

Mark L. Lamp
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Professional Experience

2022-Present Adult & Pediatric Dermatology

President/CEO

A dermatology and cosmetic surgery practice management company based out of Acton, MA. Responsible for the overall growth and operating results.

- Improved financial performance
 - Increased net adjusted revenue from \$82M FY'21 to \$181M FY'26 (17% CAGR)
 - Increased EBITDA from \$5.8M to \$17.2M (24% CAGR)
- Completed 11 acquisitions from 2022 to 2025
 - Expanded service line to include cosmetic surgery and hair loss
- Recruited >7 new clinicians annually to drive organic growth
- Improved field and central operations performance (various metrics available)
 - Leverage AI to automate RCM operations resulting in increased collections and lower per claim
 - Redesigned call center processes to improve patient experience and reduce cost per call
 - Built state-of-the art cosmetic surgery center to capture technical component

2016-2021 American Pathology Partners

President/CEO

An anatomic pathology laboratory and pathology practice management company with laboratories in Colorado, Texas, Florida, and North Carolina. Responsible for the overall growth and operating results of the company.

- Expanded sales organization and instituted training and accountability with sales management team
- Expanded test menu to create a strategic advantage in the Women's Health market segment
- Acquired clinical lab testing company to further solidify strength in Women's Health
- Negotiated sale of company including restructuring contracts with our largest pathology group
- Improved financial performance from 2016 to 2019 by driving sales
 - Increased net revenue from \$60 to \$70M (5% CAGR)
 - Increased EBITDA from \$4M to \$6M (14% CAGR)
- Launched COVID testing platform to sustain operations during COVID

2013-2016 American HomePatient

President/CEO

Provided overall direction for the growth, operating results, and culture of the company. Established an accountable, customer-focused culture. Invested in technology to increase productivity and quality. Grew revenue and profits despite substantial YoY decline in reimbursement.

- Improved financial performance from 2013 to 2015
 - Increased revenue from \$274M to \$313M (7% CAGR)
 - Increased EBITDA from \$36M to \$52M (20% CAGR)
- Increased new orders in the top two product lines by 30% and 40% from 2013 to 2015
 - Launched new products resulting in >275% increase from highest volume customers
 - Increased account executive productivity by establishing defined sales process, training sales managers, and implementing sales force automation tools
 - Reduced Account Executive turnover from >40% to <20%
- Revised "Customer Experience" through technology and changing the culture
 - Developed customer touch-point map to identify areas for improvement and savings
 - Implemented IT systems to support an improved, lower-cost customer experience
 - Consolidated regional patient service centers and billing operations improving productivity
 - Restructured field organization to increase focus on sales and accountability
 - On target for \$10M additional cost savings at the time of the sale

Other Experience

(Current) Adjunct Professor, Owen School of Business, Vanderbilt University

(2006-2013) AccentCare (Guardian Homecare Holdings) – COO, Home health and hospice business operating in 7 states

(1998-2006) Medical Metrics – CEO, Startup medical device clinical trials business

(1983-1998) ADAC Laboratories – Divisional President, Worldwide market share leader in nuclear medicine imaging systems.

Education

MBA, San Jose State University

BS and MS, Electrical Engineering, Purdue University