

Chief Executive Officer, Ambetter Health

Centene Corporation

A Position Profile - Confidential



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CEO, Ambetter Health, Centene Corporation

Reporting to the CEO of Centene Corporation (NYSE: CNC), the CEO of Ambetter Health is a disruptive leader who has the ability, vision, and intention to change the healthcare insurance industry. They will be responsible for driving transformative strategy, growth, and profitability on a scale while positioning Ambetter and Centene for long-term success. As Ambetter deepens its investment in market-shaping innovation, the CEO will be at the forefront of transforming the health benefits landscape—championing the Individual Coverage Health Reimbursement Arrangement (ICHRA) strategy as a bold step toward a more personalized, flexible future of care.

Centene is a leading healthcare enterprise that has been operating government-sponsored healthcare programs for over 40 years. Centene delivers government-sponsored healthcare across the United States, serving more than one in fifteen Americans. Ambetter Health is Centene's flagship brand for the Health Insurance Marketplace, focused on providing affordable, high-quality coverage under the Affordable Care Act (ACA). Ambetter is the number one marketplace health insurance provider in the United States based on enrollment and market share.

Ambetter operates within Centene's corporate structure and leverages its national infrastructure—including provider networks, care management, and administrative systems. Ambetter is delivered through state-level affiliates but governed by Centene's strategic leadership. It plays a key role in Centene's growth strategy, particularly in expanding individual market offerings and launching innovative products like ICHRA. Ambetter is Centene's primary platform for reaching individuals and families outside traditional government programs, aligning national capabilities with local delivery.

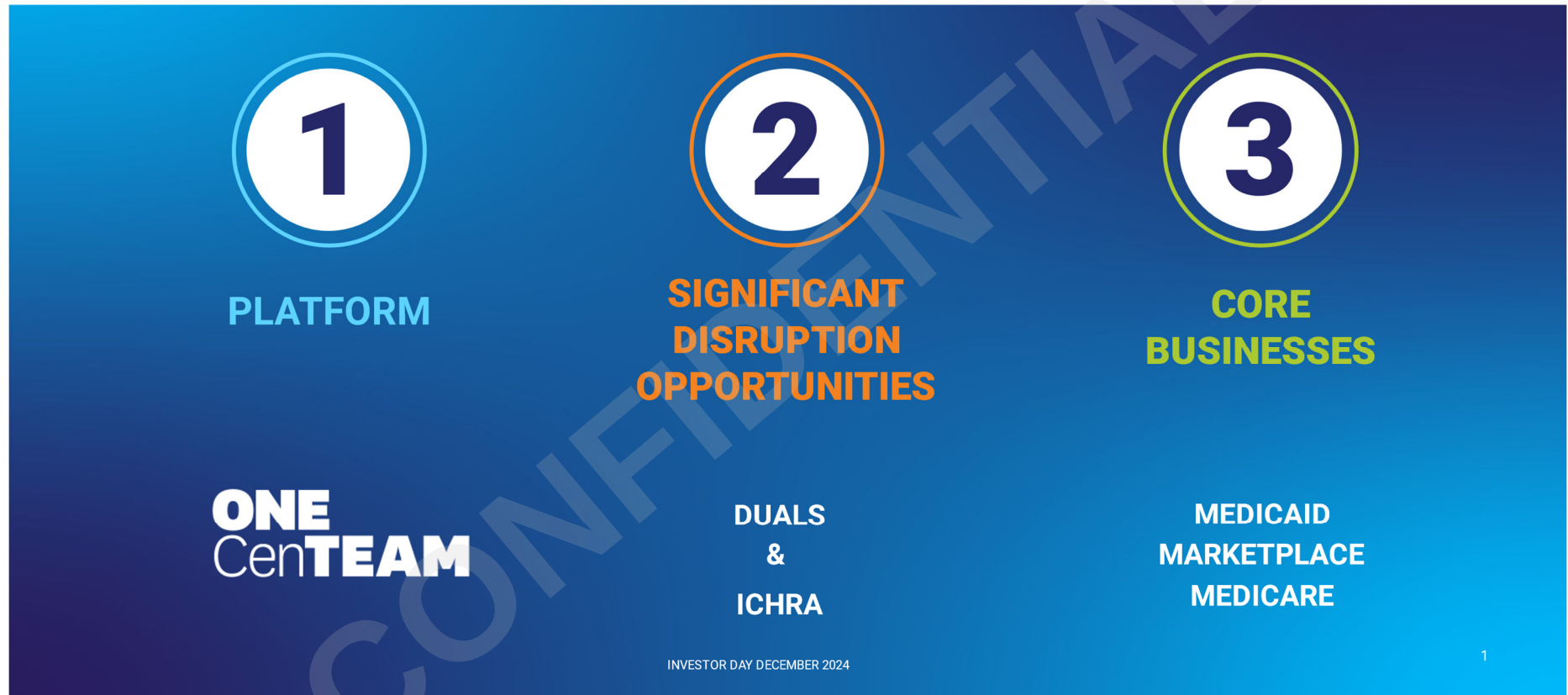


Strategic Direction

Centene is redefining its future as a leading healthcare disruptor, committed to transforming government-sponsored care through innovation, scale, and disciplined execution. Under the leadership of CEO Sarah London, the company is executing a clear, forward-looking strategy focused on three core business lines—Medicaid, Medicare, and the individual Marketplace—while aggressively pursuing two high-potential areas of disruption: dual-eligible integration and ICHRA. This streamlined approach is backed by operational efficiency, deep local market knowledge, and an unwavering commitment to addressing the needs of vulnerable and underserved populations.

With unmatched scale in Medicaid, increasing alignment in Medicare, and industry leadership in the Marketplace, Centene is uniquely positioned to capitalize on the structural shift toward value-based, locally delivered care. The company's "One CenTeam" culture—anchored in local accountability and execution—thrives in an environment of increased state-level flexibility and regulatory complexity. Centene is not encumbered by legacy commercial group business, enabling it to innovate through its Marketplace chassis without conflict. Its financial outlook reflects this focus, with 2025 guidance pointing to adjusted diluted EPS above \$7.25 and a long-term earnings CAGR of 12–15%.

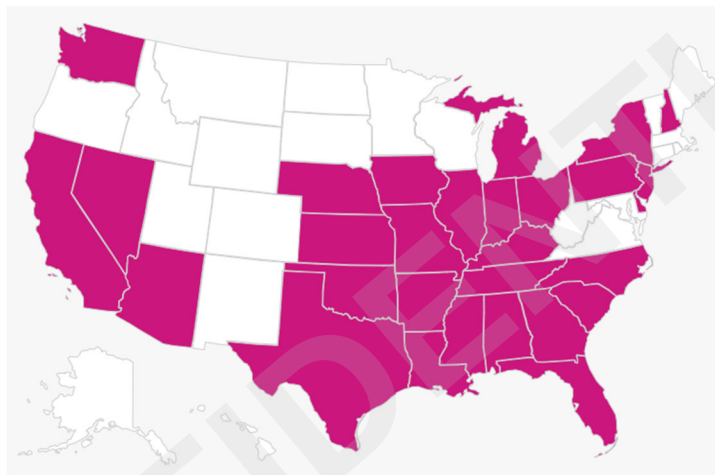
Centene's path forward is as simple as...



For more information on Ambetter and Centene click [here](#).

Ambetter Health

Ambetter Health has been providing health insurance plans since 2014, with a focus on serving individuals through the Health Insurance Marketplace. As the largest marketplace insurance carrier in the United States, Ambetter currently serves over five million members nationwide. Its plans are available in bronze, silver, and gold tiers, with additional options in select states. These plans include a wide range of benefits, such as wellness, preventive care, prescription drug coverage, wellness programs, mental health services, maternity care, pediatric services, virtual 24/7 care, and optional dental and vision coverage.



A Local Approach with a National Presence

Ambetter's national presence lies in the Affordable Care Act (ACA) Individual Marketplace. It offers plans in 29 states and includes large markets such as Texas, New York, and Florida. This broad footprint makes Ambetter the single largest ACA marketplace insurer in the United States. Today, Ambetter serves approximately 5.6 million members across the United States, offering a range of health insurance plans designed to meet the needs of individuals and families who do not qualify for Medicaid/Medicare and do not have employer coverage; in fact, over 50 percent of Ambetter members receive federal premium subsidies. Ambetter's product suite is designed around the ACA's Essential Health Benefits, and it complements Centene's Medicaid and Medicare businesses by covering the uninsured and underinsured population nationwide.

ICHRA is an ACA-compliant alternative to group insurance. ICHRA allows employers of all sizes to directly reimburse employees for individual health insurance premiums and qualifying medical expenses tax-free. Over 300,000 employees are enrolled in an ICHRA plan today, with more joining every year. Ambetter's plans are built to be affordable and comprehensive, with most members receiving subsidies that reduce monthly premiums. Ambetter emphasizes a local approach to care, partnering with community-based providers to ensure members have access to high-quality, personalized healthcare. Through strategic care management and close collaboration with providers, Ambetter works to improve the health of the communities it serves—one person at a time.

For more information on Ambetter, click [here](#).

Centene Corporation

Centene Corporation provides affordable, high-quality healthcare coverage to 27.9 million members. Its services include Medicaid, Medicare (including Prescription Drug Plans), and Health Insurance Marketplace plans. With a strong commitment to personalized care, Centene emphasizes collaboration to address barriers to health and ensure access to care tailored to the unique needs of each state and individual. The company remains dedicated to helping people live healthier lives by offering comprehensive health solutions that support wellness and long-term well-being.



Healthcare Plans & Services

[State & National Solutions](#)

Through all of its efforts, Centene holds firm to the belief that every individual deserves access to quality healthcare with dignity.

[Medicaid](#)

Centene is the largest Medicaid managed care organization in the nation serving more than 13 million members, across 30 states, and a leader in California, Florida, New York, and Texas, four of the largest Medicaid states. Centene partners with state governments to provide health coverage to eligible low-income adults, children and pregnant women.

[Medicare](#)

Centene offers Medicare plans under the singular national brand Wellcare. Serving one million Medicare Advantage beneficiaries and 7.9 million Medicare PDP beneficiaries across the U.S. Centene and Wellcare focus on simplifying the healthcare experience for its members and offering coverage that goes beyond Original Medicare to help members live better, healthier lives.

Mission, Culture, Values & Behaviors

Mission

Transforming the health of the communities we serve, one person at a time.

Since its founding as a single local healthcare plan in 1984, Centene's mission has been focused on helping people live healthier lives. From that day until now, the company has worked tirelessly to increase access to affordable, high-quality healthcare for those who need it most.

This long-held commitment to supporting low-income and vulnerable populations for which access to care has historically been a challenge is captured in Centene's mission to transform the health of the communities it serves, one person at a time.

Building Healthier Communities Through One CenTeam

Centene's uniquely local approach is the driving force behind its mission to transform the health of the communities it serves, one person at a time.

Its employees, members, and partners are the heart of Centene, and its success in providing access to high-quality healthcare depends upon the trust built with them. By working together as One CenTeam, it fuels innovation and enhances performance for everyone — members, employees, and communities alike.

Centene's commitment to ensuring its workforce reflects a broad array of perspectives and experiences has resulted in recognition by leading organizations, including Fair360 naming Centene a 2024 Top 50 Company for Diversity and Newsweek listing it as one of America's Greatest Workplaces for Diversity in 2024.

Centene is proud that its workforce reflects the spectrum of its members' circumstances, geographies, and experiences.

Culture

Centene's long-held commitment to supporting low-income and underserved populations for which access to care has historically been a challenge is captured in its mission to transform the health of the communities served, one person at a time.

The One CenTeam demonstrates this mission through a common set of values and behaviors. These provide the framework by which they work together to achieve goals and deliver on commitments to those served. In the words of CEO Sarah London, "Living our behaviors and bringing our values to life by demonstrating them every day in every corner of the company — is our collective call to action."



Values



Behaviors

These are the actions we must take to live up to our values and achieve our mission:

We do what's right, not what's easy

We go above and beyond for our customers and each other

We listen and ask questions to create shared understanding

We break down silos and bring each other to the table to find solutions

We have candid, courageous conversations, with care

We lead with authenticity and vulnerability

We try new things and learn from failure and success

We measure our success in the trust we build

We celebrate winning together

As we look to the future and strengthen our delivery of culturally competent care, we will continue nurturing a workplace that supports and empowers all team members to be heard, respected, and appreciated.

For more information on Centene Corporation, click [here](#).

Awards and Recognition



Centene Corporation is ranked number 22 on the Fortune 500 list (2024) of the largest U.S. companies. Centene has been on the Fortune 500 since 2010 and climbed hundreds of spots (from number 486 in 2010).

Centene Corporation was named to *Fortune's* "World's Most Admired Companies" (2025) for the 7th consecutive year.



Centene Corporation was recognized by *U.S. News & World Report* as a Best Company to Work For (Health Services category, 2024–25).



Centene Corporation was named one of *Newsweek's* America's Greatest Workplaces (2024) and one of the Greatest Workplaces for Diversity (2024).

Executive Leadership



Sarah London
Chief Executive Officer, Centene Corporation

Sarah London is the Chief Executive Officer of Centene Corporation, a diversified healthcare enterprise providing a portfolio of government-sponsored healthcare programs focusing on under-insured and uninsured individuals to more than 27 million Americans.

Prior to her appointment as CEO, Ms. London served as Vice Chairman of the Company, and in her management role was responsible for a portfolio of companies independent of Centene's health plans, designing differentiated platform capabilities, and delivering industry-leading products and services to third-party customers. Ms. London previously served as the Company's Senior Vice President of Technology Innovation and Modernization, responsible for enterprise-wide technology strategy and execution with a focus on next-generation products and services.

Before joining Centene in 2020, Ms. London was a Partner at Optum Ventures, the venture capital arm of UnitedHealth Group. Prior to Optum Ventures, Ms. London served as Chief Product Officer for Optum Analytics, the business unit responsible for driving strategy and commercialization of Optum's integrated data and analytics solutions into the provider, payer and life sciences markets.

Ms. London previously served as Vice President of Client Services & Operations with Humedica, a venture-backed healthcare data and analytics company acquired by Optum in 2013.

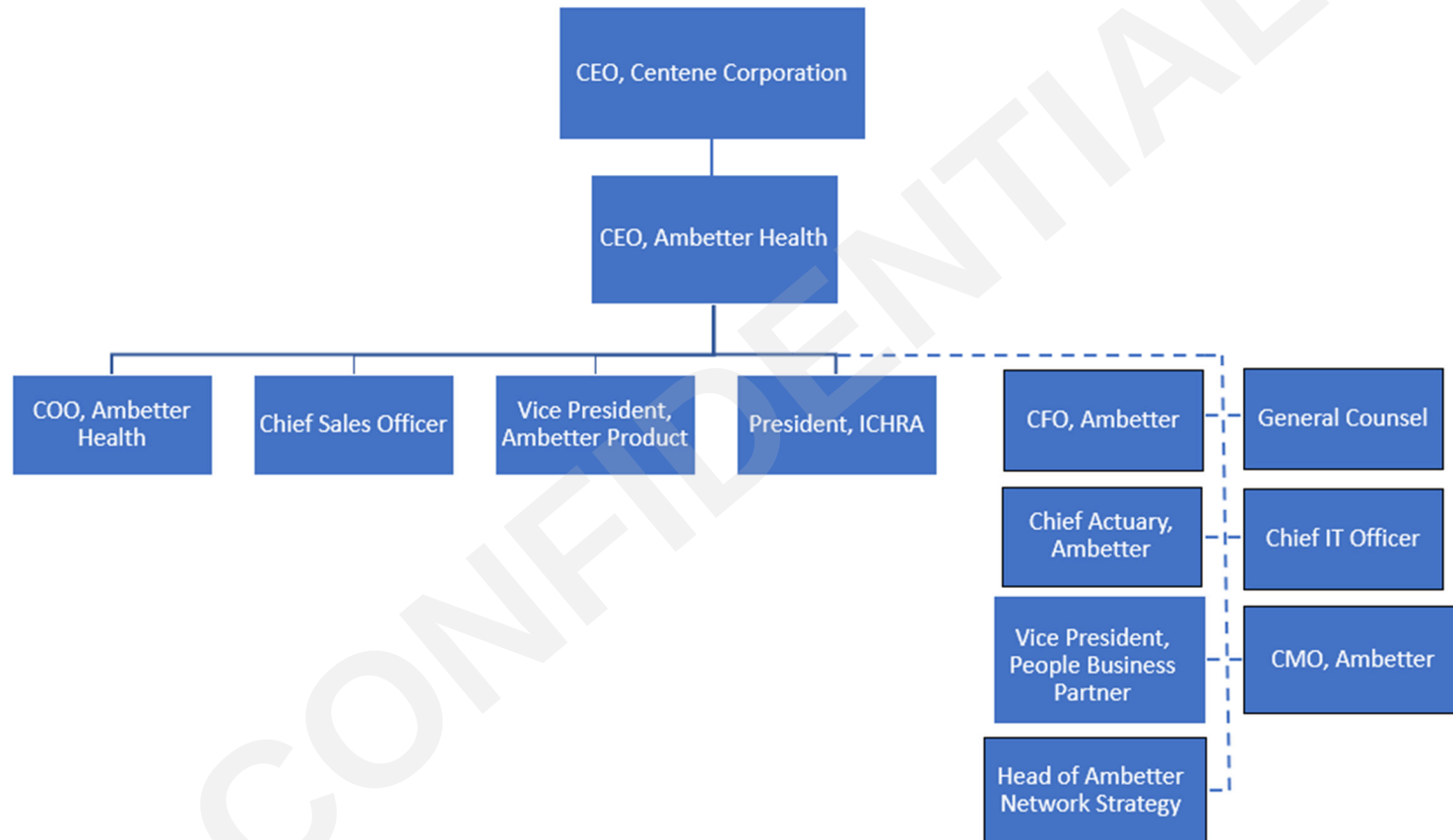
Prior to joining Humedica, Ms. London was part of the team that launched Accretive Health's Quality & Total Cost of Care business, providing end-to-end population health strategy and operational consulting to leading medical centers around the country.

Ms. London began her healthcare career at Health Leads, a nationally-recognized social enterprise that partners with healthcare organizations to address social determinants of health by connecting patients to the community-based resources needed to support high-quality, cost-effective health outcomes.

Ms. London received an M.B.A. with High Honors from the University of Chicago Booth School of Business and a B.A. *Magna Cum Laude* in History & Literature from Harvard College, where she played Division I tennis.

Organizational Chart

Ambetter Leadership Team



Position Description

The CEO of Ambetter Health will provide visionary leadership for a \$33B+ revenue portfolio serving more than five million Marketplace members, reporting directly to the CEO of Centene Corporation. This transformative leader will have P&L management responsibility for the business while driving business development, competitive positioning, strategy, and geographic expansion, along with pioneering innovations that elevate member and provider experience across digital channels. Success demands exceptional collaborative skills to partner with enterprise leaders in developing breakthrough approaches to healthcare delivery, member engagement, and improved health outcomes — all while optimizing financial performance and spearheading operational transformation.

As Ambetter deepens its commitment to market-shaping innovation, the CEO will also play a critical role in shaping the future of health benefits through its Individual Coverage Health Reimbursement Arrangement (ICHRA) strategy, one of the company's key priorities. With a newly established President of ICHRA role and a seasoned leader appointed in January, this executive will have the opportunity to unlock the full commercial potential of a high-growth, high-impact segment. By bridging regulatory complexity with go-to-market precision, the CEO will help position Ambetter at the forefront of a fast-evolving space that is redefining how employers and individuals engage with health coverage — ultimately strengthening Ambetter and Centene's competitive edge.

This multifaceted role requires a dynamic executive with proven experience leading healthcare transformation on a significant scale and complexity. The ideal candidate brings diverse healthcare and managed care expertise spanning sales/growth, product development, regulatory compliance, and P&L management. As a key member of Centene's executive leadership team, this CEO will develop and implement critical business objectives while demonstrating an unwavering commitment to ensuring members have access to quality coverage, tools, and support to take charge of their health — ultimately positioning Ambetter and Centene for long-term success.

Principal Accountabilities

Strategic Leadership & Growth

- As a member of Centene's Executive Leadership Team, this leader will have P&L responsibility for Ambetter Health's performance — including product development, sales, pricing, operations, and quality — to achieve market growth, profitability, and enterprise value through entrepreneurial vision and execution.
- Champion new industry standards by designing and executing a bold strategy to grow Centene's marketplace business. This includes driving transformational care models, leveraging digital innovation, and developing cross-selling distribution channels.
- Optimize product strategy and market positioning to ensure Ambetter maintains a competitive edge in a dynamic regulatory environment.
- Drive market share expansion through innovative offerings, new markets, diversified sales channels, partnerships with CMS, providers, brokers, and other key stakeholders.
- Establish market-defining solutions that align regulatory innovation with business growth and consumer choice. Advance the vision and set a high standard for Ambetter's ICHRA offerings by accelerating adoption and delivering meaningful value to employers and employees nationwide.

- Navigate external regulatory and policy environment and represent Centene externally as a thought leader in legislative, regulatory, and industry forums, influencing the broader policy landscape.

Financial Stewardship

- Oversee financial performance with a focus on sustained revenue growth, margin expansion, and cost containment.
- Translate economic trends, operational insights, and market research into actionable business strategies.

Talent & Culture

- Attract, develop, and retain high-performing talent while fostering a culture of accountability, inclusivity, and mission-driven innovation.
- Inspire and unify teams around a shared purpose, aligning them with long-term strategic goals and values.

Matrixed Collaboration & Influence

- Partner across the enterprise — including Shared Services, Markets, Finance, HR, and Government Affairs — to drive alignment, execution, and accountability.
- Foster deep, trusted relationships with the Centene Leadership Team and Board of Directors, delivering performance updates and informing enterprise-wide decisions.

Enterprise Transformation

- Lead the evolution of Ambetter into a consumer-centric, innovative market leader by delivering holistic, integrated care to diverse populations with evolving healthcare needs.
- Orchestrate operational transformation across a complex matrix, aligning business strategy with best-in-class execution and measurable outcomes.
- Strengthen network competitiveness and geographic reach through innovative provider strategies, advanced analytics, and strategic partnerships-pursuing disruptive, value-driven market expansion.

Customer & Broker Experience

- Create and implement a robust, data-driven member and broker experience strategy grounded in behavioral segmentation, satisfaction research, and journey optimization.
- Oversee the transformation of all digital engagement channels to elevate the member experience and loyalty.

Experience and Qualifications

The ideal candidate will bring a minimum of 12 years of progressive leadership experience in healthcare and managed care, including experience in an executive role with full P&L responsibility for a region, subsidiary, division, or product line. A bachelor's degree is required; a master's degree is preferred.

This executive must have a demonstrated ability to lead complex, distributed organizations with accountability for performance, growth, and operational excellence. Prior experience and understanding of managed care and health insurance products is desired; experience with Commercial (Marketplace, Individual or Small Group) and/or Government (Medicaid or Medicare) products is a plus.

Key Qualifications and Attributes

- Visionary, business-minded leader with a passion for transforming the healthcare insurance industry and a track record of entrepreneurial growth and P&L ownership.
- Strategic and agile leader with a proven ability to anticipate headwinds, assess evolving market dynamics, and execute adaptive plans that mitigate risk, seize opportunities, and drive long-term competitive advantage.
- Proven success leading within a highly matrixed environment, influencing across functions and levels to drive organizational agility and breakthrough results.
- High-performing operator with robust financial, strategic, and execution capabilities—able to manage risk, optimize performance, and uncover new market opportunities.
- Innovative, forward-thinking leader who thrives in dynamic, complex environments—navigating ambiguity with composure while driving change and building future-ready capabilities.
- Deep understanding of the regulatory landscape and experience engaging with federal, state, and local government agencies to shape and respond to policy changes.
- Exceptional relationship-building skills; able to engage and align diverse stakeholders and SMEs to drive shared innovative outcomes.
- Recognized thought leader who anticipates disruption, shapes strategic direction, and inspires innovation across teams.
- Outstanding communication skills, including executive presence, and the ability to engage senior stakeholders with clarity and impact.

Furst Group

Furst Group is in its fourth decade of providing leadership solutions for the healthcare industry. Our experience in evaluating talent, structure, and culture helps companies align their organizations to execute their strategic initiatives.

Our talent and leadership solutions provide a comprehensive array of retained executive search and integrated talent management services, from individual leadership development to executive team performance to organizational/cultural assessment and succession planning.

Our clients include hospitals and health systems, managed care organizations, medical group practices, healthcare products and services companies, venture capital- or equity-backed firms, insurance companies, integrated delivery systems, and hospice and post-acute care businesses.

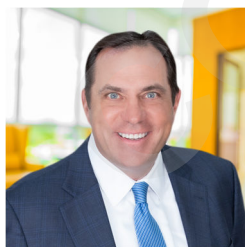
Furst Group recognizes partnerships are the cornerstone of our business. In today's competitive talent environment, having a defined process that provides clients and individuals with clarity and feedback throughout the entire job search is paramount to our business model.

We take extra steps to ensure candidates:

- Understand the nuances of a particular position or organization.
- Are prepared for interviews and conversations.
- Have access to interview and travel schedules.
- Are provided timely feedback.
- Remain in our database for future contact.
- Value diversity and the principles and ethics practiced by our client organizations.

We look forward to working with you as a potential candidate for the Chief Executive Officer, Ambetter Health position with Centene Corporation.

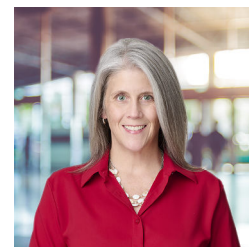
For additional information on Furst Group, please visit our website at www.furstgroup.com. To learn more about this particular position, please call (800) 642-9940 or contact:



Tim Frischmon
tfrischmon@furstgroup.com



Kim Kueser
kkueser@furstgroup.com



Andrea Merideth
amerideth@furstgroup.com

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