

## Curriculum Vitae

**ANNE M. PIERCE, RN, LNC**  
**Certified Legal Nurse Consultant**

### **SUMMARY**

An experienced Certified Legal Nurse Consultant with 20+ years' professional background in nursing, nursing management, business operations and private and corporate consulting. Proven track record of success in assuming increased responsibilities. Experienced in team building and organizational development with a thorough understanding of multidivisional interaction. Resourceful, self-motivated, organized and results oriented. Professional rapport with State and Federal Regulatory Agencies Skilled in developing strong business networks.

### **PROFESSIONAL EXPERIENCE**

#### **Four Peaks Health Solutions**

**Bedford, NH**

Aug 2003

##### **President**

Founder of a health care consulting firm committed to providing efficient, focused and proactive clinical and legal consulting services designed to improve resident outcomes. Specializing in clinical program development, quality improvement training, geriatric care services, risk analysis, compliance and accreditation preparation along with expert compliance management. Provides comprehensive assistance to legal professionals in bridging the gap between law and medicine. Review cases for merit, conduct medical record reviews with clinical interpretation, and provide testimony at deposition and trials.

#### **Roush & Associates**

**Wakefield, MA**

Apr 2000-Aug 2003

##### **Director Business Development/Clinical Specialist**

Responsible for business development and consulting services to a wide range of post-acute and senior care organizations throughout New England. Assist in creating and managing integrated delivery systems across the continuum. Serves as a state appointed monitor for long term care facilities. Developed and implemented programs to facilitate clinical excellence and regulatory compliance. Manage regulatory compliance and develop strategies for successful operations under current Medicare/PPS and Medicaid reimbursement systems.

**Neighborcare****Woburn, MA**

Nov 1996 – Apr 2000

**Regional Vice President of Operations**

Reported to the Chief Operating Officer. Successfully directed a team providing long-term care pharmacy and ancillary services for the New England region with annual revenues of \$60 million. Responsible for the development of pharmacy and ancillary services that include introduction of new products, identification and removal of operational obstacles, origination of improved operating systems to control cost, productivity and increased customer satisfaction. Initiated training programs for key managers to improve individual and team leadership skills. Established a professional approach to molding quality customer service through shared values.

**The ADS Group****Newton, MA**

Sep 1987 – Nov 1996

**Vice President of Patient Care Services**

Reported to the President and COO with responsibility for clinical oversight of thirty two long term care facilities and twenty transitional care units. Assisted facilities in the development and implementation of nursing budgets based on creative staffing patterns. Set standards for the delivery of quality clinical programs. Successfully opened seven long term care facilities and twenty hospital based transitional care units. Developed tools to facilitate preparation of sites for state and federal compliance surveys. Achieved JCAHO accreditation in seventeen long term care facilities while assisting with the integration of long term care regulations into the acute care setting. Prepared substandard facilities for agency review and delivered group presentations on Medicare policy and reimbursement. Established a valued professional rapport with state and federal regulatory agencies.

**LICENSES**

Registered Nurse - Commonwealth of Massachusetts.

**NURSING EDUCATION**

Vermont College, Montpelier, VT	Nursing Degree 1978
Risk Management and Pharmacy Law	1998
Certified Legal Nurse Consultant	2000
Long Term Care and the Law AHLA	2002
Maximizing Reimbursement RUG Refinement	2005
QIS Surveyor Training – Ohio Healthcare	2008

