



OFFICIAL COMPANY ANNOUNCEMENT

Today, ComplIQ announced a planned leadership transition that will be effective March 1st.

Brent MacLean, Chief Executive Officer, will be stepping into a new professional opportunity outside of the organization. The company's current President, Tad Kilburn, will assume Brent's responsibilities, ensuring continuity of strategy, leadership, and execution.



"ComplIQ is exceptionally well-positioned for its next chapter," said Brent. "I've worked alongside Tad for nearly 15 years, and I can say without hesitation that he is ready for this role. He has been a critical leader in our success over the past several years, embodies our organization's core values, and has played a central role in shaping our strategy, culture, and trajectory."

Over the last several years, ComplIQ has built a deep bench of expertise across the organization. The strength of the leadership team, combined with the experience and dedication of the broader organization, gives the company a strong foundation for continued growth and innovation.

"This decision is only possible because of the confidence I have in this team," Brent added. "The talent, alignment, and momentum at ComplIQ today are a direct result of the people who lead and support our clients every day. What we have built and accomplished is so dramatically different from the rest of our market. We lead with outcomes, not with gimmicks; math always prevails. For clients who care about their medical savings, ComplIQ has and will forever be the best option in the market, and I'm confident Tad will continue to drive that mission forward."

Tad commented: *"While we're all sad to see Brent departing ComplIQ, we're excited about the unique opportunity that he's been given and proud that ComplIQ was a part of his career journey. There's no doubt he's going to do great things in his next role and help drive success for the place he's headed. At ComplIQ, I'm appreciative of the opportunity and will continue to drive our mission with the best team in our industry."*



Clients and partners can expect business operations, service delivery, and strategic priorities to remain unchanged. There are no additional expected changes to our organization's structure, leadership team, or overall company alignment and strategic direction.

