examples provided below.
2. *Employee Engagement:* There has never been a time when employee morale has been lower. Staff is chronically over-burdened with duties. Nurses again are discussing unionization.
3. *Physician Satisfaction:* In the last survey we ranked in the 4th percentile nationwide for satisfaction. Issues leading to the resignations of almost half of our Hospitalist staff have not been resolved despite multiple meetings and promises. Suggestions by the MEC to engage physicians from the top level down have gone unheard.
4. *Quality:* Our downgrading by the Leapfrog Group from a "B" grade to a "C" confirms our fears that recent administrative actions have been detrimental to our ability to provide high-quality care.

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5. *Patient Experience*: A recent Quality and Values Committee meeting highlighted reports from each facility in the region, with patients complaining that call lights were not answered in a timely fashion; no one was available to assist them to the bathroom; and rooms were not cleaned appropriately. The proposed solution was to tell the staff to work harder and attend a brief workshop.
6. *Safety*: Each of us can offer first-hand accounts of events we have witnessed recently that would have been unthinkable in the past. Again, our fears for patient safety have been confirmed by the recent downgrade from the Leapfrog Group.
7. *Growth*: ER and Surgery volumes are significantly down. Focus is on cutting cost rather than increasing and capturing revenue. Promises that wRVU data would improve with the new EMR have not been realized 3 years after introduction of EPIC.
8. *Transformation*: Volumes and morale are down, with no signs of improvement on the horizon. Instead of setting the benchmarks and leading a transformation in healthcare, we are asked to conform with standards that cannot safely be met with the available resources.
9. *Operating EBIDA*: This number has improved, but at the expense of each of the measures above.

The Physician Leaders of the Medical Executive Committee at CHI St. Alexius Health are exhausted by efforts to address these issues with Fargo Division Administrative Leaders. The MEC Officers along with the undersigned Section Chiefs and Department Chairs offer our resignation from service on the MEC effective May 15, 2018.

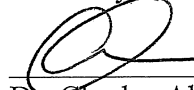
Therefore, we respectfully make the following requests:

- (1) Dismissal or Resignation of Mr. Jeffrey Drop, Dr. Benjamin Chaska and Ms. Francine Kyaw.
- (2) Terminate any remaining relationship of Mr. Matt Grimshaw with the CHI Fargo Division.
- (3) Relocation of the CHI Division Office to Bismarck, ND.

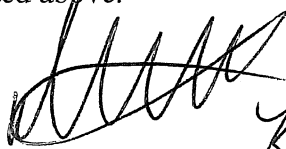
We understand that these changes will not resolve the myriad of problems that face our facilities. But a new leadership team based in the heart of the communities we serve will act as a good-faith effort to rebuild our foundation. We need administrators and physicians working side by side, as a team.

The MEC Officers will be open to meeting only after we have received signed copies of the resignations of those listed above.

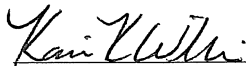
Sincerely,



Dr. Charles Allen
President



Dr. Derek Kane
Vice-President

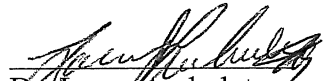



Dr. Karin Willis
Secretary

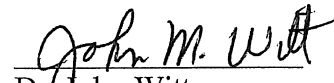


Dr. Timothy Bopp
Past-President

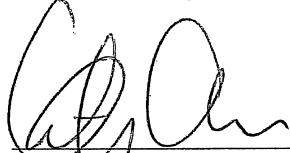
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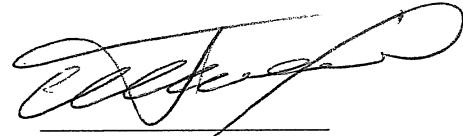

Dr. Laura Archuleta
Chair, Family Medicine

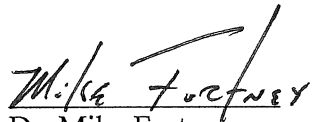

Dr. Boban Mathew
Section Chief, Cardiology



Dr. John Witt
Chair, OB/GYN



Dr. Jonathon Eklof
Chair, Hospital Medicine

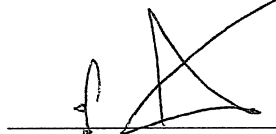

Dr. Kathy Anderson
Chair, Pediatrics


Dr. Walter Astorne
Medical Director, ICU


Dr. Mike Fortney
Section Chief, Radiology


Dr. Stephen Markwich
Chair, Neuroscience


Dr. Troy Pierce
Chair, Surgery


Dr. Supha Arthurs
Chair, Medicine