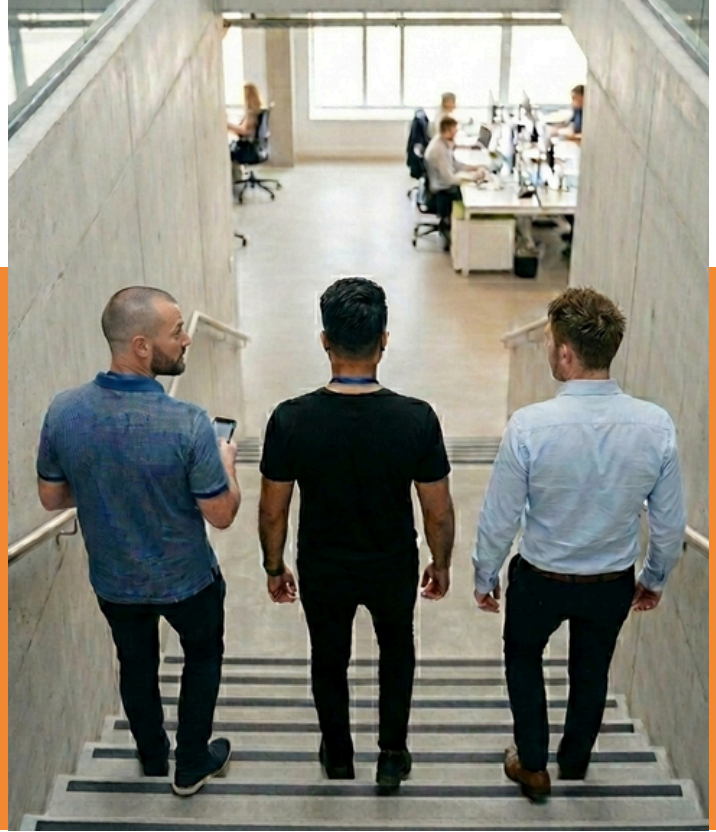


FROM WREN HEALTHCARE TO WEP CLINICAL: THREE CAREER JOURNEYS, ONE SHARED CULTURE



In 2021, WEP Clinical acquired Wren Healthcare, a clinical trial home nursing organization founded by Antony Reynolds, Kash Nazir, and Matt Richardson. For many companies, an acquisition is often spoken about in terms of business growth, expanded services, or operational capability. But behind every acquisition are people, and behind every successful integration are individual stories of trust, adaptability, and opportunity.

For Antony, Kash, and Matt, transitioning from Wren Healthcare to WEP Clinical became the beginning of three very different career paths within WEP, each shaped by their own strengths, interests, and ambitions. Their stories reflect something important about the culture at WEP Clinical: growth does not have to look the same for everyone.



Staying Close to the Mission: Antony's Journey into Clinical Nursing Leadership

As one of the founders of Wren Healthcare, Antony's career has always been closely connected to home health and patient-centered care.

Following the acquisition, he remained deeply rooted in the work that helped define Wren's identity: bringing clinical research opportunities closer to patients and families. Today, Antony leads WEP Clinical's Nursing department as Vice President, Clinical Nursing. In this role, he continues to build on the foundation that Wren established, while helping shape the future of WEP's home-based clinical trial support.

His journey is a powerful example of continuity after acquisition. Rather than losing the heart of what Wren Healthcare had built, Antony has been able to carry that expertise forward within a larger global organization. His leadership helps ensure that nursing remains not only a service line, but a meaningful extension of WEP Clinical's With Every Patient mission.



Expanding Across the Organization: Kash's Journey into Operational Excellence

Kash's path has taken a different direction, showing how an acquisition can open doors beyond someone's original role or business area. As a founder of Wren Healthcare, Kash brought entrepreneurial thinking, operational insight, and a deep understanding of how to build services that work in the real world. Since joining WEP Clinical, that experience has evolved into a broader role across the organization.

Now serving as Director, Operational Excellence & Strategic Partnerships, Kash works across multiple teams to strengthen processes, support strategic initiatives, and help connect different parts of the business.

His journey reflects WEP Clinical's commitment to recognizing transferable strengths. The skills that helped Kash build Wren Healthcare – problem-solving, partnership-building, adaptability, and operational leadership – continue to create value in a wider organizational setting.

It is a reminder that career growth is not always about staying in one lane. Sometimes, it is about finding new ways to apply what you already know



Building the Systems Behind WEP's Services: Matt's Journey into IT Leadership

Matt's career journey also demonstrates how WEP Clinical has supported people in growing into roles aligned with their strengths. With Wren Healthcare, Matt had headed up the company's marketing department, helping to shape Wren's brand identity, positioning, and messaging.

However, with a strong background in IT, Matt felt passionately about transitioning into a pivotal role within WEP Clinical's technology function, as this better aligned with his strengths and his interests.

WEP leadership worked with Matt to understand how and where he could contribute to WEP's IT team and define a role that suited both the company's needs as well as Matt's personal career aspirations. Today, he serves as Director of IT Operations in the IT department, where he plays an important part in supporting the systems, processes, and service infrastructure that enable teams across the organization to do their work effectively.

Matt's journey shows that integration is not about fitting people into one predefined path. It is about understanding where their skills can have the greatest impact and giving them the space to grow there.

Three Different Paths, One Shared Culture

Antony, Kash, and Matt each joined WEP through the same acquisition. Yet their journeys since then have gone in three distinct directions.

Together, their stories demonstrate what thoughtful integration can look like after an acquisition. It is not simply about bringing companies together. It is about bringing people forward.

At WEP Clinical, career development is not limited to one department, one title, or one version of success. It is shaped by individual strengths, supported by opportunity, and grounded in a culture that values people for what they bring and what they can become.

Key Takeaway

The acquisition of Wren Healthcare was an important step in the growth of WEP Clinical's nursing capabilities, but the continued journeys of Antony, Kash, and Matt tell an even deeper story.

Their paths show that when people are supported after an acquisition, they can continue to grow, lead, and contribute in ways that are meaningful both to them and to the organization.

At WEP Clinical, growth is not one-size-fits-all. It can mean deepening expertise, expanding into new areas, or applying existing strengths in a new environment. What matters is creating a culture where people are trusted, supported, and given the opportunity to shape their own path.