



UnityPoint Clinic

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To: UnityPoint Clinic Administrators  
UnityPoint Clinic Leadership Team  
UnityPoint Clinic Operating Committee  
UnityPoint Clinic Operating Team  
UnityPoint Clinic Providers

From: Alan Kaplan, MD, President/CEO, UnityPoint Clinic

Date: January 6, 2014

Subject: HR Integration Announcement

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UnityPoint Clinic and UnityPoint at Home continue to explore new opportunities to collaborate, create synergy, improve service and align organizational strategies. By working together and sharing resources we will drive efficiency within our operations and promote our long-term sustainability. Similar to the merger of our Marketing Communications departments, we are pleased to announce that we are implementing the first stage of a merger between our Human Resources departments.

Our integration of HR will expand our resources and enhance our capabilities in key areas, including employee relations, recruitment, training and development. Ensuring employee engagement and excellence is critical to our success during this time of rapid change in the health care industry. We believe that by combining our HR teams, we will have the people and resources necessary to develop and drive strategies that will prepare our workforce for the future.

**Jessica Meisner, Vice President of Human Resources and Education**

Jessica Meisner has been named Vice President of Human Resources and Education and will oversee all HR functions for UnityPoint Clinic and UnityPoint at Home effective immediately. Jessica joined the organization in 2004 and led physician recruitment efforts for six years. In 2010, she was named Director of Human Resources for the physician enterprise then known as Iowa Health Physicians and was actively engaged in the formation of UnityPoint Clinic. In her current role, Jessica has provided leadership for provider recruitment, executive and staff recruitment, training and development, and all HR functions. She serves as the administrative lead on several UnityPoint Clinic committees that oversee policy development, AP management and physician workforce planning, and she also sits on the Health Plan Governance Council for UnityPoint Health.



## UnityPoint Clinic

### **Danielle Burkhalter, Employee Relations Manager**

Danielle Burkhalter has served as the Talent Relations Manager at UnityPoint at Home since April 2013, and will continue to provide leadership to the UnityPoint at Home HR team. She will be responsible for managing all HR efforts in the Central Iowa, Sioux City, Fort Dodge and Waterloo regions. She has been working closely with Jessica over the past few months to plan a seamless transition for the HR team. Danielle has several years of HR experience within and outside of the health system. She has been with UnityPoint Health for eight years working with UnityPoint Clinic and UnityPoint Health – Des Moines. In 2012, Danielle joined UnityPoint at Home as an HR Business Partner, and worked previously as a National Recruitment Coordinator for Randstad National Recruitment.

### **Elizabeth Schwarz, Employee Relations Manager**

We are pleased to announce that Elizabeth Schwarz will join the Human Resources team on January 14, 2014, as an Employee Relations Manager. Elizabeth will be based in the Quad Cities and will support UnityPoint Clinic and UnityPoint at Home in that region, as well as UnityPoint Clinic in the Cedar Rapids region beginning the second quarter of 2014. She is currently the Director of Human Resources at Shaw Electric, and previously served as Human Resources Manager for Trinity Regional Health System for eight years. She brings to us tremendous experience in health care, including work with physicians, clinics and home care. Please join me in welcoming her to the team.

Jessica and the combined team will continue to work together on the details of the transition, and as the group develops, she will continue to keep you informed of their progress and any changes that may occur. In the meantime, a preliminary org chart representing the first phase of the integration is attached for your reference.

Please join me in congratulating Jessica on her new role and supporting your HR team members during this transition. And, please share this news with your departments accordingly. If you have questions regarding the new structure, please feel free to contact Jessica directly.