

A photograph of a modern, multi-story office building with a white facade and large glass windows. The building is illuminated from within, and the sky is a mix of orange and blue, suggesting dusk. The name 'THE UROLOGY GROUP' is visible on the upper part of the building.

THE UROLOGY  
GROUP

# ANNIVERSARY REPORT

1996-2026



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# 30 YEARS OF ADVANCING UROLOGIC CARE

In 2026, The Urology Group proudly celebrates 30 years of caring for patients throughout Greater Cincinnati, Northern Kentucky, and Southeast Indiana.

Healthcare has evolved at an extraordinary pace over the last 30 years. New technologies, groundbreaking treatments, changing regulations, and rising patient expectations have reshaped the way we deliver care. Through it all, The Urology Group has remained committed to the vision established at our founding: providing the highest quality, most advanced urologic care while making that care more accessible, more convenient, and more affordable for the communities we serve.

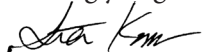
Over the past 30 years, we have grown into one of the nation's largest independent single-specialty urology practices and have earned a reputation as a regional leader in innovation, clinical excellence, and compassionate patient care. Our physicians and staff have never stopped looking ahead and we are continually investing in new technologies, expanding services, advancing research, and improving the patient experience.

None of these accomplishments would have been possible without the dedication of our physicians, advanced practice providers, nurses, employees, referring physicians, and business partners. Most importantly, we are grateful for our patients, who have placed their trust in us for three decades. Their confidence has challenged us to continually raise the bar for urologic care.

While this anniversary is an opportunity to celebrate our history, it is equally an opportunity to look ahead. The future of urology has never been more promising. Advances in precision medicine, minimally invasive procedures, artificial intelligence, imaging, and personalized treatment continue to transform patient care, and The Urology Group is committed to remaining at the forefront of these innovations.

Thank you for being part of our first 30 years. We look forward to serving our community for many years to come.

Wishing you good health,



Stephen Kappa, MD  
President, The Urology Group



Michael Galvin  
Chief Executive Officer, The Urology Group



Stephen Kappa, MD  
President, The Urology Group



Michael Galvin  
Chief Executive Officer, The Urology Group

# HISTORIC COMMITMENT TO

## 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.



# PATIENT CARE

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. In 2025 Solaris Health was sold to Cardinal Health. The Urology Group is now part of The Specialty Alliance within Cardinal Health.



Top: Dr. Gary Kirsh served as President of The Urology Group from 1998 to 2025.

Bottom: Two of The Urology Group's founders were William B. Monnig, MD (left) and Earl L. Walz (served as CEO until 2025).

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 Adaptive Radiation Therapy suite, which offers advanced radiation treatment for prostate cancer and is the only center of its kind in the region.

The Norwood Campus is 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

| 1994                                                                                                                                                                         | 1996                                                                                                                                                                                    | 1998                                                                                                                                                                                                                                                                                                            | 2001                                                                                                                        |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------|
| Tri State Urologic Services established as a seven-practice affiliation of shared administrative services                                                                    | The Urology Group founded with 23 member physicians; first corporate office opened on Wesley Avenue in Norwood                                                                          | 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 | First CT scan machine added                                                                                                 |
| 2015                                                                                                                                                                         | 2016                                                                                                                                                                                    | 2018                                                                                                                                                                                                                                                                                                            | 2019                                                                                                                        |
| 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 | 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 | Hosted event to recognize Korean War veterans for their service                                                                                                                                                                                                                                                 | Molecular microbiology test for UTI diagnosis; designated a Center of Excellence by the National Association for Continence |

# GROUP HISTORIC MILESTONES

| 2003                                                                                                                                                                                       | 2006                                                                                                                                               | 2007                                                                                                        | 2008                                                                                                                           | 2009                                                                                                                                        | 2012                                                                                                                                                                                                                                                                          | 2013                                                                                                                                                   | 2014                                                                                                                               |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------|
| First pathology lab established                                                                                                                                                            | The first group of employees became Six Sigma Black Belt certified, the highest level of certification from the American Society for Quality (ASQ) | The first electronic medical record (EMR) system launched; first Prostate Cancer Charity Run event held     | Radiation therapy services established with the addition of IMRT machine                                                       | Future site of Norwood Campus purchased on Joseph E. Sanker Boulevard                                                                       | Norwood Campus opened, featuring new surgery center and pathology lab; Uro-Oncology Tumor Board established                                                                                                                                                                   | Radiation therapy services and prostate cancer treatment options enhanced with the addition of CyberKnife SBRT                                         | Advanced Prostate Cancer Clinic established; Prostate Cancer Charity Run triples attendance; pelvic floor physical therapy offered |
| 2020                                                                                                                                                                                       | 2021                                                                                                                                               | 2022                                                                                                        | 2023                                                                                                                           | 2024                                                                                                                                        | 2025                                                                                                                                                                                                                                                                          | 2026                                                                                                                                                   |                                                                                                                                    |
| Earned URAC accreditation in Specialty Pharmacy; The Urology Group co-founded Solaris Health as national platform to enhance specialty healthcare; pharmacy compounding capabilities added | Genetic testing for cancer added to offering                                                                                                       | Ultrasound Wave Therapy is offered as a treatment for erectile dysfunction. New office opens in Ross, Ohio. | The Urology Group hosts 50th Anniversary Vietnam event at Cintas Center for nearly two thousand veterans, family, and friends. | CVAC vacuum device for kidney stones is offered. Finalist at the Health Care Heroes Awards event hosted by the Cincinnati Business Courier. | Prostate Artery Embolization for BPH treatment, and Adaptive Radiation Therapy for more precise cancer treatment now offered. The Urology Group becomes part of Cardinal Health's Urology Alliance. Michael Galvin joins as new CEO. Dr. Stephen Kappa promoted to President. | PSMA PET/CT scan added to better detect prostate cancer. New Union Centre office in West Chester opened. NKY office expanded for more women's services |                                                                                                                                    |

A large, white, articulated robotic arm is suspended from the ceiling of an operating room. The arm has a green light at its end. Below the arm, a patient is lying on a surgical table, covered with a white drape. To the left, a large monitor displays a medical image. The room is brightly lit, and various medical equipment and cables are visible in the background.

# DEMONSTRATING INDUSTRY

## THE UROLOGY GROUP TODAY

After 30 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 40+ physicians providing care at 15 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.

# LEADERSHIP

375<sup>+</sup> total employees  
& 60<sup>+</sup> providers

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<sup>+</sup> patients treated annually with Adaptive Radiation Therapy for prostate cancer

The first provider in the region to offer this revolutionary treatment.

16,000 outpatient procedures performed annually

The highest volume urology-only surgery center in the country

Only lab in the region dedicated to urologic and prostate tissue analysis and biopsies

2,700 prostate biopsies analyzed annually

Incorporated built-in ultrasound to improve accuracy and effectiveness

1,200 lithotripsy procedures to treat kidney stones annually

Over two decades of advancing medical research through dozens of clinical studies

28 years performing clinical trials

Regional market leader in treating prostate, kidney, bladder, and testicular cancers

71%\* of tri-state prostate cancer cases treated

\*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



Stephen Kappa, MD, MBA

Michael Galvin, MBA

Brooke Edwards, MD

Aaron Bey, MD, MBA

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 healthcare industry.

## EXECUTIVE LEADERSHIP TEAM

### **Stephen Kappa, MD, MBA, President**

In 2025 Dr. Kappa was named President of The Urology Group. In his role he provides leadership and oversight for all clinical operations. Dr. Kappa graduated from the Vanderbilt University School of Medicine and completed his residency in urologic surgery at the Vanderbilt University Medical Center in Nashville, Tennessee. He earned his undergraduate degree in political science from Yale University in New Haven, Connecticut, and also holds an MBA from Vanderbilt.

### **Aaron Bey, MD, MBA, Chairman of the Board**

Dr. Bey serves as Chairman of the Board at The Urology Group. He graduated from The Ohio State University College of Medicine in 2004 and received his surgical and urology training at Indiana University. He earned his Master of Business Administration from the University of Cincinnati in 2022.

### **Michael Galvin, MBA, Chief Executive Officer**

Michael joined The Urology Group as CEO in 2025. He is well known in the physician practice community in Cincinnati and brings decades of operational experience to his role as CEO. Before joining The Urology Group, he was Chief Operating Officer for OrthoAlliance for four years. He also previously served in leading and leadership roles for Mayfield Brain & Spine and United Surgical Partners International as well as ASC joint ventures with The Christ Hospital, TriHealth, and Premier Health.

### **Brooke B. Edwards, MD, 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 reconstruction and treatment of incontinence, genitourinary cancer, and erectile dysfunction.

## BOARD OF DIRECTORS



Left to right: Drs. Bey, Delworth, Scott, Larke, Kappa, Wirtz, Robertshaw, Fulton

### Chairman:

Aaron Bey, MD

### Board Members:

Mark Delworth, MD

Robert J. Larke MD

Anne Scott, MD

Matthew R. Fulton, MD

Matthew Love, MD

Patrick Wirtz, MD

Stephen Kappa, MD

Daniel Robertshaw, MD

## 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.





# SUPERIOR CARE THROUGH

## 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, urinary tract, and reproductive tract.

# SPECIALIZATION

## 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 options for treating their conditions. Whether it's to address bladder, kidney, prostate, or testicular cancer, we have invested in technology, research, and training to stay on the cutting-edge of treatment.

## MEN'S WELLNESS CENTER

In 2022, 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.



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 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 ten 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 1,200+ 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.

In 2024 we added CVAC as a new treatment option. This advanced vacuum device shatters and irrigates the area, removing stones and dust fragments in a single procedure. 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 focus on treatment that improves 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.

New, technologically advanced treatment options for BPH have proliferated in recent years. The Urology Group offers patients the newest options as well as traditional treatments. They include: Prostate Artery Embolization, UroLift® System, GreenLight™ Laser Therapy, iTind™, Aquablation® Therapy, Holmium Laser Enucleation of the Prostate (HoLEP), Robotic “Simple” Prostatectomy, and updated approaches for Transurethral Resection of the Prostate (TURP).

## 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.



A man with a beard and safety glasses, wearing a green lab coat and blue gloves, is working in a laboratory. He is holding a test tube and looking at it intently. In the background, there is a rack of other test tubes and some laboratory equipment.

# TRANSFORMING LIVES THROUGH

## 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.

# TECHNOLOGY

## 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.

## 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.



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.

## 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. 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.

## INTERVENTIONAL RADIOLOGY

Diagnosing and treating patients with the least invasive technique available is our goal at The Urology Group. That's why we're so pleased to provide Interventional Radiology (IR) for some procedures. By using x-ray or other imaging techniques to guide instruments, IR benefits include a minimal risk of complications, less pain than open surgery, no need for general anesthesia in most instances, fast recovery and the ability to return home the same day.

Interventional radiologists are medical doctors with six or more years of additional training. Our patients receive IR treatment at the IR Center of Greater Cincinnati located just blocks from The Urology Group's Norwood Campus.

## 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 more than 16,000 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 16,000+ surgeries performed annually, The Urology Center at the Norwood Campus is the highest volume urology-only facility in the country.



# CREATING A WORKPLACE THAT

## 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.



# GIVES BACK

## 5K/10K RACE FOR PROSTATE CANCER

For nearly two decades The Urology Group's highest profile charity event was the annual Prostate Cancer Run/Walk. At its height, the event drew nearly 2,000 participants each September.

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.

From 2006 to 2019 the race was held annually. While we stopped hosting the event post-COVID, The Urology Group still supports the local race and sponsors a Prostate Cancer Survivor's Breakfast to recognize the strength of our patients facing cancer as well as their families and care givers. The event has raised hundreds of thousands of dollars to support prostate cancer research and awareness.

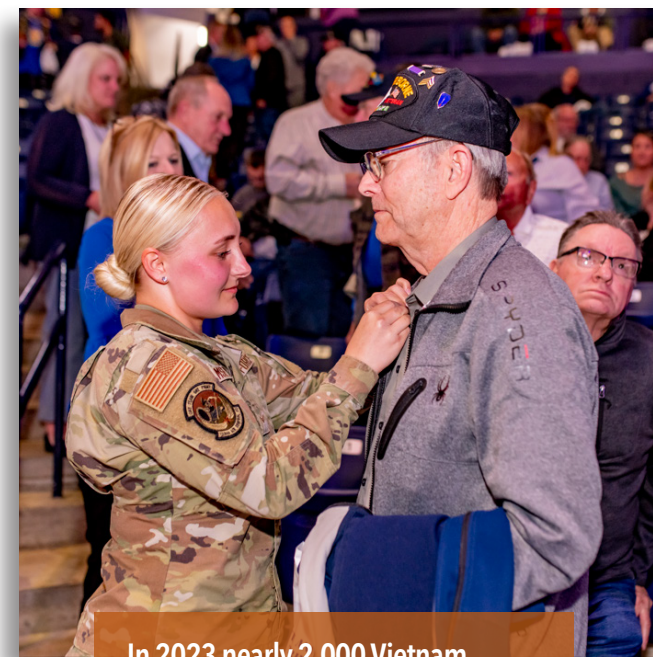
## CELEBRATING VETERANS AND THEIR CONTRIBUTIONS

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 VE (Victory in Europe) Day.

In 2023, The Urology Group, along with partners GE Aerospace, Richard Wolf Company and Xavier University Veteran and Military Family Center, presented a 50th anniversary tribute to Vietnam War veterans on National Vietnam War Veterans Day, March 29. The year marked 50 years since March 29, 1973, when the final U.S. fighting soldiers withdrew from Vietnam. Nearly 2,000 people gathered at Cintas Center for an evening of entertainment and honor to recognize these Veterans, and all Veterans for their service.



In 2023 nearly 2,000 Vietnam Veterans and their families and friends gathered to pay a long-overdue tribute to those who served.

## 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 Humana Vitality health wellness program.

### Top Workplaces in Greater Cincinnati

#### Consistent Finalist from 2014 - 2023

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

#### Winner 2022-2025

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

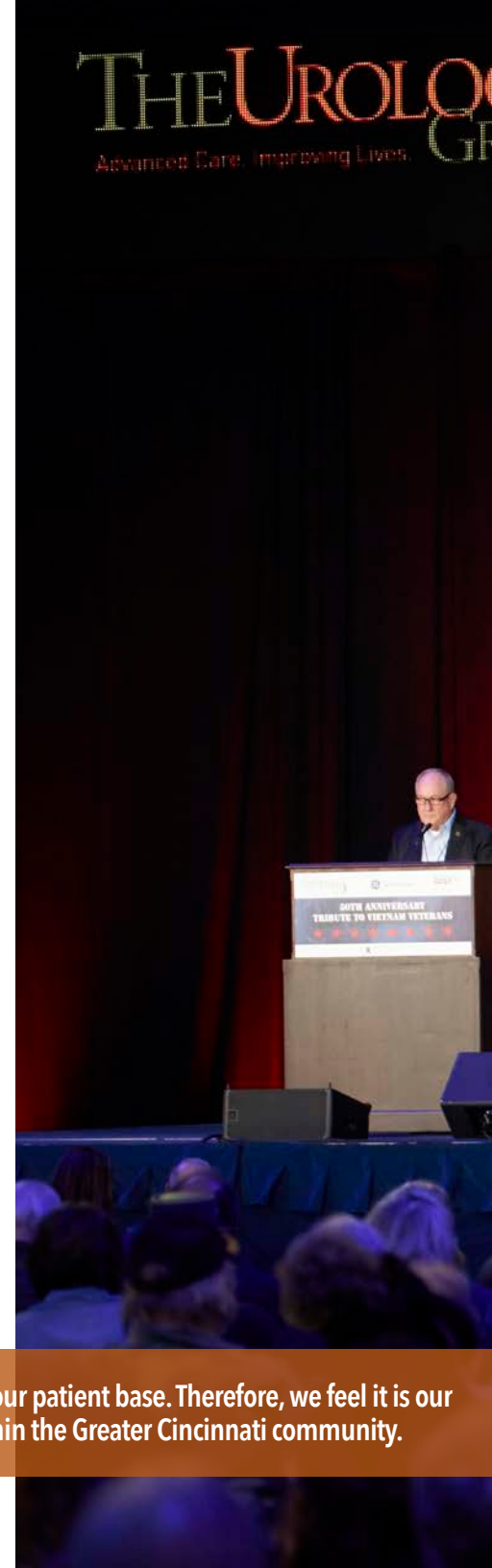
Physicians consistently rank among the best by consumer publications and websites.

### 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.

Military veterans make up a large portion of our patient base. Therefore, we feel it is our honor and duty to recognize their service within the Greater Cincinnati community.



# 50TH ANNIVERSARY TRIBUTE TO VIETNAM VETERANS





# CARE THAT COVERS THE REGION

## OFFICE LOCATIONS

### **Norwood Campus:**

2000 Joseph E. Sanker Blvd.  
Cincinnati, OH 45212

4360 Ferguson Dr.  
Suite 100  
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“ 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



