



## LEADERSHIP TEAM BIOS

### **David Norris - Chairman and CEO**

David is a CEO, board member, investor, advisor, and six-time entrepreneur. As a serial entrepreneur, David has founded and built companies in a number of different industries and has extensive fundraising experience, having raised over \$300 million from venture capital, private equity, angel and debt sources. David was the co-founder and CEO of MD Insider, a big-data technology healthcare company that used huge volumes of data to score physicians based on actual performance. Dubbed the “anti-Yelp,” MD Insider raised over \$22 million to build the most sophisticated and successful solution in the industry. Prior to founding MD Insider, David was co-founder and CEO of BlueCava (acquired by Qualia), co-founder and CEO of OnRequest Images, Co-Founder and CEO of ObjectSpace (acquired by RecursionSW), VP/General Manager at Casco Signal Ltd ((acquired by Alstom (ALO:EN))), and Toccata Systems (acquired by Chilton).

### **Spencer Morgan - Founder and Chief Community Officer**

Spencer founded the company and its signature product, GroupWorks, after 10 years as a professional journalist writing features for The New York Observer, New York Times, New York Magazine, Atlantic Magazine, and Bloomberg Businessweek. Morgan’s life was heavily impacted by his grandparents. He was inspired to build a company that facilitates, incentivizes and rewards 50+ group activity after his experience writing an article about the Senior Games (formerly the Senior Olympics) and the passing of his grandfather, Harry Morgan. Spencer has a Masters degree in journalism from the Annenberg School, USC.

### **Sam Christian - Chief Financial Officer**

Sam Christian is a finance executive with experience in financial cost management and strategy consulting for the Fortune 1000, web strategy for startups, as well as an array of finance, technology, strategy, and line management responsibilities.

Sam spent nine years in retail and consumer products functional roles. Most recently,

he was the Director of Finance for TCHO Ventures, a startup manufacturer of premium chocolate in San Francisco. Prior to this, Sam spent seven years with Gap Inc – most notably as the Finance and Strategic Sourcing manager for the combined 300+ Outlet stores across three of the corporation's business entities. Sam's roles for Gap also included menswear line management for Banana Republic, as well as project management on rollout of inventory and profit optimization tools for the Outlet and Banana Republic brands. Before joining Gap Inc, Sam was a strategy consultant for Digitas/Modem Media and PriceWaterhouseCoopers, where he specialized on multi-channel retail and consumer goods clients.

Sam received an A.B. (cum laude) in Comparative Religion from Dartmouth College. He currently serves as Treasurer on the board of the Animal Shelter of the Wood River Valley. He is an avid skier, mountaineer, and surfer.

### **Tony Karrer - Chief Technology Officer**

Tony has twenty-five years experience leading software development teams on systems that range from radar software to data-mining solutions. He has been the part-time CTO and technical advisor to more than 20 startups. Tony held an Assistant Professor of Computer Science position at Loyola Marymount University for eleven years where he created an award winning multimedia minor. He has a wide-ranging technical background including data mining, big data, eLearning, performance support tools, and metrics/ analytics. His work has won awards and has led him into engagements at many Fortune 500 companies including Credit Suisse, Royal Bank of Canada, Citibank, Lexus, PacifiCare, IBM, Hewlett-Packard, Sun Microsystems, Fidelity Investments, Symbol Technologies and SHL Systemhouse. Tony was valedictorian at Loyola Marymount University, where he earned his B.S. in Computer Science, and attended the University of Southern California as a Tau Beta Pi fellow, one of the top 30 engineers in the nation, and received a M.S. and Ph.D. in Computer Science. Dr. Karrer is a frequent speaker at both industry and academic events.

### **Joe Searcy - Chief Security Officer (CSO) & HIPAA Security Officer**

Joe is responsible for all aspects of Element3 Health's information systems and services, as well as information and corporate security. With over 19 years of diverse experience in information security management, network security, and system administration/ engineering within both the U.S. Department of Defense (DoD) and the healthcare industry, Joe brings tremendous technical leadership, diverse knowledge, and operational expertise to the Element3 team. Joe enjoys playing hockey with his fellow veterans for the Joint Forces Hockey team and loves spending time with his family exploring the great state of Colorado.

### **Natasha Wampach - Vice President of Network**

Natasha brings 15 years of healthcare experience to the Element3 Health team. Most recently serving as Director of Operational Growth & Strategy with OptumCare, Natasha ran a regional governance process focused on strategic and operational alignment of the organization's internal capital investments. In previous roles, Natasha led projects and initiatives focused on increasing operational excellence in healthcare provider organizations, such as managing large-scale revenue cycle optimization projects as well as contract negotiations for hospital systems; leading process improvement initiatives focused on improving clinical outcomes for vulnerable patient populations; and, supporting organizations through change management of acquisitions and divestitures.

### **Mayrav Saar - Vice President of Aging Research**

Mayrav has a background in healthcare reporting and hospital public relations. Mayrav helps to drive the mission of Element3 Health into all of the company's strategic projects, products and programs. Mayrav oversees and executes market research, internal corporate messaging and product development with an eye toward reducing the costs of Element3 Health's partners and increasing engagement for the company's brand sponsors. She works with the Element3 Health leadership team to promote consistency of voice, mission and focus. A group-oriented person herself, Mayrav is dedicated to the concept of improving health and quality of life through social engagement and the pursuit of one's passions. Mayrav lives in Los Angeles with three kids and one husband.

### **Christie Cotter - Vice President of Program Management**

Christie joins Element3 Health with 10 years of healthcare experience spanning Fortune 6 and 100 companies as well as academic medicine and non-profit health systems. In her most recent role as Director of Diligence & Integration, Christie led cross-functional and cross-regional M&A due diligence and post-merger integrations as part of OptumCare's Corporate Development team. Prior to her time with OptumCare, Christie worked for HCA Healthcare, where she managed the integration planning, execution, and onboarding of over (30) physician practice acquisitions, (25) practices startups, and (150) clinicians. Christie thrives on cultivating relationships, understanding the needs of both internal and external stakeholders, and strategically connecting the dots to drive successful project implementations.

Christie holds an MBA in Health Administration from the University of Colorado Denver and a BS in Commerce & Business Administration from The University of Alabama. She is

passionate about giving back to her community and enjoys volunteering with underserved and vulnerable populations as well as with local animal shelters and rescues.

### **Paulo Machado - Head of Business Development**

Paulo brings 30 years of experience in healthcare, biopharma and financial services to his current role of Head of Business Development at Element3 Health. Paulo has built and led successful startup, marketing, sales, national account management, market research/ insights, business development and operations teams. Paulo has designed, developed & scaled customer-centric solutions for a wide array of products, brands and programs always delivering on the promise of a customer centered, differentiated value proposition that delights.

### **Larry Leisure - Board Member**

Larry Leisure is a co-founder & Managing Director of the private equity firm, Chicago Pacific Founders and serves as Chairman for the Washington, D.C. based strategy & advisory firm ADVI. He has over 25 years of experience in the managed care arena as an entrepreneur, venture capitalist, management consultant and health plan executive. He has held senior positions at nationally respected institutions including Kleiner Perkins Caufield & Byers, UnitedHealth Group, Kaiser Permanente, Accenture, Price Waterhouse and Towers Watson.

### **Ulya Khan - Board Member**

Mrs. Khan is a dynamic force for innovation in the field of Aging, with her finger on the pulse of the latest developments across the many facets within this field. She has a true understanding of factors that drive health behavior change in seniors. Mrs Khan is presently the President at Wemanage LLC, investing in start-ups, advising corporations and developing disruptive aging solutions. Mrs Khan has held many senior leadership roles, most recently as Chief Operating & Product Officer at Tivity Health.

### **Shelby Bryan - Advisor and investor**

Shelby is a senior executive with over 30 years of experience in business. His broad experience has ranged from Morgan Stanley in the early 70's, to President of Millicom from 1981-1994 and grew it to a market value of over \$8 billion. He co-founded Vodafone (VODPF), one of the largest companies in Europe. In the mid-90's, he took over as CEO of ICG Communications and grew it from \$78 million to over \$800 million in revenue. He has a Law degree from the University of Texas, an MBA from Harvard, and is a prolific investor.