

## Avalon Health Care Group Senior Officers

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### Chief Executive Officer and Chairman of the Board



**Mr. Charles R. Kirton** co-founded Avalon Health Care, Inc. in 1989. He serves as Chairman and Chief Executive Officer at Avalon Health Care, Inc. and is the majority shareholder. He drives the company's risk analysis and strategic planning. With more than 30 years of experience, his vision and expertise successfully balances the care and corporate responsibilities of this rapidly growing company. He understands the necessity of individualized, community driven care, and is committed to containing regional growth in order to provide the best practice standard of care in the industry. Mr. Kirton has grown Avalon Health Care Group to over 6,000 employees at 79 locations which includes 39 Skilled Nursing facilities in 5 different states, a therapy company, and hospice in 8 states. Over the last 30 years, he has also joint ventured with institutional pharmacies and home health companies, giving the company capability and expertise in serving the continuum of care.

He has studied China's need for senior care which is an outgrowth of China's one-child rule. Over the last ten years, he has met with and counseled Chinese government and private entrepreneurs regarding best international practice for the post-acute continuum of care and how it might be adjusted to the Chinese culture.

Mr. Kirton began his career in health care services in 1981 when he identified the need for improved care facilities in his own community. He co-founded Avalon Health Care's predecessor company, a nursing home and home health agency, serving as its President and Chief Executive Officer. In 1988, he expanded the company's scope of services and facilities, growing into the present company, Avalon Health Care, Inc.

Prior to his involvement in post-acute health care, Mr. Kirton served as President of The Kirton Company, a real estate development company. He was responsible for the development of more than a thousand residential building lots and more than twenty different developments.

In addition to Chairman of the Avalon Board of Directors, Mr. Kirton has been a member of the State of Utah's Community Services Planning Committee, the Gerontology Center Planning Project, and served on the Utah Governor's Task Force on Long-Term Care.

Mr. Kirton has a Bachelor of Arts, Philosophy from University of Utah. He is married with six children and 19 grandchildren.

### Executive Vice President and Chief Strategic Officer



**Mr. Lane Bowen** is a Director of the Board of Avalon Health Care, Inc. since 2016. In 2017 he became President and Chief Executive Officer of Skilled Nursing & Rehabilitation at Avalon Health Care, Inc. Mr. Bowen was President and COO of Sava Senior Care, a large provider of health care services including rehabilitation and skilled nursing. Beginning his career as a physical therapist and holding numerous executive positions in health care companies, he has spent more than 35 years working to improve delivery and quality of services in post-acute care.

Prior to joining Sava Senior Care in 2014, from 2005 to 2014, Mr. Bowen was Executive Vice-President and President of the Nursing Center Division of Kindred Healthcare, a national company with annual revenues of \$2.3B. Mr. Bowen served Kindred in several positions, first in 2001 as Senior Vice President of their Southern Region, then the Pacific region. From 2002 to 2005, he was President of its Health Services Division, responsible for over 200 skilled nursing facilities and assisted living facilities.

Mr. Bowen was Executive Vice President and Chief Operating Officer of Life Care Centers of America from 1995 to 2000. From 1991 to 1995, he was Vice President of The Hillhaven Corporation's Specialty Services Group after working for Hillhaven first as Director of Rehabilitation Services (at a subsidiary of Hillhaven), and then as Executive

Director of Rehabilitation. He co-owned and served as Vice-President of Physical Therapy Association, Inc., a privately owned physical and occupational therapy business from 1977 to 1985.

He currently serves on the board of the American Health Care Association (AHCA) as Treasurer and also as a member of AHCA's Workforce Committee since 2007. He has served on the boards of organizations such as the National Alzheimer's Association, National Sub-Acute Association, National Association for the Support of Long Term Care, as well as on the boards of Accelerated Care Plus Medical Advisory Board and Novartis' Provider Segment/Consultant Advisory Board.

Mr. Bowen has presented on topics ranging from management of facility based rehabilitation programs to therapist recruitment and retention to Medicare coverage and reimbursement. He holds a Bachelors of Science in Physical Therapy from The University of Utah and has physical therapy licenses in Idaho, Utah, Washington and Tennessee.

### **Chief Executive Officer, Skilled Nursing Division**



**Alan Hash** is the Chief Executive Officer of Avalon Health Care, Inc.'s skilled nursing and therapy divisions, where he oversees the day-to-day operations of its 50 skilled nursing facilities. Mr. Hash has been healthcare industry leader for nearly 30 years, and has a proven track record that demonstrates his ability to consistently drive quality and financial results.

Before joining Avalon, Mr. Hash had a distinguished 27 year career with HCR-ManorCare, one of America's premier post-acute care companies, most recently as its Vice President of Operations, where his responsibilities included oversight of 72 skilled nursing facilities in 14 states. Before that, he served in a number of senior roles within ManorCare, including Regional Director of Operations (2001-2007), Divisional Director of Operational Support (1999-2001), Divisional Controller (1996 – 1998), and Regional Controller (1990 – 1996),

where, among other responsibilities, he led ManorCare's various quality improvement, customer service and reporting and budgeting initiatives.

Mr. Hash earned a Bachelors Degree from National Louis University in Business Management.

### **Executive Vice President & Chief Financial Officer**



**Ms. Anne H. Stuart** was named Executive Vice President and Chief Financial Officer at Avalon Health Care Group in 2016 after serving as its Senior Vice President and Chief Financial Officer since 2013. Ms. Stuart has held a variety of executive positions with health care and senior living industry companies over the last 20 years.

Ms. Stuart has supported several health care companies and private equity clients, providing financial expertise in deal structuring, financial projections, financial and accounting processes, development and acquisition analyses, and general corporate finance policies and practices. Prior to her consulting practice, she served as Executive Vice President and Chief Financial Officer at Care One, LLC, a privately held company with a large portfolio of sub-acute, rehabilitative and skilled nursing facilities in fifteen states. She served as the Senior Vice President of Corporate Finance at Sunrise Senior Living, Inc. which at

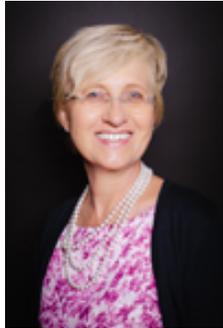
that time was a publicly traded company with over 400 senior living communities in North America and the United Kingdom. She served as Chief Financial Officer and Treasurer of Broadwing Corporation, since January 1999 and served as its Senior Vice President, since June 2000. From 1986 to January 1999, Ms. Stuart served in a variety of accounting, finance and treasury positions with Marriott International, Inc. and as Vice President of Finance in the Senior Living Services division from March 1996 through January 1999. From 1995 to 1996, Ms. Stuart served as Senior Director of Corporate Finance and Corporate Treasurer for the Forum Group, Inc., an operating and real estate

holding company. Ms. Stuart served as the Chief Financial Officer and Treasurer for Corvis Corporation, a high-tech, publicly-traded telecommunication company, until its sale to a successor company in 2000. Ms. Stuart was instrumental in taking the Corvis Corporation public in 2000 with a IPO offering totaling \$1.25B.

Ms. Stuart actively serves on a number of local organizations dedicated to economic development, new business enterprises, and the arts. She is a Director of the Board of Avalon Health Care Group.

Ms. Stuart earned an M.B.A. from the University of North Carolina at Chapel Hill and a B.S. in mathematics and applied statistics from Brigham Young University.

### **Senior Vice-President & Chief Medical Officer**



**Dr. Sabine von Preyss-Friedman** was appointed as Avalon's Chief Medical Officer in 2011. She brings decades of innovation and national accolades combined with quality driven leadership and a passion for seniors.

This passion most recently landed her the title of the American Medical Director's Association's Medical Director of the Year in 2011 after being named a finalist for the same award for three consecutive years. She was also recently named "Top Doctor for Women – Geriatric Medicine" by Seattle Magazine.

In addition to working as CMO and Medical Director for several long-term care facilities, Dr. von Preyss-Friedman acts as Clinical Associate Professor of Medicine at the University of Washington – within the specialized area of Geriatric Medicine and Long-Term Care. She has shared her knowledge and clinical expertise in presentations around the globe and is published in medical journals.

The native of Germany's many clinical accomplishments include: establishing systems and processes to reduce and track falls, maximizing effective pain management, reducing antipsychotic medication use, and improving wound care and infection control. She has introduced an array of continuous quality improvement programs to educate staff and track and identify care trends.

A graduate of the Technische Universitaet Muenchen in Germany, Dr. von Preyss-Friedman completed an Internal Medicine Residency at Akron General Medical Center in Akron, OH. She then pursued a fellowship in Geriatric Medicine at the University of Washington. Her work has been internationally recognized with the award of research grants for studies done in Washington and Germany.

She is a chair and member of several medical organizations, boards and committees, each of which is focused on improving quality care in Geriatrics. Avalon Health Care welcomes the distinguished Dr. von Preyss-Friedman to their leadership team.

### **Senior Vice President of Clinical Services**



**Mary Kathleen (Kathy) Owens** is the Senior Vice President of Clinical Services at Avalon Health Care, Inc. Ms. Owens is a senior clinician with over 15 years' experience in multi-state skilled nursing facility management and a proven record for quality patient care. As Senior Vice President of Clinical Services, Ms. Owen's leads all of Avalon's clinical and quality improvement initiatives and is directly responsible for adverse event management, regulatory compliance and care programs for Avalon's patients.

Before joining Avalon, Ms. Owens served as the Senior Vice President of Clinical Services for Sava Senior Care, where she provided clinical oversight to its more than 200 skilled nursing facilities in over 23 states. Prior to joining Sava Senior Care, she served as the Chief

Nursing Officer for Signature HealthCare, a large skilled nursing operator with over 130 facilities in 10 states, and, before that, as the Senior Vice President of Clinical and Resident Services for the nursing center division of Kindred Healthcare, Inc. At Kindred, Ms. Owens oversaw clinical operations for more than 180 facilities in 28 states. Before serving as Kindred's Senior Vice President, she served as the Regional Vice President of Clinical Operations for Kindred's Western Region, consisting of 114 facilities in 13 states, and as Kindred's National Director of Specialty Programs, where she led initiatives in care models, including programs for cognitively impaired patients.

Ms. Owens earned a Master of Science in Nursing degree from the University of Maryland at Baltimore (Adult Nurse Practitioner and Long-Term Care Coordination) and has a Bachelors Degree in Nursing from George Mason University.

### **Chief Compliance Officer**



**Debra Pierce** was appointed Chief Compliance Officer for Avalon Health Care in July of 2018. Ms. Pierce has worked in long-term care for almost 20 years.

Before joining Avalon, Ms. Pierce had a 14-year career with Beverly Enterprises/Golden Living as the Associate General Counsel of Healthcare and Vice President of Compliance. She was responsible for approximately 60 skilled nursing facilities in 5 states. In addition, she was the General Counsel and Chief Compliance Officer for ROMA Healthcare/Chosen Healthcare 2.5 years where she was responsible for approximately 25 nursing facilities with multi-state operations. Prior to entering long term care, she represented doctors and hospitals in cases involving allegations of medical negligence. Her nursing experience is in Internal Medicine and Operating Room.

Ms. Pierce earned a Bachelor of Science Degree in Nursing from Saint Louis University and a Juris Doctorate from Saint Louis University School of Law.

### **Senior Vice President, Government & Community Relations**



**Faye Lincoln** was named Senior Vice President of Government and Community Relations for Avalon Health Care, Inc. in 2002. She joined Avalon in September of 2000 as the Director of Policy and Government Relations. She has a record of successful legislative experience and effectively negotiates regulatory and policy issues with Avalon's care and service priorities.

Ms. Lincoln was Director of the University Hospital's Home Care at the University of Utah (1985-1995), and served as the Hospital's Legislative Affairs Liaison (1996-1998). She is a visionary leader who pioneered home care in the State of Utah. By strategically working with government representatives and members of the community, she helped gain the required funding for therapies and programs that make home care possible.

Ms. Lincoln was the Executive Vice President of Bonneville Home Care Management Inc. from 1984-1985. She is a registered nurse with experience in Critical Care and General Surgery.

## Senior Vice President, Human Resources



**Byron Kirton** was appointed Senior Vice President of Human Resources for Avalon Health Care, Inc. in February of 2017. Mr. Kirton served formerly as the Vice President of HR, Director of HR, Employee Development and Talent Acquisition for Avalon. Prior to that he created Avalon's centralized recruitment system that has saved as much as 3.5 million dollars year over year in labor and advertising. Prior to joining Avalon Mr. Kirton operated an art marketing firm and managed the business in all aspects outside of creating the art. This has given him the ability to relate to all aspects of business and take a balanced approach.

Mr. Kirton earned a Bachelor's degree in Business Management and a Masters of Science in Management Degree with a key focus on organizational behavior from the University of Utah David Eccles School of Business.

## Vice President, Senior Living/Assisted Living



**Cody Tower** is Vice-President of Senior Living at Avalon Health Care. His duties include overseeing all aspects of operations, sales, marketing and business development of the Senior Living division as well as pursuing and managing business partnerships. He helps to lead innovation in the management in Senior Living services. A seasoned Healthcare Professional with nearly 20 years of Senior Living leadership experience, Mr. Tower works to build teams, create growth, and assure quality in the Senior Living environment. He is passionate about the care, success, and happiness of others.

His past experience includes Director of Operations for Century Park, a national Senior Living company, helping improve multiple aspects of the company which led to an overall improvement in profits and quality. He also served as Executive Director and General Manager of Utah's largest Independent/Assisted Living Senior Living Community in Salt Lake City, Utah. During his tenure, Highland Cove was thrice rated Best Senior Living Community in the state of Utah. Cody worked for Sunrise Senior Living as a Senior Executive Director, leading communities in North Carolina, Maryland and Virginia, consistently improving value and service. For his work, he and the communities he has served have garnered best in class awards and other recognition for business success.

Mr. Tower received a Master in Personnel Administration from James Madison University and his Bachelors in Psychology from the University of Utah.

## Vice President, Information Technology



**Fred Shepherd** is the Vice-President and head of Information Technology (IT) for Avalon Health Care Group. His experience in healthcare started as a Director of IT at Avalon, supporting daily operations and technical leadership for the company. As the head of IT, his duties include the strategic direction to provide higher quality of service for Avalon's internal and external clients while reducing expenses to position Avalon as a leader in the industry. Responsibilities also include overseeing all aspects of technology solutions within the company while posturing for growth. He works closely with each business vertical to align technology needs with their expectations.

Mr. Shepherd's experience includes multiple positions of management and directorship in other companies. He is an experienced IT professional who has worked in banking, entertainment, manufacturing, customer service and now healthcare.

In addition to his professional experience, Fred has a strong educational background. He earned a Bachelor of Science in Information Technology Management from American Intercontinental University. He is currently completing his Master of Science in Cyber Security and Information Assurance from Southern Utah University.

## Vice President, Legal



**Allison K. Griffiths** is the Vice President of Legal at Avalon Health Care. Allison joined Avalon Health Care in January, 2016 as the Deputy General Counsel. Prior to joining Avalon Health Care, Allison worked in private practice where she specialized primarily in health care regulatory advising for health plans and providers. Allison's knowledge of state and federal regulatory requirements assures Avalon competently implements policies and procedures that achieve the required compliance with the federal rules of participation and related state laws. Her daily work to guard and defend the legal aspects of patient care ensures Avalon operations is giving the very best care to patients and assures patient care and rights are forefront to operations.

Allison graduated from Chicago-Kent College of Law, Illinois Institute of Technology with a Juris Doctor with honors in 2003 where she was a member of the *Chicago-Kent Law Review*. Allison is an avid triathlete and runner and is a three-time Ironman triathlon finisher. She currently lives in Park City with her husband and daughter.

## Senior Vice President, Clinical Reimbursement



**Mark Hyder**, Senior Vice President of Clinical Reimbursement for Avalon, leads a team of highly skilled nurses and provides effective oversight and direction for the various and complex Federal, State, and private payment systems. He was previously Vice President of Clinical Services, leading a team to design key clinical programming and training modules for physical therapy, occupational therapy, and speech-language pathology that led to superior patient care and outcomes. This significantly reduced patient re-hospitalization rates and helped get more patients back to their communities. Formerly the Chief Operating Officer of a regional therapy provider, he helped successfully revitalize leadership and operations throughout that company. His background gives him a strong understanding of the complex nature of health care reimbursement.

As a talented teacher, trainer, and leader, he simplifies extremely complex Medicare rules to effectively teach our nursing, administration, and therapy teams. Mark's knowledge of the compliance, regulatory and payment arenas helps him anticipate changes, and his 25 plus years in the rehabilitation and skilled nursing fields have made him an expert at creating and leading high-performance interdisciplinary teams to manage the ever-changing health care environment. He and his team help position Avalon as a leader in providing compliant, effective, evidence-based patient care.

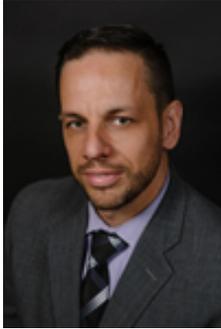
Mark graduated from the University of Oklahoma's Physical Therapy program with *Special Distinction* and completed his Doctor of Physical Therapy from Rocky Mountain University of Health Professions, with special emphasis and advanced training in Administration & Practice Management. Mark is a certified Resident Assessment Coordinator (RAC-CT) through the American Association of Nurse Assessment Coordination (AANAC) since 2009.

## Vice President, Procurement



**Douglas Roth** brings over thirty years of financial operations and managed care experience to Avalon where he serves as the Vice President of Procurement and Managed Care. Douglas comes to Avalon most recently from Kindred Healthcare where he served as the Vice President of Finance for 16 years. His proven ability to manage people and processes produced the lowest DSO, consistent budget attainment and development of managed care processes replicated elsewhere in his previous companies.

## Vice President of Sales and Marketing



**Dominic Weiler** joined Avalon as Vice President of Business Development in early 2018. He brings with him a strong expertise, knowledge, and experience in building healthcare networks and establishing and maintaining relationships with health care providers, hospitals, and medical groups. His work within the health care industry aligning partnerships for optimal positioning will provide key insight to Avalon as the healthcare landscape continues to change. Prior to Avalon, Dominic worked for HCR ManorCare as the Director of Contracting and Payor Relations where he managed large volume care accounts, negotiated and managed contracts, created and maintained working relationships with managed care organizations and insurance carriers. He was also responsible for the development of marketing strategies and business plans for key accounts. He has also held positions at Aetna Health of California as a Network Account Executive/Senior Contract Specialist and Shaller Anderson of California as a Contract and PR Director. Dominic holds a Bachelor of Science in Business from Westwood College.

## Senior Vice President/Controller



**William Di Sera** has worked in various Avalon Health Care accounting positions for approximately thirteen years. He was promoted to Vice President/Controller in 2010 and continues to serve in this position.

As Controller, Mr. Di Sera has many responsibilities including conducting period closings, managing independent audits, implementing better analytical tools and further developing departmental process improvements. Due to his many years of experience with Avalon, Mr. Di Sera is knowledgeable in the complexities of the organization and its near 100 subsidiaries.

Former positions he held with Avalon include, General Ledger Accountant, Senior Accountant, Manager – Finance and Cash Analysis, and Director of Accounting. His major accomplishments include: streamlining accounting processes; reducing Avalon’s month-end close period by over one week; reduction of audit time and costs; managing increased workload without adding additional overhead; developing and retaining accounting personnel within organization; re-organizing banking structure to accommodate growth from the acquisition of 23 properties; major contributions to the acquisition that substantially increased the company’s portfolio of properties.

In addition to Mr. Di Sera’s many professional accomplishments, he has a strong educational background. He earned a BS degree in Accounting from the University of Utah, followed by an MBA degree from the prestigious University of Utah program.

## Regional Vice President, California



**Kara Pappanduros** was appointed as the Regional Vice President for Avalon’s California Region facilities on February 21, 2017. In this role, Kara manages and directs the care of skilled nursing patients in seven Avalon facilities which includes 736 operational beds. Her insight and ability to continually evaluate business operations ensures high quality patient care outcomes within regulatory compliance while also achieving top notch customer service and positive fiscal outcomes. Kara's exceptional clinical experience and skills are proven: she held the positions of VP Director of Operations, Director of Operations training, and Executive Director for Golden Living from 1997 - 2017. Kara holds an MBA in Healthcare Management from University of Phoenix and is an active CAHF member on multiple committees.

## Regional Vice President, Washington



**Justin Allen** was appointed as Vice President of Operations for the Northwest Division of Avalon Health Care, Inc. in 2013. He brings distinct operations and leadership experience to Avalon's management team with over 14 years of experience in facility and multi-facility operations. Mr. Allen's extensive knowledge includes specialized expertise in quality improvement and market segmentation.

Justin previously served as Regional Director of Operations, Senior Administrator and Administrator at North American Health Care where he substantially increased survey outcomes, operating revenue and profitability of several skilled nursing facilities. In addition, he has served as preceptor and mentor for seven Administrators-in-Training and led operations for more than 600 employees.

Mr. Allen earned a Masters Degree in Business Administration, and double Bachelor of Arts degrees from Brigham Young University. He is an avid mountain biker and backpacker and enjoys volunteering for his church and spending time with his family.

## Regional Vice President, Washington



**Linda Emmett** joined Avalon Health Care in early 2018 as the Regional Vice President over the Washington state region. In this role, Linda oversees and manages patient care at eight Skilled Nursing and Rehabilitation facilities that can total up to 690 patients. Linda's experience and knowledge of nursing operations, her focus on customer satisfaction, and her understanding of the requirements to achieve best patient care status assures a quality experience for both employees and patients at Avalon skilled nursing homes in the Washington state region.

Linda comes to Avalon from Life Care Centers of America where she acted as the Division Vice Present over 29 facilities in four states. Linda's experience and expertise come from her roles as Assistant Vice President of the West Division, a Regional Director of Operations, and as an Administrator, all for HCR Manor Care. Linda's operational expertise and business acumen stem from her devotion to the patient, her leadership, her example, and her desire to improve health care for the aging. Linda holds a Bachelor of Science in Nursing and lives in Washington state.

## Regional Vice President, Hawaii



**Tina Irwin** was appointed as Avalon's Regional Vice President for Hawai'i in early 2018. In this role, Tina is responsible for overseeing Avalon's Skilled Nursing, Assisted Living, and VA facility operations. She also serves as the Executive Director at Hale Nani, the state's largest SNF provider. Tina was born and raised in Germany and moved to Canada in 1990, where she earned a degree in Nursing and Health Care Administration. She moved to Seattle in 2006 and began working for HCR ManorCare, initially as an administrator, and then as a Regional Director of Operations with multi-state oversight. During her tenure, Tina was repeatedly recognized as the company's top performer in clinical quality, rehospitalization, as well as regulatory and operational metrics.

Tina has over 25 years' experience in skilled nursing and long-term care management. She is committed to being the provider and employer of choice in the Hawai'i market. Her strong clinical background and commitment to excellence in customer service are the foundation for best in class outcomes for our Avalon communities. Tina is married and lives in Honolulu. She's a nature and dog lover and spends most of her free time hiking and exploring beautiful Hawai'i.

### Regional Vice President, Utah



**Brian Gross** joined Avalon in October of 2017 as Regional Vice President overseeing 10 Utah facilities. Brian's healthcare career spans over 28 years. His experience includes 25 years with HCR- ManorCare as a Skilled Nursing Facility Administrator and Regional Director of Operations overseeing and operating facilities in the Chicago market. Additionally, Brian has Regional experience with the former Alterra Health Care overseeing Assisted Living properties in Minnesota and North Dakota. Brian's extensive knowledge of healthcare operational matters, a strong track record of regulatory compliance as well as his involvement with Accountable Care Organizations and value-based purchasing is of great value to the Utah region and the Avalon Leadership team.

Brian has a Bachelor's of Science in Accountancy from DePaul University in Chicago and an Masters of Business Administration from Northern Illinois University. In addition to his extensive health care experience, Brian also worked as a Certified Public Accountant in both taxation and audit for a large CPA firm in Chicago. Brian has two sons, one in college at the University of Iowa and the other in a skilled trade. He relocated to Utah with his wife in January of 2018 and enjoys boating, fishing and hiking.

### Regional Vice President, Oregon



**Steve Wallace** was appointed Regional Vice President in the Oregon Region of Avalon Health Care in 2017. He joined Avalon with the acquisition of Pinnacle Healthcare's ten Oregon facilities. Steve has 32 years of Long-Term Care experience. He worked as Assistant Administrator and Administrator for independent operators. He has held the positions of Senior Administrator, Senior Vice President of Operations, and Chief Operations Officer. His success, along with his facilities, comes from a commitment to focus first on the caregiver. It is his belief that effective leaders and caregivers achieve the greatest results by being inspired through training and coaching.

Steve graduated from George Fox University with a Bachelor's Degree in Sociology and a Minor in Psychology. He has also served on the Oregon Governor's Health Advisory Board, as a Speaker at Oregon State University, in Health Care Administration, and has been an active Member of both Rotary and local Chamber of Commerce in his communities. Free time is spent working with his family on the family farm or ATV riding on the beautiful Oregon mountains, dunes and beaches.

### Regional Vice President, Veteran Homes



**Martin Mayhew** is the RVP for Veteran Homes supported by Avalon Health Care. Martin retired from the active duty with the Army in 2004 with over 21 years of military experience including time with Special Operations Command. Martin completed multiple deployments culminating with a tour in Iraq Operation Freedom where he served as a First Sergeant within the 101<sup>st</sup> Airborne Division for which he was awarded the Bronze Star for heroic service. Martin started with Avalon as the VP of Talent Acquisition. With Avalon Health Care he brought 13 Years of HR/Labor/Recruiting experience in long-term care and has assisted in negotiating multiple union contracts successfully. Prior to joining Avalon, Martin has supported operations by filling in as acting RVP during RVP vacancies very successfully. These specialized skills make Martin uniquely qualified to lead the Veteran Homes for Avalon into the future. He

holds a Bachelor's Degree from Hawaii Pacific College in Business Management.

## Vice President Operations Controller



**Rick Masterson** joined Avalon Health Care Group as Vice-President Operations Controller in March 2017 after Avalon's acquisition of Pinnacle Healthcare in Oregon. He worked for Pinnacle Healthcare for nearly 18 years starting as the Controller and being promoted to Senior Vice-President of Finance in 2008.

In addition to managing all aspects of the financial processes he also designed and implemented many Business Intelligence tools used within the organization to improve information flow to management. He has over 29 years of health care experience. Mr. Masterson earned his BS in Accounting from the University of Oregon and is a licensed CPA and Chartered Global Management Accountant (CGMA).

## Director of Analytics and Special Projects



**Roland Kirton** is Director of Analytics and Special Projects at Avalon Health Care since 2015. His specialties include predictive modeling and business modeling with methods such as decision trees, regression, monte carlo, and other techniques. Using a data driven approach to model and test outcomes, he helps Avalon make sound decisions and promotes better organizational strategy.

His previous positions include Business Analyst and Buyer. He earned a Master of Science in Predictive Analytics from Northwestern University and a bachelor's in economics from the University of Utah.