



DebMed®

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April 16th, 2018

To Whom It May Concern,

Please accept this letter as my recommendation of Paul Alper. Due to a major restructure of DebMed® USA, a division of S.C. Johnson Professional, the position of VP, Patient Safety Strategy has been eliminated, along with over 300 other senior level positions at SC Johnson and Son. As a result, Paul will be leaving DebMed as of June 22, 2018, after 10 years of service.

Paul leaves behind a legacy of innovation, commercial achievement and new category creation. He would be an excellent candidate for any role where exceptional business development skills, the ability to access and influence C-Suite decision makers, and innovative thinking and problem solving are essential requirements of the position.

Among his many invaluable contributions over his 10 years with DebMed are:

- Leading the conception, design, validation and commercialization of the DebMed Monitoring System including his being granted of a Monitoring System Patent in 2013 with multiple other applications pending;
- Leading the search for outsource partners for both hardware/firmware and software developers; managing the software developers hands on for several years;
- Developing a beta site relationship with the Greenville, SC Healthcare System (GHS) in 2009 that led to a full-scale adoption of the technology in 2013 across all 1300+ beds and a multiyear commercial agreement for the technology as of January, 2018 upon expiration of the beta site agreement;
- Hands on selling of all early adopter hospitals all of whom have renewed their contracts
- In 2016, leading the team effort to have DebMed selected as the exclusive and paid technology supplier for a multi-site study at 5 acute care Ontario based hospitals designed to justify the change in the standard for the Province of Ontario for how hand hygiene compliance is reported;
- Acting as steward and in some cases co-investigator for many validation & outcomes studies that have made their way into the published literature supporting the adoption of e monitoring;
- Being selected as a keynote, plenary or panel speaker at scientific conferences in North America and Europe;
- Being asked to Chair the Patient Safety Movement Foundation's Hand Hygiene Work Group and co-authoring the latest version of the Hand Hygiene Actionable Patient Safety Solution;



- Conceiving and founding of the nonprofit EHCO, The Electronic Hand Hygiene Compliance Organization, Inc. bringing together all of the major competitors in e monitoring with the common goal of changing the standards for how hand hygiene is measured and in doing so improve patient safety and healthcare quality.

Paul is a solid team player with high scientific literacy and learning agility. He exemplifies integrity and honesty with a transparent and straight forward communication style. He holds himself to the highest standards of professional conduct, including through this difficult transition.

We wish Paul every success in his future endeavors; his energy, passion and commitment will be missed by the Deb community. It's been a true privilege to have worked so closely together for the past decade.

Please feel free to call me with any specific questions about his qualifications.

Sincerely,

A handwritten signature in black ink, appearing to be "B" followed by a stylized flourish.

Didier Bouton
President and CEO



Make Hands Matter in the Workplace