



Drew Seibert

Chief Financial Officer




Drew Seibert is Chief Financial Officer for NewCourtland and a member of the senior management team. Mr. Seibert is responsible for all aspects of financial management, business development and management information systems for NewCourtland.

Previously, Mr. Seibert was the president and chief executive officer of Veritas Health Systems, Inc. Founded in 1997, the company's mission was to provide value-oriented, health care services to residents of Southeastern Pennsylvania. Mr. Seibert also worked for Iatros Health Network, Inc., as President of the financial services division. He was responsible for all aspects of the financial management for up to 52 long-term care, assisted living, and independent living facilities located throughout the United States. The services he provided were as follows: cash management, general ledger maintenance, financial statement production, reimbursement support, third party billing, accounts receivable support, accounts payable processing, MIS support, cost report preparation and facility-level training.

Mr. Seibert worked for the Marriott Corporation where he was promoted to general manager and administrator of Canton Regency in Ohio. He was responsible for the operation of a 148-bed unit independent living center and skilled nursing center. He implemented guest service programs in the retirement community and quality assurance and clinical monitoring programs in the health care center.

Prior, he was a management consultant at the University of New Hampshire. He was selected by the Director of the Hotel and Restaurant Management Program to assist with the development and implementation of behavioral training programs for Marriott Corporation and Vari-Care Incorporated. He was promoted to senior administrator of the Alpine Terrace Retirement Village in Texas. He was responsible for the operation of a 120-bed luxury, private pay nursing center and 68-unit retirement complex.

Mr. Seibert is licensed by the Board of Examiners of Nursing Home Administrators in Texas, Indiana, Ohio and Massachusetts. He earned a Masters of Business Administration from the Harvard Graduate School of Business Administration. Mr. Seibert was awarded a certificate in Nursing Home Administration from St. Philips College and graduated from the University of New Hampshire with a Bachelor of Science, summa cum laude, in Business Administration. He was elected Class Marshal, Member of the Phi Kappa Phi National Honor Society, and was a recipient of the S. Judson Dunaway Market Research Fellowship.

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R. Max Kent

NewCourtland Elder Services

Director of Plans and Logistics /Corporate Compliance Officer

Max Kent is responsible for planning and overseeing NewCourtland Elder Services' new business development, Housing Development, LIFE Program Development and major capital project implementation. This includes logistical operations for the network, network wide project supervision, quality assurance, risk assessments, and planning to define projects in terms of purpose, goals, user requirements, management controls and compliance.

Recent accomplishments and responsibilities include:

- Construction and rent-up of 62 low income housing tax credit units for seniors
- Construction and rent-up of 60 units of HUD Section 202 apartments for seniors
- Construction and Rent-up of 18 units of HUD Section 811 apartments for persons with disabilities
- Expanding the NewCourtland housing portfolio from 87 units to 559 units of low income senior housing over a nine year period
- Development of two LIFE centers currently operating in Philadelphia; and the development of seven LIFE/PACE centers nationally over the past 15 years
- Mr. Kent's project portfolio with NewCourtland exceeds \$65Million in actuations and completed projects

Mr. Kent has experience as a healthcare administrator and has held various positions of responsibility that includes deputy executive director for a medical model day care program, as a controlling partner of a medically focused strategic planning and process reengineering firm, and as an associate administrator responsible for the operation of a 100 bed acute rehabilitation hospital. He also has extensive community relations experience that includes consecutive terms as Chairman of El Paso Hospital Council, liaison between Beaumont Army Medical Center and the El Paso Medical Society and doing chartable work where he was instrumental in organizing private sponsorship activities to sustain a local, privately held, Christian sponsored orphanage.

Mr. Kent is a highly, decorated Army officer with numerous commendations for achievement and excellence and has held positions of increasing responsibility through out the Department of Defense. He culminated his 20 year career as Executive Officer responsible for logistics operations for a 5,000 employee, 1,400 vehicle, 74 aircraft Armored Cavalry Regiment.

Mr. Kent's education includes a certificate in Facilities Management by the Joint Commission on the Accreditation of Healthcare Organizations and a Certificate of Project Management from Villanova University. He holds a Masters in Management Administration; is a graduate of the US Army Command and General Staff College and is a graduated of St. Bonaventure University with a Bachelor of Arts in Military Science and Sociology.

Executive Leadership

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Gail Kass - President & CEO

After a liberal arts education in her home town of New York, Ms. Kass came to Philadelphia in the mid sixties and had a varied work experience which included credit management, research correspondence, health maintenance organization management, and editing a series of guide books to the city.

During these same years, and as part of her community commitment, Ms. Kass was a founding mother and the first chair of the board of the University City New School, a private elementary school in West Philadelphia.

Since 1995 and 1999 respectively, Gail Kass has been the President and CEO of the Presbyterian Foundation for Philadelphia and its subsidiary, NewCourtland, both not-for-profits, whose business and mission is providing housing and programming for Philadelphia's frailest elder citizens.

Ms. Kass has been with the Presbyterian organization since 1981 when she joined the Presbyterian Medical Center. In her fifteen years at the Medical Center she was a vice president and then the Senior Vice President for Strategic Planning, in which position she positioned the medical center for sale to the University of Pennsylvania in 1995.

Under Ms. Kass' direction, NewCourtland controlled seven nursing homes which by the year 2011 served over 1400 and employed over 2000 Philadelphia residents. The NewCourtland nursing homes earned the reputation in the city for high quality resident care and for being the employers of choice for health care workers interested in long term care options.

Under Ms. Kass's leadership NewCourtland developed its nationally awarded Ladder of Opportunity which provides encouragement, counseling, education and funding to its employees in order that they advance their careers in long term care nursing. The highest rung on the Ladder is the Kass Scholarship. Funded by NewCourtland's Trustees to honor Ms. Kass's work. This in-perpetuity funded program provides the financial means for a recipient to pursue a Master of Science in Nursing from the University of Pennsylvania School of Nursing Gerontology Nurse Practitioner program.

In addition to providing nursing home management, NewCourtland has programs and housing in the community to serve seniors including the NewCourtland LIFE program, an all inclusive model of healthcare for adults 55 and older and several other for-profit and non-profit subsidiaries: a nurse staffing agency, a high-tech home care company, and a state-of-the-art Education Center which houses a school for CNAs and for Practical Nurses. Each facet of NewCourtland's growth and expansion has been developed under Ms Kass' guidance.

Ms. Kass was chosen in 1999 as one of Philadelphia's Women of Distinction by the [Philadelphia Business Journal](#), and awarded the Meritorious Service Award in 2003 by the American Association of Homes and Services for the Aging (now called Leading Age). She served on the Health Care subcommittee of Mayor Street's transition committee, on the Aging subcommittee for Governor Rendell's transition, and the long term care subcommittee of the Medical Assistance Advisory Committee. She served on the health care task force for former Philadelphia mayor, Wilson Goode. She is a member of The Forum of Executive Women, and served on a committee for the Curtis Institute. She was honored to be one of the seven delegates of Governor Rendell to the White House Conference on Aging and sits on the Leadership Council of the American Association of Housing and Services for the Ageing. She is a Trustee of the University of the Arts in Philadelphia, an Overseer for the School of Nursing for the University of Pennsylvania, and is on the founding board of the Long Term Quality Alliance.



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