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## LEADERSHIP POSITIONS FINALIZED BY HEALTHWAYS, JEFF KLEM PICKED AS VICE PRESIDENT, HR



### HEALTHWAYS

Healthways Inc., which is based in Franklin, TN, finalized several leadership appointments on March 8, 2011. Jeff Klem has been promoted to Vice President for Human Resources. As Vice President, General Counsel and Secretary, James Elrod is now a part of the company in that role. Chris Cigarran previously was Vice President, Human Resources, but recently moved changed over to Vice President, Employer Market. Clay Richards was the former Vice President, General Counsel and Secretary, but also recently made a transition into the position of Vice President, Health Plan Market. Now that these two openings are filled, the Healthways leadership team is now complete. Says Chief Executive Officer Ben R. Leedle, Jr., "The new appointments, recent promotions and other transitions in leadership responsibilities have positioned Healthways for continued success and future growth. We have an exceptionally strong team in place." Before these recent changes, Klem was over Leadership and Organizational Development at Healthways. He became a part of Healthways in September 2003. Before that he worked with Andersen Consulting, Aon Consulting, and his own firm, Inclusive, Inc. as a change management consultant for 14 years. He earned an undergraduate degree in psychology from Eastern Illinois University as well as a Master's degree in Organizational Psychology from the University of Wisconsin-Oshkosh. Before he came to Healthways, Elrod has worked for 23 years in the legal field, serving as Chief Legal Officer and Secretary at King Pharmaceuticals, and in a legal department, although he first started his career in a private law practice in Nashville. He earned a Bachelor of Arts degree from Berea College, and earned his Juris Doctor from the University of Tennessee.

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