



January 3, 2025

Dear iCare Health Network Staff, Residents, Families and Partners:

After celebrating iCare Health Network's 25th Anniversary over this past year, I am writing to share an important update regarding the leadership of our organization. I will be moving from the position of Chief Executive Officer of iCare Health Network into a new role as the Chairman of the Board for iCare.

After nearly 26 incredible years, this marks the beginning of a new era for iCare, and I'm excited about the opportunities ahead for all of us. Thank you for your trust and dedication throughout the years. It has truly been an honor to lead and build this company with you and I am deeply grateful for the hard work, dedication, and passion that each of you brings to our mission every day.

I am pleased to announce that Phil Sterling is the new Chief Executive Officer of iCare Health Network. Phil has a remarkable career background, having been a licensed Administrator, holding several leadership positions in long term care and having served as Chief Operating Officer at Hill Valley Healthcare where he had oversight of 43 facilities in six states with annual revenue of over \$550M. I have full confidence in his ability to lead as CEO into the next exciting chapter of growth and innovation for iCare. He brings a wealth of experience in our sector, a clear vision for the future and a deep commitment that aligns to the values and culture that define our organization.

As Chair, I will be supporting Phil and the leadership team and contributing to strategic initiatives that will help propel our company forward. I will maintain a presence at iCare along with external organizations and relationships that support our mission.

Please join me in welcoming Phil Sterling as our new CEO and let's continue to build on our successes and create an even brighter future together for iCare, our residents, and staff!

Enriching Lives Together,

A handwritten signature in blue ink that reads "Chris S. Wright".

Chris Wright
Chairman

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