

Vallery M. Tantuan
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January 29, 2026

Mr. Jason Bacon
jason.bacon@adapthealth.com
9th Floor, Ayala Center Cebu Tower, Bohol Avenue, Cebu City, 6000

Dear Mr. Jason Bacon,

I am writing to formally resign from my position, effective today, January 29, 2026

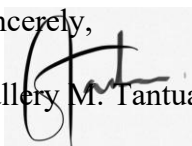
This decision has not been easy. After careful reflection, I have concluded that it is time for me to step away from my current role. I am at a stage in my life where I want to explore new experiences, learn from different environments, and better understand where I truly want to be both personally and professionally. I have also come to realize that I am no longer challenged or engaged in a way that supports my growth.

At the same time, I can no longer continue working under the current team leadership. The behavior and attitudes I have experienced, including stereotyping and narcissistic conduct, have created an environment where individuals particularly women are made to feel inferior rather than respected and supported. While I have made efforts to maintain a professional approach, I recognize that continuing in this environment is no longer the right fit for me.

I cannot continue as though this is acceptable, nor can I place my well-being on hold while waiting for a shift in mindset that may never come. At this point, the healthiest and most responsible choice is to seek a team and leadership structure where I feel safe, respected, and able to grow under positive role models, while also giving myself the opportunity to explore where I can thrive long-term.

I appreciate the opportunities I have had during my time here. Thank you for your understanding.

Sincerely,


Vallery M. Tantuan