25 YEARS

ANNIVERSARY REPORT

1996–2021

THE UROLOGY GROUP

Advanced Care. Improving Lives.

TABLE OF CONTENTS

Letter from the President 1
History & Values 2
The Urology Group Today 6
Specialized Services 10
Innovation & Technology 14
Community Involvement 18
Physicians & Locations 22

Letter From the President

This year marks a milestone anniversary for The Urology Group. As I reflect upon our group's 25 years providing urologic care to this community, one of The Urology Group's most impressive professional achievements is that our culture and mission have remained unchanged.

There is no such thing as the status quo in healthcare. Healthcare today does not look anything like it did 10 years ago, and certainly not 25 years ago. Despite this, we have held steadfast to the vision we articulated at our founding: providing the highest quality, most advanced urologic care in the region while setting new standards in delivering cost-effective care.

The Urology Group remains one of the largest single-specialty groups of urologists in the United States, with about 40 physicians on staff. We are a recognized center of excellence in medical and surgical care. We continually invest in advanced technology to transform lives and offer more personalized, targeted care than ever.

- **Molecular Microbiology –** By studying the genetic material of bacteria and other organisms in a patient's urine sample, we can better treat urinary tract infections.
- **Genetic Testing –** Using DNA testing, often referred to as "personalized medicine," we can identify patients at higher risk of developing more aggressive cancers.
- **Compounding Pharmacy –** We can create patient-specific drugs in-house to treat conditions like low testosterone.
- **Men's Sexual Health –** We are helping thousands of men recover their confidence and vitality using advanced treatment options from minimally invasive ultrasound wave therapy to surgery.
- **CyberKnife –** An accurate, cost-effective, and more convenient form of radiation treatment for prostate cancer, which is only offered by The Urology Group in our region.
- **Robotic Surgery –** We continue to be the clear market leader in urological robotic surgery in our region.
- **Clinical Research –** Our team conducts clinical trials of new therapies for urologic conditions, providing the community access to emerging cutting-edge treatments.

An enormous part of our success has been our ability to continuously network with physicians across the U.S. who share our vision. Last year, we founded Solaris Health, an innovative company that allows us to partner with other independent urology practices across the country in order to share groundbreaking resources, technology, and research.

While we certainly can't predict what the next 25 years of medicine will hold, we are making bold moves today to ensure that our region continues to benefit from the most advanced urology care. We intend to continue providing highly specialized, affordable, and convenient healthcare for patients across Greater Cincinnati, Northern Kentucky, and Southeast Indiana for decades to come.

Wishing you good health,

Gary M. Kirsh, MD
President, The Urology Group

Historic Commitment to Patient Care

HISTORY & VALUES

In the 1980s and '90s, physicians across the country were finding it difficult to provide the level of patient care they wanted. At the time, most specialty physicians managed their own practices or joined small groups. But market forces, ranging from rising equipment expenses to increasingly complex government regulations, required physicians to spend more time and resources managing the business and less time treating patients.

The founding physicians of The Urology Group assessed the direction of the healthcare industry and decided to pursue a different path.

A loose affiliation of seven urology group practices initially came together in 1994 to share resources and administrative services. The member physicians began seeing benefits almost immediately, and in 1996 they transformed the original arrangement into an integrated group medical practice of 23 physicians, now known as The Urology Group.

From a business perspective, the agreement enabled access to coordinated professional services including finance, operations, information technology, and human resources. The combination of physicians and patients also provided strength in numbers, lowering administrative costs and increasing negotiating power with vendors and insurers. With operational functions effectively managed, the physicians and medical staff could concentrate on providing top quality patient care through the standardization of best practices and a focus on urologic subspecialization.

Building Success

The progressive growth and development of The Urology Group's corporate facilities reflect the organization's ongoing success.

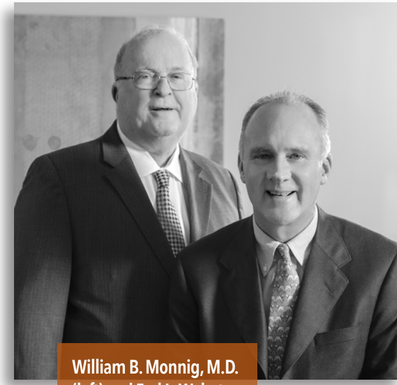
The first corporate office opened in 1996 on Wesley Avenue in Norwood. Rapid expansion and the addition of an ambulatory surgery center necessitated a move to a larger, custom-renovated space on Norwood's Smith Road in August of 1998. To operate the ambulatory surgery center, the member physicians formed a separate company, The Urology Center, LLC.

Over the next decade, as The Urology Group continued to evolve, the need for a free-standing facility became evident. To better serve an increasing number of patients, the organization needed a space that would accommodate new technology, additional physician offices, and more parking. Having been in Norwood since 1996, The Urology Group wanted to remain in this centrally located area, which had proven convenient for patients across its base.

The preferred location, on Joseph E. Sanker Boulevard, offered accessibility to the Norwood Lateral, ample space for surface parking, and proximity to neighboring businesses for the convenience of staff and patients.

The Urology Group purchased the property in 2009. Through an innovative design, the former brownfield transformed into an attractive, high tech, LEED certified facility. The new location, known as the Norwood Campus, opened in August of 2012.

In 2020, The Urology Group became a founding member of Solaris Health, a national platform designed to enhance access to independent specialty healthcare.



William B. Monnig, M.D. (left) and Earl L. Walz, two of The Urology Group's founders, remain deeply involved in the organization, its patients and its employees.

Today, the Norwood Campus combines state-of-the-art equipment with a complete suite of urological health services all under one roof – serving as the hub for the network of physicians across the region. The 55,000-square-foot facility is home to the expanded ambulatory surgery center; an in-house laboratory specializing in urologic pathology; an imaging center; and the CyberKnife suite, which offers advanced radiation treatment for prostate cancer and is the only center of its kind in the region.

The Norwood Campus has become a local landmark, visible to thousands of commuters passing on the Norwood Lateral on a daily basis. The building also led commercial development in the immediate area, as additional businesses have subsequently built on nearby properties, further enhancing the neighborhood.

The Norwood Campus represents The Urology Group's position in the community: a highly specialized, affordable, and convenient healthcare resource for patients across Greater Cincinnati, Northern Kentucky, and Southeastern Indiana.

THE UROLOGY GROUP HISTORIC MILESTONES

1994 Tri State Urologic Services established as a seven-practice affiliation of shared administrative services

1996 The Urology Group founded with 23 member physicians; first corporate office opened on Wesley Avenue in Norwood

1998 The first surgery center, known as The Urology Center, unveiled as offices move to Smith Road; first lithotripsy machine for kidney stone treatments added; Clinical Trials department opened; introduced and became region's leading provider of brachytherapy, a minimally invasive prostate cancer treatment

2001 First CT scan machine added

2003 First pathology lab established

2006 The first group of employees became Six Sigma Black Belt certified, the highest level of certification from the American Society for Quality (ASQ)

2007 The first electronic medical record (EMR) system launched; first Prostate Cancer Charity Run event held

2008 Radiation therapy services established with the addition of IMRT machine

2009 Future site of Norwood Campus purchased on Joseph E. Sanker Boulevard

2012 Norwood Campus opened, featuring new surgery center and pathology lab; Uro-Oncology Tumor Board established

2013 Radiation therapy services and prostate cancer treatment options enhanced with the addition of CyberKnife SBRT

2014 Advanced Prostate Cancer Clinic established; Prostate Cancer Charity Run triples attendance; pelvic floor physical therapy offered

2015 Signed first co-management agreement for urological services with a major Cincinnati-area health system; sponsored event to honor local WWII veterans for VE Day anniversary

2016 20th anniversary celebrated; added three physicians to surpass 40 for the first time; MRI fusion biopsy for prostate added; sponsored Pearl Harbor anniversary event for local veterans

2018 Hosted event to recognize Korean War veterans for their service

2019 Molecular microbiology test for UTI diagnosis; designated a Center of Excellence by the National Association for Continence

2020 Earned URAC accreditation in Specialty Pharmacy; The Urology Group co-founded Solaris Health as national platform to enhance specialty healthcare; pharmacy compounding capabilities added

2021 Men's Wellness Center developed; genetic testing for cancer added to offering

Demonstrating Industry Leadership

THE UROLOGY GROUP TODAY

After 25 years, The Urology Group remains one of the largest specialty healthcare groups in the region and the premier regional resource for treating conditions involving the bladder, kidneys, prostate, and urinary tract for men and women. With nearly 40 physicians providing care at 12 locations, The Urology Group's geographic reach extends from Southeastern Indiana to Southwestern Ohio, and from Middletown, Ohio, down through Northern Kentucky.

The following statistics illustrate The Urology Group's growth, development, and leading position in a competitive healthcare market.

300+ total employees & 40+ physicians
One of the largest single-specialty groups of urologists in the U.S.

60,000 patients treated annually
The dominant market share for urology care in the region

300+ patients treated annually with CyberKnife for prostate cancer
The first provider in the nation to use CyberKnife exclusively for prostate cancer

14,000 outpatient procedures performed annually
The highest volume urology-only surgery center in the country

2,300 prostate biopsies analyzed annually
Only lab in the region dedicated to urologic and prostate tissue analysis and biopsies

1,200 lithotripsy procedures to treat kidney stones annually
Incorporated built-in ultrasound to improve accuracy and effectiveness

23 years performing clinical trials
Over two decades of advancing medical research through dozens of clinical studies

71%* of tri-state prostate cancer cases treated
Regional market leader in treating prostate, kidney, bladder, and testicular cancers

**Based on the incidence of prostate cancer in a four-county region as reported by Centers for Disease Control (CDC) and American Cancer Society*

Leadership

The Urology Group holds itself to the highest possible standards in order to provide the best in patient care. That commitment contributes to a growing national reputation with patients, physicians, and professionals in the health-care industry.

Executive Leadership Team

Gary M. Kirsh, M.D., President
Dr. Kirsh served as chairman of the board of The Urology Group from 2000 through 2008, then as president of the group from 2009 to the present. He is a co-founder of LUGPA, an association of large urology groups which represents 25% of all practicing urologists in the U.S., and currently serves as LUGPA president. Dr. Kirsh is the immediate past chairman of UROPAC, urology's only political action committee, and is a past president of the American Association of Clinical Urologists as well as the Ohio Urologic Society. He is also currently president of the North Central Section of the American Urological Association.

Daniel Scharff, General Counsel
Scharff has worked as an advisor and legal counsel, both inside and outside the organization, since its formation in 1996. Prior to joining The Urology Group, he worked for several regional law firms focusing on healthcare, business, and tax law. He is a member of the American Bar Association, the Ohio State Bar Association, the Kentucky Bar Association, and the Cincinnati Bar Association.

Earl L. Walz, CEO
Walz provides decades of operational experience in both the business and clinical aspects of healthcare. A Certified Medical Practice Executive, he is a co-founder of the Large Urology Group Practice Association (LUGPA), a national professional organization serving urology practices, where he was on the board of directors and served as treasurer. He also serves on the Procter & Gamble Medical Advisory Committee, the Xavier University Williams College of Business Entrepreneurial Center Board, and the Northern Kentucky Chamber of Commerce Board.

Brooke B. Edwards, M.D., Chief Medical Officer
In this role, Dr. Edwards helps ensure consistent, best-practice patient care across member physicians and locations. In addition, Dr. Edwards is a member of the American Urological Association (AUA), the American Association of Clinical Urologists, and LUGPA. She specializes in robotic surgery of the kidney and prostate, urethral re-construction and treatment of incontinence, genitourinary cancer, and erectile dysfunction.

Board of Directors

Left to right: Drs. Rousseau, Bey, Robertshaw, Wirtz, Love, Delworth, Roedersheimer, Minnillo, Dusing

Chairman:
Aaron Bey, M.D.

Board Members:

Mark G. Delworth, M.D.	Brian J. Minnillo, M.D.	Michael B. Rousseau, M.D.
Michael W. Dusing, M.D.	Daniel F. Robertshaw, M.D.	Patrick Wirtz, M.D.
Matthew A. Love, M.D.	Rebecca Roedersheimer, M.D.	

Mission Statement

To provide the most advanced urologic care in order to improve the lives of our patients.

Values

As medical professionals we:

- Maintain patient care as our primary responsibility
- Foster respect for the individual – whether patient or employee
- Embrace diversity to achieve corporate excellence
- Continuously seek advanced care options for our patients
- Give back to our communities to improve lives

Certifications and Accreditations

The Joint Commission's Gold Seal of Approval for The Urology Center. This signifies compliance with national standards for healthcare quality and safety in ambulatory care organizations from The Joint Commission, a nonprofit organization that accredits and certifies hospitals, healthcare organizations, and programs in the U.S. Less than half of ambulatory care organizations in the U.S. have earned this accreditation.

URAC Accreditation for Specialty Pharmacy
We are proud to have earned URAC accreditation for Specialty Pharmacy. The designation demonstrates that The Urology Group is dedicated to quality and safety, and that we strive for a continual improvement of the services we offer.

Accreditation for Radiology Services by the American College of Radiology (ACR). This represents the highest level of quality and patient safety and is awarded only to facilities that meet rigorous practice guidelines and specific technical standards developed by ACR. The process considers staff qualifications, quality control, safety policies, and image quality. Only 600 sites in the U.S. have been accredited.

Accreditation from the College of American Pathologists for the Pathology Lab. This rigorous assessment includes mandatory elements such as a quality management program, safety plan, document control plan, and competency assessment program as well as random inspections at least every two years of hundreds of items across all disciplines. Only 6,000 laboratories worldwide have met these high standards of excellence in laboratory medicine.

SPECIALIZED SERVICES

The Urology Group has earned its reputation for superior care by maintaining a highly trained medical staff, providing advanced treatment options, and placing patients first.

The collective experience of our physicians, technicians, and medical staff offers a breadth and depth of specialization unmatched in the region for conditions involving the bladder, kidneys, prostate, and urinary tract and reproductive tract.

Prostate Cancer

Through enhanced facilities, technology, training, and patient education, The Urology Group has established itself as the premier provider of prostate cancer care in the region, treating more than 71% of the cases in Greater Cincinnati and Northern Kentucky. After a prostate cancer diagnosis, patients receive in-depth support to evaluate options and determine the best course of action, whether it's pharmaceutical, radiological, surgical, or active surveillance (close monitoring without immediate treatment).

The Advanced Prostate Cancer Clinic assists patients when the disease has spread beyond the prostate. A nurse navigator identifies patients and assigns them to one of The Urology Group's on-staff physicians who specialize in advanced prostate cancer. Enhanced treatment options, including clinical trials, are designed to extend and enhance the quality of life for patients.

Other Cancers

As physicians with a deep and constant focus on the urinary tract, we offer patients who face a variety of cancers the best treatment options for treating their conditions. Whether it's to address testicular, kidney, or bladder cancer, we have invested in technology, research, and training to stay on the cutting-edge of treatment.

Men's Wellness Center

In 2021, we created the Men's Wellness Center. It is a confidential, caring approach to treating men's sexual health issues. Men can experience sexual health issues at any time, although some conditions become more prevalent with age. We are helping thousands of men recover their confidence and vitality using the least invasive and most advanced treatment options available.

- Ultrasound wave therapy is a painless, non-invasive technology to stimulate penile blood flow and restore natural sexual performance.
- Testosterone supplements, compounded specifically for each man's individual needs, can help treat changes in sexual function, physical, or emotional health associated with Low T levels.
- For men with erectile dysfunction who do not respond to medications or other treatments, penile surgical implants may be the right option.

Nearly 40 urologists see patients in community offices throughout the Tristate, providing care designed to improve their quality of life.

Female Pelvic Medicine

Although a urologist can be perceived as a "man's doctor," in fact women are more likely than men to experience conditions such as incontinence, overactive bladder, interstitial cystitis, and urinary tract infections.

While women can receive treatment from any urologist, The Urology Group has three physicians specially certified in Female Pelvic Medicine & Reconstructive Surgery by the American Board of Urology.

This specialization in female urology includes potential treatments that cover a range of patient needs:

- lifestyle changes, such as diet and exercise
- pharmaceutical or natural remedies
- physical therapy and pain management
- surgical options

Kidney Stone Care

Approximately one in seven adults will suffer the pain of kidney stones at some point in their lives – and for thousands of people each year, The Urology Group offers relief.

Options for kidney stones include lithotripsy, which uses high-energy shock waves to break up the stones. Lithotripsy treatments are performed more often at the Norwood Campus than any facility in the country, with nearly 1,500 procedures completed annually.

Ureteroscopy, another alternative for kidney stone care, involves the insertion of a thin, telescopic instrument into the urinary tract. Most surgeons use a laser to break up stones, which patients can then successfully pass. The treatment has an outstanding success rate and typically gets completed on an outpatient basis.

The Urology Group also provides specialists who can work with patients to design a program to prevent kidney stones in the future.

Benign Prostatic Hyperplasia (BPH)

With more than half of men in the U.S. over the age of 51 facing BPH, we continue to focus on this condition that has an impact on quality of life.

After lifestyle changes and medications have been tried, The Urology Group offers patients who still need help a variety of minimally invasive procedures that can provide long-term solutions. These include the UroLift® System, GreenLight™ Laser Therapy, and updated approaches for Transurethral Resection of the Prostate (TURP), the traditional "gold standard" treatment.

We are some of the only experts in the region who perform Holmium Laser Enucleation of the Prostate (HoLEP) laser treatment. This specialization is unique in our region.

Bladder Control

Conditions such as overactive bladder and incontinence cause embarrassment and significantly impact the patient's lifestyle. In the past, treatments typically focused on medications, but that approach does not always provide long-term solutions. The Urology Group instead takes a holistic approach, considering many factors in order to give bladder patients their quality of life back.

The Urology Group provides advanced options to identify and treat the issue. Urodynamics diagnostic testing, completed in the surgery center, helps assess the condition of the bladder. From there, pelvic floor physical therapy can be prescribed, such as biofeedback to retrain pelvic floor muscles or Kegel exercises to strengthen muscle groups. Surgical treatments include conventional bladder suspension surgery; Botox® injections into the bladder, which relax the muscle and give patients more control and less incontinence; and InterStim® therapy, in which a tiny pacemaker-like device is implanted in the lower back to calm the nerves that control bladder function.

From minimally invasive procedures to compounding pharmaceuticals, our physicians provide patients with customized treatment plans for better outcomes.

Transforming Lives Through Technology

INNOVATION & TECHNOLOGY

Advanced medical technology provides the tools to transform lives. The Urology Group believes in the power of technology and constantly monitors and evaluates the latest cutting-edge developments in healthcare.

But technology alone – without the human touch – does not serve the patient best.

The Urology Group invests significantly in equipment and resources in order to offer the highest quality care that optimizes the patient experience and results.

Advanced UTI Testing Based on DNA

Urinary tract infections may be common, requiring more than 8 million people to seek medical attention a year. Yet sometimes, the cause of the infection – bacteria in the urine – is difficult to diagnose, particularly among older women.

To tackle this issue, The Urology Group in 2019 added molecular microbiology to its suite of diagnostic options. The test is a urine study designed expressly to identify hard-to-detect UTIs.

This is accomplished through a two-part DNA scan that seeks out bacteria and fungi separate from traditional urine cultures:

- **Polymerase chain reaction (PCR) processing:** This is an expedient method for copying small segments of DNA in great numbers. Some call it "molecular photocopying."
- **Next generation sequencing:** This large-scale technology can reveal, in a single run, the DNA sequencing of a complete bacterial genome (the set of genes in an organism).

The DNA extracted from the urine sample is examined for signs of more than 50,000 bacteria and fungi in MicroGen's database.

The result: Patients can be treated faster and enjoy life in comfort.

Through our on-site lab as well as partnerships with other labs, we are working on cutting-edge analyses that serve to dramatically improve outcomes for patients.

Genetic Testing for Cancer

Medical scientists have recently confirmed a family link between prostate cancer and other cancers, particularly breast, ovarian, pancreatic, and colon cancers.

We now understand that men who develop aggressive prostate cancer should undergo genetic testing to look for an inherited gene mutations that not only could affect their care, but may affect their children's risk of cancer.

For example, if Dad tests positive for mutations of the Breast Cancer 1 or 2 genes (BRCA-1, BRCA-2), he should urge daughters and sons to test for the same mutation. There is a 50% chance that a father who has prostate cancer and carries one of these genetic mutations will pass the mutation on to his offspring.

The Urology Group's genetic testing service is called Precision GU. Genetic testing and counseling helps predict patients' risk for a variety of diseases and whether their children may inherit this risk. The benefit is early detection and targeted medical intervention.

URAC Accreditation and Compounding Capabilities Make Pharmacy Unique in Region

In 2020, The Urology Group's pharmacy earned national accreditation from URAC, the leading independent nonprofit organization, which uses evidence-based measures and develops standards to improve the quality of healthcare. Our group's specialty pharmacy was recognized for elevated standards and continued innovation.

"This seal of approval from the URAC reflects the quality commitment that The Urology Group brings to every aspect of care provided to our patients," said Dr. Gary Kirsh M.D., president of The Urology Group. "The hard-earned accreditation is another example of The Urology Group's effort to deliver on healthcare value for our patients."

Additionally, in 2020 we added compounding capabilities to our in-house pharmacy, which means we can create customized drugs that are not commercially available. The move aimed to resolve two common patient frustrations: cost and exact dosage.

In the case of treating low testosterone, for example, it is essential to find the correct formulation that helps men get back to their personal "normal." Through compounding we can adjust doses and formulations to ensure patients are experiencing maximum therapeutic benefits from the therapy without any harmful side effects.

Our pharmacy offers competitively priced drugs for patients who have limited insurance, often at a more affordable price than commercial pharmacies. By collaborating with our physicians, our pharmacy helps develop the customized treatment plans for our patients.

CyberKnife SBRT for prostate cancer

The first of its kind in the region, CyberKnife SBRT (stereotactic body radiation therapy) works without incisions, delivering high doses of radiation in pencil thin beams from a moving robotic arm. The Urology Group was the first provider in the nation to use CyberKnife exclusively for prostate cancer when it was installed in November 2013.

CyberKnife allows patients to complete treatments in just five sessions, compared to 40 or more for traditional radiation therapy. Patients experience minimal side effects with many returning to work or their routine schedules on the same day.

Radiation oncologists specializing in CyberKnife technology work in concert with each patient's urologist as part of a team-oriented approach to treatment. And by incorporating this innovative technology, The Urology Group reinforces its position as the leading provider of prostate cancer treatment in the region.

Lithotripsy with Ultrasound

At the Norwood Campus, The Urology Group performs more lithotripsy procedures than any other location in the country. Lithotripsy (also called extra-corporal shock wave lithotripsy, or ESWL) uses high-energy shock waves to break kidney stones into tiny pieces, making them small enough to pass through the urinary tract and out of the body.

The Urology Group offers the unique advantage of 'built in' ultrasound with lithotripsy – one of the only providers in the nation to do so. With this advanced system, the type and location of kidney stones get pinpointed more easily to better target stones and minimize the impact on surrounding tissue. As a result, the stone breakage rate improves, which increases the effectiveness of the treatment.

Urologic Outpatient Surgery Center

With nearly 15,000 surgeries performed annually, The Urology Center at the Norwood Campus is the highest volume urology-only facility in the country. The Gold Seal of Approval from The Joint Commission certifies that the surgery center performs at the industry's highest levels for patient care and quality facilities.

With nearly 15,000 surgeries performed annually, The Urology Center at the Norwood Campus is the highest volume urology-only facility in the country.

Creating a Workplace that Gives Back

COMMUNITY INVOLVEMENT

Since its inception, The Urology Group and its employees have invested significant time and resources to make the community a better place in which to live, work, and raise a family. The organization emphasizes that commitment in its core values: "Give back to our communities to improve lives."

Connecting with the community ensures a vibrant, engaged, mutually beneficial relationship for employees, patients, and neighbors.

5K/10K Race for Prostate Cancer

Since 2006, The Urology Group's highest-profile charity event, the annual ZERO Prostate Cancer 5k/10k has attracted nearly 2,000 participants each September. Although in 2020 and 2021 the COVID pandemic interrupted our plans for our annual prostate cancer run, we hope to be back supporting this great cause in 2022.

The idea for the race began with two nurses who worked in the surgery center. Reflecting the organizational values, they wanted to establish an event that showed support for prostate cancer patients and their families. That first race in 2007 drew about 100 runners with proceeds going toward local cancer-related charities.

In 2011, The Urology Group aligned with ZERO Prostate Cancer, a national nonprofit organization dedicated to raising funds and awareness for prostate cancer. With ZERO on board, the race gained access to new resources that helped take it to a new level, driving attendance near 1,000 for the first t[illegible] the number reached nearly 2,000 people either running, volunteering, or attending the morning's festivities, becoming the second-largest event of its kind in the nation.

Over the past 15 years, the event has raised hundreds of thousands of dollars to support prostate cancer research and awareness. The race remains the organization's largest opportunity for employees to volunteer and connect with the community.

"All gave some. Some gave all." In 2018 more than 75 veterans gathered to commemorate the 65th anniversary of the Korean War Armistice Agreement. The Urology Group organized and hosted this event to show appreciation for their service.

Celebrating Veterans and Their Contributions

The Urology Group has a history of saluting U.S. veterans for their service.

In 2018, we sponsored an event honoring local veterans to commemorate the 65th anniversary of the Korean Armistice Agreement. The event, held at the General Electric headquarters in Evendale, Ohio, drew a crowd of more than 75 veterans, plus their guests, as well as national media attention.

We held similar veteran events in 2016, marketing the 75th anniversary of Pearl Harbor, and in 2015, commemorating the 70th anniversary of V-E (Victory in Europe) Day.

Making an Impact Collectively – and Individually

In addition to corporate sponsorships, employees of The Urology Group make an impact in their communities in a variety of ways. Whether coaching a youth sports team, stocking a local food pantry, or helping with neighborhood cleanup efforts, employees devote thousands of hours annually to helping charity groups as well as their neighbors.

Prostate Cancer Screenings

Physicians and medical personnel donate many hours each year to providing free prostate cancer screenings for men. These tests can provide the initial indication of prostate cancer, and early detection means more options for treatment and an increased chance of survival.

Creating a Great Workplace

As a service-oriented organization that interacts with dozens of patients on a daily basis, The Urology Group realizes the importance of quality employees: great service requires great people.

Attracting and retaining a quality workforce remains a priority for The Urology Group. To help evaluate progress toward that goal, the organization measures itself against peer companies in the region. As a result, The Urology Group has been recognized with the following awards:

2020 Healthiest Employers in Greater Cincinnati finalist and winner in 2014, 2015, 2017, and 2019

This program spotlights companies that have made a commitment to making wellness a reality for their employees. More than 85% of insured employees with The Urology Group have enrolled in the HumanaVitality health wellness program.

Top Workplaces in Greater Cincinnati in 2014, 2015, 2017, 2019, and 2020

Based solely on employee feedback, the Top Workplaces are organizations in which employees feel valued and empowered to achieve their potential.

Voted Best Workplaces in Ohio in 2017, 2018, 2019, and 2020

This program recognizes regional companies that take employee satisfaction to the highest level, based on an employee survey.

Frequent representation on local "Top Doctors" lists

Physicians consistently rank among the best by consumer publications and websites.

2012 Norwood Chamber of Commerce Outstanding Investment Award

This recognized The Urology Group's continued commitment to the local business community.

In the highly competitive, constantly changing world of healthcare, The Urology Group strives to create and maintain a work environment that provides the best in patient service – and appreciates the efforts of everyone in the organization to accomplish that goal.

Each September, thousands participate in The Urology Group's fight against prostate cancer.

Care That Covers the Region

OFFICE LOCATIONS

Norwood Campus:
2000 Joseph E. Sanker Blvd.
Cincinnati, OH 45212

3301 Mercy Health Blvd.
Suite. 525
Cincinnati, OH 45211

10220 Alliance Rd.
Cincinnati, OH 45242

925 Deis Drive
Fairfield, OH 45014

8020 Liberty Way
West Chester, OH 45069

2000 Medical Center Dr.
Suite 500
Middletown, OH 45005

110 North Poplar St.
Oxford, OH 45056

4360 Ferguson Dr.
Cincinnati, OH 45245

7529 State Rd.
Suite B
Cincinnati, OH 45255

2123 Auburn Ave.
Suite 434
Cincinnati, OH 45219

350 Thomas More Parkway
Suite 200
Crestview Hills, KY 41017

605 Wilson Creek Rd.
Lawrenceburg, IN 47025

PHYSICIANS

Urologists:
Paurush Babbar, M.D.
Stephen Bennett, M.D.
Aaron L. Bey, M.D.
Philip J. Buffington, M.D.
Kevin G. Campbell, M.D.
Christopher Cirulli, M.D.
Mark G. Delworth, M.D.
Shekar Dheenan, M.D.
Igor Dumbadze, M.D.
Michael W. Dusing, M.D.
Brooke B. Edwards, M.D.
Doug E. Feeney, M.D.
Ryan M. Flynn, M.D.
Matthew R. Fulton, M.D.
Stephen Kappa, M.D., M.B.A.
Gary M. Kirsh, M.D.
Eric J. Kuhn, M.D.
Robert J. Larke, M.D.
Matthew A. Love, M.D.
Inayat K. Malik, M.D.
David C. Miller, M.D.
Brian J. Minnillo, M.D.
Benjamin E. Niver, M.D.
Marc J. Pliskin, D.O.
Daniel F. Robertshaw, M.D.
Rebecca A. Roedersheimer, M.D.
Michael B. Rousseau, M.D.
B. Robert Schwartz, M.D.
Brian F. Shay, M.D.
Daniel Szabo, M.D.
Katherine E. Voss, M.D.
Martin J. Walsh II, M.D.
J.D. Williams, M.D.
Patrick M. Wirtz, M.D.

Pathology Laboratory:
Cynthia D. Westermann, M.D.

Pharmacists:
Melissa Ruter, PharmD
Kathleen Wimmel, RPh

Radiation Oncologists:
Matthew Bertke, M.D.
Peter R. Fried, M.D.
Jeffrey I. Grass, M.D.
Elizabeth Levick, M.D.

Anesthesiologists:
Jeffrey S. Philip, M.D.
Glenn J. Suntay, M.D.

“I will respect the hard-won scientific gains of those physicians in whose steps I walk, and gladly share such knowledge as is mine with those who are to follow.”

~ Hippocratic Oath

2000 Joseph E. Sanker Blvd. | Norwood, Ohio 45212 | www.urologygroup.com