
July 16, 2023

Dear Sir or Madam:

It is with great pleasure to write this letter of recommendation for Ryan as he pursues the role for Vice President of Corp Accounts. I have known and worked with Ryan since joining McKesson; which includes working with him at all levels within the Pricing department, starting from an Analyst all the way to Director. Ryan's style and level of engagement has not changed based on my level within the organization. Ryan has treated with me respect and actively listened to what I had to say on deals where his team engaged with the deal desk for support. I think this is a critical skill for anyone in this role and the level of engagement required from a Sales leader whose team will be heavily involved with the deal desk. There is a clear distinction in the results when the leaders are actively engaged versus just "trying" to get through the process; which often include stronger economics and attempts at implementing key business objectives (per case/flat fee HF structure, rebate's designed for growth, Cash+, etc).

Ryan's team doesn't engage nearly the level at which Brent's team engages with the deal desk; but when he does there is a clear difference in other ASM's that engage from the HME market. Ryan's team was on the first to bring a large Continuous Glucose Monitoring (CGM) deal to the deal desk; right as the business was trying to enter this market. Ryan was all ears through-out the process and ensured MMS set the appropriate handling fee even when the competitor was much lower. I think that is a good example of Ryan truly trying to charge for the value MMS is providing versus capitulating to what the "market" is doing. Ryan also tries to incorporate flat fee and per case charges for his patient home delivery accounts versus taking the old approach of singular flat fee for the service. We might not always get the rates I want (I am in Finance); but we are slowly making strides with charging for the services we provide and inching closer and closer to fully covering freight on PHD accounts. This is also another good example of charging for the value and getting behind initiatives the business is pursuing.

Ryan's personality and his actions demonstrate someone with the iCARE and iLEAD principles at heart in the way he operates at McKesson. Ryan will bring a fresh perspective to the team and be an outstanding candidate for the role. I am confident with his acceptance this will further benefit McKesson by continuing the partnership Brent has developed with the deal desk/ pricing organization and further Ryan's career and development opportunities.

Sincerely,

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Director, CVA

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