

### **OUR MISSION**

THE MISSION OF CENTRAL MONTANA MEDICAL CENTER IS
TO BE THE LEADER IN ASSURING COMMUNITY BASED QUALITY HEALTHCARE.

### **OUR VALUES**

**INTEGRITY** – DEMONSTRATES HONEST, TRUSTWORTHINESS, AND A COMMITMENT TO DOING WHAT IS RIGHT EVEN WHEN FACED WITH DIFFICULT CHOICES OR CHALLENGES.

**COMPASSION** - THE ABILITY TO SHOW EMPATHY, UNDERSTANDING, AND KINDNESS TOWARDS OTHERS.

ACCOUNTABILITY - RESPONSIBLE FOR ONE'S ACTIONS AND DECISIONS. TAKES OWNERSHIP OF ONE'S TASKS, ACKNOWLEDGES MISTAKES, AND RECTIFIES THEM. MEETS DEADLINES, FULFILLS COMMITMENTS, AND IS ANSWERABLE FOR ONE'S PERFORMANCE AND IMPACT ON THE ORGANIZATION'S GOALS.

**RESPECT** - TREATS OTHERS WITH DIGNITY. DEMONSTRATES POLITENESS, TOLERANCE, AND AN INCLUSIVE ATTITUDE TOWARDS COLLEAGUES AND PATIENTS.

**EXCELLENCE** – CONSISTENTLY ACHIEVES OUTSTANDING RESULTS AND MAINTAINS HIGH STANDARDS IN ONE'S WORK.

### **OUR VISION**

- BE THE HEALTHCARE PROVIDER FOR OUR REGION
- DEDICATE OURSELVES TO INNOVATIVE EXCELLENCE IN CARE
- COLLABORATE CARE FOR ECONOMICAL SERVICES WITH OTHER AGENCIES
- BE THE LEADER IN PROVIDING HEALTH EDUCATION, PREVENTION AND WELLNESS SERVICES TO PROMOTE INDIVIDUAL RESPONSIBILITY FOR HEALTHY OUTCOMES
- PROVIDE FINANCIAL STEWARDSHIP FOR ECONOMIC HEALTH CARE
- CREATE AN ENVIRONMENT IN WHICH ALL PARTICIPANTS FEEL VALUED AND RESPECTED
- EMBRACE CHANGE WHILE EXPLORING TOMORROW'S NEEDS TODAY



# A Message from our Board of Directors "No one can whistle a symphony. It takes an orchestra to play it."

~ H.E. LUCCOCK

The Central Montana Medical Center 'orchestra' continues produce music to our ears! That orchestra is a large one, and is performing because of the commitment from CMMC employees, management, physicians, the CMMC Foundation, volunteers and our community advocates.

Each of these entities contributes to the success of CMMC; and throughout the year illustrates the positive impact such a system holds for the Central Montana area. Whether it involves saving a life from a hunting accident, delivering a baby, nurses & physicians providing compassionate patient care, a friendly face at registration or a volunteer raising money for the cancer center - we are incredibly fortunate for our CMMC 'orchestra.' On behalf of the Governing Board of Directors for Central Montana Medical Center, I thank our staff and management, our patients, and our community for the continued support of CMMC.

Providing community-based, quality healthcare is a critical role in the success and longevity of Central Montana. This is a role CMMC is devoted to at all levels, from its employees, physicians, management and its Board of Directors. Central Montana Medical Center is dedicated to belonging for not only today, but for belonging to Central Montana tomorrow and into the future.

# Thank you, Corry Arntzen, Chairman

#### **GOVERNING BOARD EXECUTIVE COMMITTEE**



**Corry Arntzen** Chairman



**Carl Seilstad** Vice-Chairman



Ryan d'Autremont Secretary



**Ashley Morris** Treasurer

#### **CMMC BOARD MEMBERS:**

Tamara Welsh, MD Keith Cook Marvin Mauws

Megan Bartel Michael Sura, MD **Melody Montgomery** 

Karen Durbin Christopher Goulet, MD

# Message from the CEO

One of the things I'm most proud of about working at CMMC is the amazing people I have the privilege to work with each and every day. Their dedication to caring for Central Montana is what makes this organization so special.

This past year we officially broke ground on a new cancer center which will enable patients to receive lifesaving radiation therapy locally and offer new space for our infusion patients to receive their care. This important addition to the CMMC campus would not have been possible without a \$9 million lead gift from The Helmsley Charitable Trust followed by the amazing generosity of our community where an additional \$6 million has been raised so far!

care.



Cody Langbehn CEO

We are happy to welcome the newest members of the medical staff: General
Surgeon, Dr. Garrett Taylor; Podiatrist, Dr. Trent Lott; Internal Medicine and
Pediatrics, Dr. Joan "Missy" McMahon; and Internal Medicine, Dr. Dale Hoekema. These doctors have quickly developed patient followings and helped us meet our community needs for surgical services and primary

CMMC also saw a lot of success with staff recruitment this past year. We experienced a reduction in the number of open positions, our turnover rate and the use of traveling staff. Credit to our existing staff, who create a welcoming and positive work environment.

Unfortunately, we did receive news in May from EmpRes of their intent to close the nursing home they operated on our campus since 2015. Fortunately, Valle Vista did have the needed capacity to allow those residents who wanted to, to remain in the community. We will be working on a formal facility master plan to determine the best use of the space going forward.

In the Fall of 2023 CMMC was re-designated as a Community Trauma Hospital. This designation is evaluated every three years and CMMC must demonstrate to a team of surveyors we have the capacity and competency to evaluate, stabilize, provide diagnostic services and surgical services to patients suffering from a traumatic injury. Our trauma team passed with flying colors.

And finally, CMMC was recognized as a 2024 Top 100 Critical Access Hospital by the Chartis Center for Rural Health. This recognition program provides an objective assessment of a rural hospital's performance and looks at various publicly available measures across a rural hospital's operations, including quality, safety and financial performance. We are honored to receive this distinction once again.

I want to thank all of Central Montana for your support of CMMC and our entire team!

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**SERVICE** AREA 4,350



5,290



SURGERIES | 931



Perry Howell Chief Financial Officer

# **Financials**

Central Montana Medical Center completed another fiscal year as of June 30th. During this past fiscal year, CMMC had numerous challenges including decreases in reimbursement from Medicare, Medicaid and some Commercial Payers. We also saw continued escalation of drug expenses, medical technology, medical supplies, and building repair costs due to our aging buildings. All impacts created new financial and operational challenges.

Despite these challenges, the hospital was able to invest in needed equipment for the Surgery Department, and various other equipment upgrades which will help us support the services we provide to the community. In addition, the new Cancer Center project broke ground in September and continued throughout the fiscal year, with completion anticipated in early 2025. The Cancer Center Construction Project was able to start due to the generous support of the Helmsley Foundation and the many community donations received by the CMMC Foundation.

Although CMMC had many obstacles this past fiscal year, financially we ended with a positive bottom line. Success in healthcare is primarily measured in the quality of care provided to patients. However, it is important to maintain strong financial performance to support future investments in the care we deliver. We continue to explore new services, and if feasible, bring those services to the community.

For the Fiscal Year Ending June 30, 2024, the total unrestricted net revenue was \$54,369,770. Total operating expenses were \$51,051,646. Unreimbursed and unfunded contractual revenue write-offs from Medicare, Medicaid, and all other Third-Party Payers along with charity care and bad debt write offs, accounted for total Revenue Deductions or reductions of \$46,322,369, or 47.2% of gross Patient Service Revenue.

This year's operations produced a positive net operating income for the Fiscal Year of \$3,318,125, which was better than the budget for FY2024. Non-Operating Income was primarily driven by donations for the Cancer Center of \$3,461,927. The remaining amount of Non-Operating income was primarily due to investment income. This all resulted in a positive overall net income of \$8,535,066.

#### CENTRAL MONTANA MEDICAL CENTER COMPARATIVE BALANCE SHEET

FISCAL YEARS ENDING 06/30/2024 AND 06/30/2023

<sup>\*</sup>Financial results reported subject to Audit adjustments.

### CENTRAL MONTANA MEDICAL CENTER SOURCE OF REVENUE ANALYSIS

FISCAL YEARS ENDING 06/30/2024 AND 06/30/2023

	FY	% <b>OF</b>	FY	% <b>OF</b>	\$	%
	2024*	TOTAL	2023	TOTAL	CHANGE	CHANGE
MEDICARE	\$ 52,896,737	52.5%	\$ 43,992,169	48.4%	\$ 8,904,567	20.2%
MEDICAID	\$ 10,891,880	12.5%	\$ 11,396,635	12.5%	\$ (504,755)	-4.4%
COMMERCIAL	\$ 28,741,042	28.5%	\$ 25,425,792	28.0%	\$ 3,315,249	13%
SELF PAY	\$ 5,535,397	5.5%	\$ 5,429,833	6.0%	\$ 105,564	1.9%
NON-PATIENT	\$ 2,627,085	2.6%	\$ 4,653,267	5.1%	\$ (2,026,182)	-43.5%
TOTAL	\$ 100,692,140	100.0%	\$ 90,897,697	100.0%	\$ 9,794,443	10.8%

### CENTRAL MONTANA MEDICAL CENTER STATISTICAL ANALYSIS

FISCAL YEARS ENDING 06/30/2024, 2023, 2022, 2021, and 2020

ACUTE CADE	<u>2024</u> *	<u>2023</u>	<u>2022</u>	<u>2021</u>	<u>2020</u>
ACUTE CARE					
PATIENT DAY	1564	1310	1789	1,837	1,497
OCCUPANCY RATE	17.1%	14.4%	19.61%	20.13%	16.40%
# OF ADMISSIONS	471	361	498	575	494
SWING BED					
PATIENT DAYS	759	850	628	1,004	1,429

<sup>\*</sup>Financial results reported subject to Audit adjustments.

# CENTRAL MONTANA MEDICAL CENTER COMPARATIVE INCOME AND EXPENSE STATEMENT FISCAL YEAR ENDED 06/30/2023 AND 06/30/2022

	FY 202.4*	FY	\$ CHANGE	% CHANCE
	<u>2024</u> *	<u>2023</u>	<u>CHANGE</u>	<u>CHANGE</u>
Patient/Resident Service Revenue	\$98,065,055	\$86,244,430	\$11,820,625	13.7%
Less: Revenue Deductions				
Medicare	\$31,490,310	\$25,061,495	\$ 6,428,814	26%
Medicaid	\$ 3,017,342	\$ 5,384,320	\$ (2,366,977)	-44%
Charity Care	\$ 1,924,517	\$ 1,527,240	\$ 397,276	26%
Provision for Bad Debts	\$ 980,592	\$ 1,062,159	\$ (81,567)	-8%
Other Deductions	\$ 8,909,609	\$ 9,068,203	\$ (158,594)	-2%
Total Deductions	\$46,322,369	\$42,103,417	\$ 4,218,952	10%
NET PATIENT SERVICE REVENUE	\$51,742,686	\$44,141,013	\$ 7,601,673	17%
Other Operating Revenue	\$ 2,627,085	\$4,653,267	\$(2,026,182)	-44%
TOTAL OPERATING REVENUE	\$54,369,770	\$48,794,279	\$ 5,575,491	11%
Operating Expenses:				
Salaries, Benefits, Fees	\$28,093,361	\$27,549,588	\$ 543,773	2.0%
Supplies	\$ 9,764,819	\$ 8,526,708	\$ 1,238,111	14.5%
Utilities & Telephone	\$ 587,617	\$ 528,448	\$ 59,169	11.2%
Insurance			\$ 128,745	17.6%
Depreciation & Interest		\$ 2,173,058		2.5%
All Other Expenses	\$ 9,515,236	\$ 8,664,110	\$ 851,127	9.8%
Total Operating Expenses	\$51,051,646	\$48,175,481	\$2,876,165	6.0%
OPERATING INCOME (LOSS)	\$3,318,125	\$618,798	\$2,699,326	436.2%
Non-Operating Income	\$ 5,216,941	\$ 7,285,189	\$(2,068,247)	-28.4%
NET INCOME OR (LOSS)	\$8,535,066	\$7,903,987	\$ 631,079	8.0%

<sup>\*</sup>Financial results reported subject to Audit adjustments.

### MEDICAL CENTER FOUNDATION

#### THANK YOU, CENTRAL MONTANA, YOU ARE REMARKABLE.

Remarkable – No one takes care of each other like Central Montana.

Beautiful gifts to the many Medical Center funds have had and will continue to have incredible impact. Please enjoy and be proud while reviewing the many grants as well as progress on the Cancer Center in the upcoming pages.

Your generosity is working to make CMMC and this community stronger. Thank you to the many generous supporters of the Central Montana Medical Center.





Abby Franks
Foundation Director

## Thank you from staff nho benefited from your generosity this year:



"Thank You to the donors to the Medical Center Foundation for your gifts to the Hospice and Home Health department. Your gifts give support to our staff through important purchases such as equipment and transportation, allowing them to best do their job for the benefit of our wonderful patients and their families. You are part of this family, we appreciate you."

- KATHY WARD, HOSPICE & HOME HEALTH MANAGER

"The high school EMT class has been a tremendous benefit to many students over the last 6 years. Watching students put their book knowledge into hands-on skills in practice scenarios is amazing. We are seeing great things from our former EMT students and excited to start another new class this year. The last 3 years we have also been able to include rural students from Winnett, Grass Range, Hobson, Winifred and Harlowton in the high school EMT class. I am so thankful for the support from the foundation to help make this class happen every year."

- DR. AMY LEPAGE, EMERGENCY MEDICINE





"Thanks to Darci Gillen Dawson and the vision behind her fund - Darci's Gift: Save a Life - CMMC staff and partners have proudly trained 665 area students in CPR and First Aid, empowering them with life-saving skills. This is a very special initiative only made possible through donor donations."

-LAURIE RAY, OCCUPATIONAL HEALTH MANAGER



### Medical Center Foundation Advisory Board

Abby Franks, Director
Derree Kamp – Chair
Scot Solberg – Vice Chair
Bob Bjelland
Amy d'Autremont
Jamie Sweeney
Deb Olson
Tilda Whiteman
Joe Irish
Janine Merrill
Dave Byerly

A few photos of MANY donors this fiscal year

















FUNDS RECEIVED IN FY24: \$2,629,540.64

# OF HOUSEHOLD DONORS: 872

SMALLEST GIFT: \$1

Each of You, Every Gift, a sincere Thank you.

# Foundation Impact Report

HOME Wour generosity, This community.

All the good is because of you...



HOPE CLOSE TO HOME in the form of the Helmsley Cancer Center is coming to Central Montana, because of YOU!

### Over \$17.5 million raised

**\$9 million**: Helmsley Charitable Trust

\$6.5 million: Community donations \$2 million: CMMC debt financing

Total project cost over \$19.5 million

Scheduled to be completed early 2025!



### CANCER. IT'S A BAD WORD.

You have been affected by cancer in some way in your life.

This may be personal or through family or friends.

But it has touched you. It has made an impact.

And because of this impact the people and communities of Central Montana have united to fight cancer. Millions of dollars have been raised to fight cancer at home. Hope close to home. Just these four words make me emotional.

## Hope Close to Home has become a reality.

As I sit here, I think back on how we got to today. To a comprehensive cancer center. It started with one. Twenty years ago, I believed in what Central Montana could offer in cancer care and each day worked on behalf of patients, families, and the cause. In quick succession an oncologist came on board and helped other specialists know our worth. Patients and their caregivers knew they could trust our small and mighty department in all aspects of their care and journey. And word traveled. Soon it wasn't just one, but a team of nurses and providers leading the charge in cancer care at home.

We did such an incredible job that we gained the eye of Helmsley Charitable Trust. They, with the support of all of you, have brought Helmsley Cancer Center to reality. And now our cancer center is standing and will soon open its doors to our community..

Thank you doesn't even begin to express my gratitude. I am humbled and inspired by the outpouring of love and support we have received in this project. We will continue to strive for excellence in cancer care and provide the love and support our families and friends deserve, right here at home.



Amy d'Autremont Cancer Care Manager

# Giving Back

In FY24, \$73,822 was awarded through grants, above and beyond Cancer Center, by Medical Center Foundation.

The mission of Central Montana Medical Center Foundation is to advocate confidence in, and support of the health services, programs and practitioners of Central Montana.

#### **FUND REPORT**

June 30, 2024, the Medical Center Foundation ended the year with a balance of just over \$3.9 million dollars between the combined (permanent and available) 17 funds including a new fund. All of this was made possible through donor involvement and contributions.

Most active funds, beyond the Cancer Center, include (see list of grant amounts and projects supported below):

• Education and Nursing Excellence Funds: Supported 14 staff members in the past 6 months to receive further education to better themselves and the health of this community.

• Friends of First Responders Fund: This fund supports both CMMC and Rural Volunteer EMT efforts as well as the High School EMT programs, a most active fund for the Foundation.

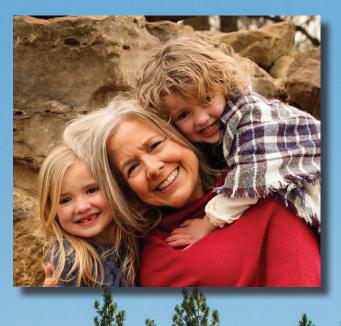
 General Fund: This fund is used for both CMMC and community eligible grants that meet the mission of the Foundation and address a high need and large impact.

 Hospice and Home Health: These funds lead as the largest beneficiary of tribute and memorial gifts and benefit greatly from the annual Tree of Lights event. These gifts allow for important purchases of equipment, software upgrades, and patient enhancements to keep them a leader in the work they provide.

The Medical Center Foundation invites you to review further information about the Foundation online at www.cmmc.health/foundation. The list of funds can be viewed by clicking on the 'Ways to Give' tab.

#### **GRANTS AWARDED - 30 GRANTS AWARDED TOTALING \$73,822**

General Fund	Designated Gift: Break room tables/chairs	\$ 358
Education Fund	Supported further education: 7 staff members	\$ 4,750
General Fund	Pickleball Courts - First Aid Kit	\$ 35
Darcis Gift	CPR Certification: 82 Fergus High Sophomores	\$ 2,500
First Responders Fund	Support of Volunteer Rural EMT's: Training Needs	\$ 1,626
First Responders Fund	High School Rural EMT Program	\$ 7,890
General Fund	High School Fergus EMT Program	\$ 10,197
General Fund	Fergus After Prom Party: First Aid Kits/Prizes	\$ 500
General Fund	Education/Trainings for CMMC and Rural EMT's	\$ 5,180
General Fund	Petroleum County Ambulance	\$ 2,443
Home Health Fund	Designated Gift from donor: Staff Appreciation Event	\$ 500
HOPE Fund	Employee Funded: Support co-workers in crisis	\$ 7,000
Hospice Fund	Patient Enhancement: Virtual Reality Set	\$ 3,360
Nursing Excellence Fund	Supported further education: 3 nurses	\$ 1983
Nursing Excellence Fund	Staff Education during Hospital Week	\$ 500
Room Remodels	Designated Gift: Cafeteria Remodel	\$25,000



"When I woke up one January morning with symptoms pointing to a potentially fatal colorectal condition, CMMC's skillful team acted quickly to perform a complex, life-saving surgery. After two major follow-up surgeries at CMMC and one at the Mayo Clinic, my body is now healed and our family's future is bright. I love our hometown hospital!"

- Mary Buchanan

CMMC & Rural EMTs are vital to the health of Central Montana. Support to these groups through the Foundation is needed. In FY24, through the Friends of First Responders Fund and CMMC General Fund \$27,336 was awarded to support these efforts.





A new fund in FY24 was the CMMC Education Fund that supports all CMMC staff to pursue further education. This fund and the Nursing Excellence Fund, that more specifically supports education for nurses, has supported 14 staff members in the last six months. Brooke Trask shares: "With the gift from the Education Fund, I have been able to pursue more education in the field of Radiation Therapy. It has been a goal of mine for a long time to become a Radiation Therapist. This funding will allow me to provide a much-needed service to our patients in Central Montana. I'm excited to be able to stay close to home, and proud to continue working for CMMC."

- Brooke Trask

PHOTO BY TODD KLASSY

# Helmsley Cancer Center Groundbreaking



# Awards



Central Montana Medical Center was recognized as a 2024 Top 100 Critical Access Hospital by The Chartis Center for Rural Health. Chartis' annual Top 100 award program recognizes outstanding performance among the nation's rural hospitals based on the results of the Chartis Rural Hospital Performance INDEX®. CMMC has won this honor two years in a row, and 9 out of the last 10 years. CMMC was one of four Montana critical access hospitals to receive this honor.

Centers for Medicare & Medicaid Services rated CMMC a 5 star overall star rating and also 5 stars for Patient survey rating.

The patient survey rating measures patients' experiences of their hospital care. Recently discharged patients were asked about important topics like how well nurses and doctors communicated, how responsive hospital staff were to their needs, and the cleanliness and quietness of the hospital environment.





MHA PIN- Performance Improvement Network Award (7 years in a row) for CMMC's work on Process Improvement related to its work on Primary Care Medication Reconciliation



#### HOME HEALTH TEAM AWARDED HOME HEALTH HONOR AWARD

HealthCarefirst's annual Home Health
Honors Award celebrates those agencies
that continuously provide a positive patient
experience and high-quality care as
measured from the patient's experiences and
perspective of their home health care. There
are over 1,100 home health agencies across
the US and our team is the only winner in the
state of Montana!

### NURSING EXCELLENCE: THE SUNFLOWER AWARD





Congratulations to the recipients of the Central Montana Medical Center Nursing Excellence Award, The Sunflower Award: Josie Richards (above) and Jan Allen (right).

This award is peer or patient nominated in respects of a nurse, medical assistant/technician or CNA who exemplifies the kind of clinician that our patients, their families, and our community appreciate.





\* Nomination forms for both the Sunflower Award and Trailblazer Award are in various locations throughout the building of CMMC or online. All persons are eligible to nominate a worthy person and instructions are on the sheet on how to submit.

#### STAFF EXCELLENCE: THE TRAILBLAZER AWARD



Congratulations to our first Trailblazer Award winner, Aaron Taylor, Environmental Services Supervisor.

Like the Sunflower Award, the Trailblazer Award is a peer or patient nominated employee who can work in any department who exemplifies an employee going above and beyond for CMMC and our community.

# Auxiliary

## PATTY NEEMAN - 2024 CMMC AUXILIARY VOLUNTEER OF THE YEAR

Patty started with CMMC in 1979. She recently retired from CMMC at the end of June after 45 years of employment/service.

She was president of the Auxiliary for many years and is still a volunteer with them today.





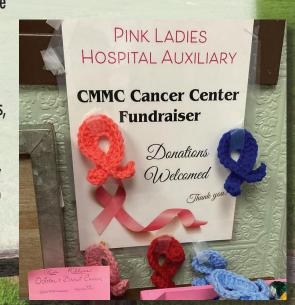
The Auxiliary is designed to support CMMC by raising funds that will benefit the different departments through the purchase of needed equipment and supplies. Each year, they receive requests for items that will enhance the services that the hospital provides.

This year the Auxiliary gave \$941.73 to CMMC department's wishlists and \$3,000 in scholarships to students. These funds were raised through gift shop sales, holiday bazaars and our annual parking lot rummage

sale. Volunteers man the gift shop, bake goods and make crafts for the bazaars and organize the big rummage sale.

The Auxiliary also makes and fills gift bags to give to infusion patients, afghans to veterans who end up in the hospital, and gives out scholarships, among many other projects.

The auxiliary has 58 members and meets monthly on the second Monday of every month. Many hands make light work so if you know anyone who has a heart of service, check out the CMMC auxiliary!





Ashley Chapman, CRNA Since 2023 Anesthesiology



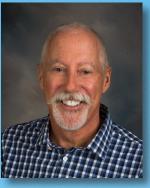
Annette Comes, MD Since 2004 Family Medicine



Ireneo deGuzman, CRNA Since 2007 Anesthesiology



Jacob Forke, MD Since 2013 Family Medicine



Raymond Lee, MD Since 2021 Radiology



Amy LePage, MD Since 2009 Emergency Medicine



Heidi Linhart, DNP Since 2017 Family Medicine



Trent Lott, DPM Since 2024 Podiatry



Shelley Poss, APRN-BC Since 2006 Family Medicine



Kimberly Schaaf, DO Since 2019 Emergency Medicine



Paul Sensiba, MD Since 2020 Orthopedic Surgery



Ben Simpson, MD Since 2017 Family Medicine/OB



Donna Vantassel, AGNP Since 2016 Adult/Geriatric Medicine



Tamara Welsh, MD Since 2007 Emergency Medicine



Katie Williams, MD Since 2020 Family Medicine/OB

Melanie Hardy, DO Since 2020 Emergency Medicine



Daniel Hebert, MD Since 2020 Orthopedic Surgery



Karen Kaufman, DNP Since 2020 Orthopedics



Dale Hoekema, MD Since 2024 Internal Medicine



Christina Marchion, MD Since 2014 Family Medicine/OB



Gregory McDowell, MD Since 2005 Orthopedic Surgery



Joan McMahon, MD Since 2024 Internal Medicine



Becky Nachtigal, PMHNP Since 2021 Mental Health



G. Scott Smith, MD Since 2016 General Surgery



Shanda Speed, CRNA Since 2018 Anesthesiology



Michael Sura, MD Since 2008 Family Medicine



Garrett Taylor, MD Since 2023 General Surgery







Consulting/Visiting Physician Specialists:
Allergy/Immunology; Cardiology; Dermatology;

Allergy/Immunology; Cardiology; Dermatology; Maternal Fetal Medicine; Nephrology; Oncology; Opthalmology; Orthopedics; Otolaryngology (ear, nose, throat); Pathology; Rheumatology; Sleep; Urology

