



## FREQUENTLY ASKED QUESTIONS

### **Q1: What is Front Porch?**

A1: Front Porch is a non-profit organization based in Glendale, CA, that serves individuals and families through senior living, active adult and affordable housing communities as well as related management and development services. Founded in 1999 through the merger of four organizations, Front Porch embraces a leading-edge approach to enhance well-being with innovative communities and programs that meet the changing needs of people throughout their lives. Front Porch serves more than 5,200 residents and has 2,200 employees. More information about Front Porch is available at [www.frontporch.net](http://www.frontporch.net).

### **Q2: What is Covia?**

A2: Founded in 1965, Covia is a non-profit organization based in Walnut Creek, CA, that supports the lives of seniors through its life plan communities, affordable communities, and community services programs. Covia's mission is to promote and cultivate healthy communities for positive aging through an innovative continuum that actively supports the whole person. Covia serves 2,100 residents and numerous participants in its community service and has 1,000 employees. More information about Covia is available at [www.covia.org](http://www.covia.org).

### **Q3: Why are Covia and Front Porch coming together?**

A3: Covia and Front Porch's shared foundational values and strong businesses support an affiliation that will expand these compatible missions and enhance how we meet the needs of people throughout their lives. Our separate geographic footprints and service offerings mesh well and we will benefit from increased capital resources for current and future opportunities.

### **Q4: What will be the benefits for residents?**

A4: The proposed affiliation creates an opportunity to better meet the evolving expectations of our current and future residents. The combined organization will ensure long-term stability, achieve economic benefits, manage costs, and scale and access resources across 54 communities.

### **Q5: What will be the benefits for employees?**

A5: Working with a larger diverse organization, employees will have increased opportunities for mobility with potential for advancement and access to training. This enhances our ability to attract, recognize and retain the best talent.

### **Q6: What will the affiliation mean for the organization?**

A6: The new affiliation will create one of the nation's top non-profit organizations providing senior living, affordable housing and community services for more than 10,000 people.



**Q7: How are Covia and Front Porch coming together?**

A7: Covia CEO and President Kevin Gerber and Front Porch CEO John Woodward will remain in their positions during the transition. Following receipt of regulatory approval and the satisfaction of other customary closing conditions, Front Porch will become the sole corporate member of Covia Group, Covia Communities and Covia Affordable Communities. Covia and Front Porch will select directors to be appointed to the respective entities' boards, with nine members selected by Front Porch; and six members selected by Covia. The boards agreed to retain the Front Porch name initially and appoint John Woodward as CEO of the combined entity. Kevin Gerber will leave upon the closing of the affiliation, expected in early 2021.

**Q8: Has the global coronavirus pandemic influenced the affiliation decision and timing?**

A8: No, Front Porch and Covia began discussions before the COVID-19 outbreak as each focused on the long-term benefits of a combined organization.

**Q9: Where will the combined organization's headquarters be located?**

A9: Once the affiliation is approved, Front Porch will retain its headquarters in Glendale, CA, and Covia's headquarters in Walnut Creek, CA, will transition into a regional office.

**Q10: What will be the name of the new organization?**

A10: The Boards decided that the new organization initially will carry the Front Porch name.

**Q11: Who will lead the new organization?**

A11: Covia CEO and President Kevin Gerber and Front Porch CEO John Woodward will remain in their positions during the transition. The boards agreed to appoint John Woodward as CEO of the combined entity. Kevin Gerber will leave upon the closing of the affiliation, expected in early 2021.

**Q12: What is the regulatory approval process for the affiliation?**

A12: Among other regulatory approvals and filings, the California Attorney General's office and the California Department of Social Services must approve the affiliation. A formal application will be filed with the California Attorney General's office by mid-June. The process is anticipated to conclude in early 2021. Front Porch and Covia will continue to operate their organizations and respective communities separately until the affiliation is approved.