

Producer Blast

This email is intended for producers in Delaware, New York, Pennsylvania, and West Virginia.

Highmark Health Announces Leadership Transition

Karen Hanlon Named Chief Executive Officer and President; David Holmberg to Serve as Executive Chairman

PITTSBURGH, Pa., (Oct. 6, 2026) – Highmark Health announced today that its Board of Directors has appointed Karen Hanlon as chief executive officer and president of Highmark Health, effective Jan. 1, 2027. David Holmberg, who has served as chief executive officer (CEO) since 2014, will transition to the role of executive chairman.

Hanlon, who currently serves as president, becomes the first female CEO in the organization's history. She will assume responsibility for leading all aspects of Highmark Health's strategy, operations, growth, and performance across its health plans, Allegheny Health Network (AHN), and diversified businesses. During her nearly three decades with the organization, Hanlon helped oversee significant growth and transformation, including the expansion of the enterprise from approximately \$17 billion in revenue in 2014 to nearly \$35 billion projected at year end.

"The Board has tremendous confidence in Karen's ability to lead the organization into its next chapter while continuing to advance our [Living Health strategy](#) and deliver value for the people and communities we serve," said Greg Jordan, Highmark Health board chair. "We are grateful to David Holmberg for his consistent and courageous leadership over the past 12 years and are pleased he will continue supporting the organization as executive chairman to help ensure a seamless transition and sustained momentum."

As executive chairman, Holmberg will continue to serve the organization and work closely with Hanlon and the Board of Directors to support a smooth leadership transition and advance Highmark Health's long-term strategic priorities.

"As healthcare continues to evolve, our focus remains clear: making healthcare more affordable, simpler, and more effective for the people and communities we serve," said Hanlon. "I am honored by the Board's confidence and grateful for the opportunity to lead this remarkable organization. Together, we will continue advancing our Living Health strategy, delivering remarkable health experiences, and transforming healthcare for future generations."

Hanlon joined Highmark in 1997 after beginning her career in public accounting at KPMG. She held a series of leadership roles in finance before being named chief financial officer in 2014, where she strengthened financial performance and helped drive record revenues.

Karen has been instrumental in Highmark Health's significant growth. She grew the organization through affiliations with health plans in five additional states, including recent integrations with [New York-based Health Now](#) and [Kansas City-based Blue KC](#). She also led the acquisition and transition of [Gateway Health to become Highmark Wholecare](#), which added Medicaid products to Highmark health plan's portfolio. Karen was also deeply involved in the formation and success of AHN, including lead AHN its first \$1 billion tax-exempt bond financing to stabilize its long-term capital structure and support system growth.

Hanlon was named chief operating officer in 2018 and president in 2025. Her career achievements have earned numerous honors, including recognition on the [Pittsburgh Business Time's Power 100 in 2026](#) and [2024, Modern Healthcare's Top Women Leaders in 2024](#), the [Pittsburgh Business Times' C-Suite Awards in 2023](#) and [CFO of the Year in 2018](#).

"Karen is an exceptional leader whose vision, operational expertise, and unwavering commitment to the people we serve have helped shape Highmark Health into the organization it is today," said Holmberg. "She understands our business deeply, has earned the trust of our employees and stakeholders, and is the right leader to guide Highmark Health into its next chapter of growth and transformation."

About Highmark Health

Highmark Health is a Pittsburgh, PA-based organization dedicated to improving community health and grounded in its mission to deliver a remarkable health experience, freeing people to be their best. Employing more than 47,000 people who serve millions of Americans across the country, Highmark Health is the parent company of [Highmark](#), [Allegheny Health Network](#), and [enGen](#). Through its Living Health strategy, Highmark Health is setting a new standard for health care by providing better, more accessible experiences that lead to improved health outcomes and lower costs of care. To learn more about how Highmark Health is reinventing health, visit highmarkhealth.org.

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Fifth Avenue Place 120 5th Ave., HARRISBURG, PA, 17089 US