



Humana®

Employer Group Business
Interim Leadership Model
& Office of the Chief of Staff

GMS Leadership Team

Effective September 1, 2021



Sue Schick
Segment President

Interim Leaders Employer Group



Brent Densford

SVP, Humana Military,
President



Charlon McIntosh

SVP, Service and Business
Operations



Jeremy Gaskill

Regional President,
North



Debbie Findlay

SVP, Transformation
Humana Military & Culture



Ellen Sexton

SVP, Specialty



Mike Tilton

Regional President,
South



John Littig

SVP, Group, Military &
Specialty Segment



Jim Stodola

VP, Medical Cost
Management



Randy Weinstock

VP, Actuarial &
Underwriting

Internal Partners



Mark Palmenter

VP, Marketing &
Communications



Mary Beth Warner

VP, HR Business Partner



Shannon Majors

Chief of Staff, Director,
Strategy Advancement

Employer Group Business Interim Leadership Model overview

Interim Leaders Employer Group



- Jeremy, Mike and Randy will assume interim leadership responsibilities for Employer Group beginning September 1, 2021
- They will report directly to Sue and sit on the Group, Military & Specialty (GMS) Segment Leadership Team
- The interim leadership model will be evaluated over the next 90 days as we develop a go-forward structure

Employer Group Business

Interim Leadership Model: Jeremy Gaskill



National responsibility for
Network and Medical Cost Management
+ Matrix Partners

- **Paul Davis**
National Contracting
- **Susan Smith**
Clinical Solutions
- **Scott Greenwell**
Pharmacy
- **Lisa Stephens**
Clinical Operations
- **Jonathan Pena**
DH&A
- **Jim Stodola**
Medical Cost Management
- **Oraida Roman**
Value-based Strategies
- **Chris Vaughan**
Government Affairs

Effective Cost of Care Management

Jeremy Gaskill, Regional President in the North Region, will continue to oversee our northern markets and provide greater support on behalf of our business’ cost of care management.

Improving cost of care will make our products more affordable which, in turn, allows us to deliver a more innovative consumer experience. Jeremy will collaborate more closely with a series of horizontal partners to strengthen provider relationships, create stronger shared accountability for results and accelerate cost of care management.

To fuel this momentum, Jeremy will serve as the primary liaison to key matrix partners supporting cost of care.

All North Region Market Presidents will continue to report into Jeremy, as will his other direct reports.

Employer Group Business

Interim Leadership Model: Mike Tilton



Accelerating Sales Growth

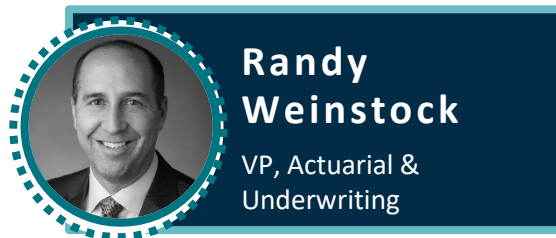
Mike Tilton will continue his role as Regional President of the South Region and provide additional oversight for efforts to drive profitable Employer Group growth by ensuring critical linkages between sales, product and pricing strategies.

Sales is an essential catalyst to achieve our BHAGs, and Mike will work alongside several partners to unlock potential for profitable membership growth through coordination between our sales and product teams.

In addition to all South Region Market Presidents, the Employer Group sales and product leaders will report into Mike.

Mike will also serve as the liaison to key growth-enablement matrix partners – Mark Palmenter (Marketing & Communications), and Ben Perkins & Ben Wanamaker (Corporate Strategy).

Employer Group Business Interim Leadership Model: Randy Weinstock



National responsibility for
Financial Alignment
+ Matrix Partners

- **Philip Cooksey**
Insurance, Finance
- **Chris Lindy**
Commercial Finance
- **Vanessa Olson**
Chief Actuary

Horizontal Financial Partners Alignment

Given the interconnectedness of our medical management, underwriting, actuarial and finance efforts, Randy Weinstock will assume the interim responsibility of Financial liaison in addition to his current duties.

In this capacity, Randy will connect the underwriting and actuary responsibilities currently owned by his team with those of key matrix partners: Philip Cooksey (Insurance Finance), Chris Lindy (Commercial Finance) and Vanessa Olson (Chief Actuary).

Employer Group Business
Office of the Chief of Staff



**Shannon
Majors**

Chief of Staff, Director,
Strategy Advancement

Segment & Employer Group
Chief of Staff Responsibilities

Aileen McKeever
Strategy Advancement
Professional

Jala Bellucci
Strategy Advancement
Advisor

Erin Estapa
Administrative Assistant

New direct reports

Office of the Chief of Staff

As a permanent evolution, the GMS Segment and the Employer Group organization will now have a shared Chief of Staff unit led by Shannon Majors. Jala Bellucci and Erin Estapa will join Aileen McKeever on Shannon’s team.

Collectively, the Office of the Chief of Staff will lead the operating frameworks and support executive onboarding strategies for the GMS Segment and Employer Group business to create efficiencies and ensure adoption of best practices across the organizations.