



TO: All Residents & Employees
FROM: Jerry Grant, President & CEO *JG*
DATE: July 26, 2017
RE: **Acts Leadership Appointments**

In support of the mission and continued growth of the Acts organization, I am pleased to announce the promotion of certain key staff members to positions of increased responsibilities. Each of these named individuals has served Acts for a number of years, and during their tenure, has progressively assumed more responsibility, while contributing significantly to the organization's continued growth and success.

Jefferson Kaighn - Jeff is being promoted to the position of Executive Vice President and Chief Administrative Officer (CAO) where he will report directly to the President & CEO. Jeff has served Acts for over 22 years in a variety of operational roles, including Executive Director at multiple communities and Regional Vice President. Most recently, Jeff served as Senior Vice President of Organizational Development and Legislative Affairs where he successfully developed our social accountability and outreach programs, managed our public policy and advocacy efforts with legislators along with our participation in state and national association groups, while also developing our protocols to identify and pursue new strategic business opportunities. In his new role, Jeff will continue to oversee these very important functions and expand his responsibilities to include the oversight of Corporate Human Resources, Acts Corporate University, Acts Gerontological Research Institute and Corporate Communications.

Jonathan Grant - Jonathan is being promoted to Senior Vice President of Community Operations and will report directly to Executive Vice President & COO, Charles Coxson. With over 33 years of tenure with Acts, he has a strong commitment to the organization and an extensive operations background. He started his Acts career in 1984 as a bus boy in the culinary department and advanced through various positions within the organization, including Culinary Director, Administrator, Director of Community Information Technologies, Executive Director and most recently as Vice President of Operations for the Mid-Atlantic Region. Jonathan is also a LeadingAge Leadership Fellow and

serves on various industry boards and professional committees, including LeadingAge, Maryland. In this role, Jonathan will oversee the day-to-day operations of all the Acts communities, with each of the four regional Vice President of Operations reporting directly to him.

James Petty – Jim is being promoted to the position of Senior Vice President of Business Development. In this position, Jim will play a vital role in Acts' strategic growth objective to expand the mission of Acts, including its product and service offerings through expansion, development and affiliation. Jim's extensive background in operations, as well as sales, marketing and development, will prove to be of value as he transitions into this new role. He has 21 years of experience in the senior living industry, which started at Acts in 1996. Jim was the first person to complete a Manager in Training program with Acts, and after serving for a number of years in various positions, left the area and held a vice president of marketing services position for a senior living development firm. When Acts affiliated with Park Pointe Village, which was located near where Jim was residing, he returned "home" when he accepted an offer to serve as the Executive Director where he was instrumental in supporting the community through its first major expansion project. Jim most recently served Acts in the position of Vice President of Operations for the Mid-South Region and is also a LeadingAge Leadership Fellow.

Iain Crichton – In recognition of the importance of maintaining our focus on the mission and ministry of Acts, Iain is being promoted to the position of Vice President of Mission Support & Spiritual Life. In this new role, Iain will report directly to the President & CEO and undertake the responsibility for oversight of the Acts' chaplaincy services, working closely with the four senior chaplains, who will report directly to him. In addition, Iain will oversee Acts Legacy Foundation, working closely with Ray Boyle who serves as Managing Director, in further fostering an environment of giving in support of Acts' mission. Iain has faithfully served Acts for 14 years in the positions of Chaplain, Senior Chaplain and most recently as Managing Director of Acts Corporate University. As a new member of Management Council, Iain's role ensures that the purpose, values and culture of Acts are present in all actions taken and decisions made at the most senior of levels.

In addition, promotional recognition is being awarded to several individuals whose management responsibilities continue to increase. Those individuals include Peter Kress to Senior Vice President & CIO, Richard Winter to Senior Vice President-Financial Services, Holly Schade to Senior Vice President-Health and Home Services, Kenneth Karmeris to Senior Vice President-Real Estate Services, Sean Fletcher to Vice President-Construction Services, and Susan Ahern to Vice President and Controller.

Please join me in congratulating these individuals on their promotions and wishing them continued success as they assume their increased responsibilities.