



Berkshire Health Systems, Inc.

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DATE: December 13, 2021

TO: The BHS Community

FROM: David E. Phelps, President and CEO

SUBJECT: Leadership Announcement with my Heartfelt Thanks

I wanted to share my plans to retire from my position here at Berkshire Health Systems early in 2022, after 31 years of service and 28 years as chief executive. Though it may seem sudden, I have been considering this decision since 2018 and working in partnership with the BHS Board of Trustees for more than three years to ensure the orderly transition of leadership that our organization deserves.

Now, after years of careful succession planning and with an experienced executive team in place at BHS, I know that it is the right time for me, for my family, and for our organization to begin this transition. I expect that you will hear soon from Bart Raser, Chair of the Board of Trustees, about this process and about the Board's decision to appoint a new CEO.

As I look back on our time together, I am incredibly proud of our entire organization's commitment to service, compassion, and excellence in patient care, and I am pleased to highlight some of the major successes we have achieved.

We have continued to invest in **leading-edge medical technology** and other investments that our clinicians depend on to care for their patients and support their work. The construction of the BMC Cancer Center and the Crane Center are key examples of the significant **facility improvements** that we have undertaken to advance healing for our patients and create positive environments for the staff who care for them. We have developed **valuable clinical relationships**, the most important of which is our membership in the Dana Farber Cancer Institute's Cancer Care Collaborative. This relationship is made possible by our demonstrated excellence in cancer care and our ongoing commitment to maintain and support the high standards of both organizations. Together, we have built an organization with a **strong financial foundation** that allows us to meet our current needs and will be invaluable as we face the inevitable challenges the future holds.

However, what I'm most proud of is our organization's ongoing response to the COVID-19 pandemic. Your courage, dedication, and commitment to this community since March 2020 have been remarkable. You have always served Berkshire County well, but your continuing response to the pandemic has demonstrated just how lucky our community is to be able to depend on every one of you during this public health crisis.

Working with you all has been the honor of a lifetime, and I am grateful for having been given the opportunity to serve our community alongside you. I wish you all the best.