



Dear Colleagues:

I am writing you today as your interim President and Chief Executive Officer.

As a healthcare organization that cares for thousands of patients each day, overcoming complex – and at times, emotional – challenges are something we're familiar with. The work we do is not easy. And yet, we do it. Because for all the challenges, providing our communities with quality and compassionate care is not just a job, it's our calling.

In the past three weeks, our organization has been faced with a new set of challenges, different from those we are used to.

You may have seen the UMMS name in the news during this time. There has been a lot of information reported and multiple opinions shared because a review of the UMMS Board of Directors confirmed that seven members have had business relationships with the system while serving on the Board.

Based on everything I know, coupled with my institutional knowledge, nothing leads me to believe there was illegal conduct of any type. The organization acted appropriately by meeting mandatory disclosure requirements. That does not mean there isn't room for improvement. That is why the Board of Directors and I are committed to taking steps to improve our approach to governance. Here's what those steps look like:

- Three members of our Board have resigned and terminated their business contracts with UMMS, effective immediately.
- Four additional Board members have taken voluntary leaves of absence while an independent review takes place.
- Our CEO, Bob Chrencik, is also on a leave of absence while an independent review takes place.
- The Board has appointed an independent, external firm to conduct an immediate and comprehensive review of our Board governance and practices, starting immediately. Nygren Consulting – a national expert in the field of corporate governance – will review all Board relationships and governance policies and provide recommended best practices moving forward to the Board.
- We are working closely with Governor Hogan, President Miller, Speaker Busch and other members of the General Assembly regarding the best path forward as it relates to our Board appointments and the proposed legislation.



Our mission, and commitment, remains unchanged: to provide exceptional, safe care to the people of Maryland and beyond. As always, we appreciate your support and everything you do for the patients and communities we're proud to serve every day. I will keep you informed of further actions and activities.

Sincerely,

A handwritten signature in black ink, appearing to read "John W. Ashworth III".

John W. Ashworth III
Interim President and Chief Executive Officer