

## Get to Know Magellan Federal's CEO



Oscar joined Magellan Federal in 2018 and **became CEO of its business in March 2019**. His job is to bring Magellan Federal's substantial capabilities in behavioral and specialty health to DOD and Federal customers. His mission is to improve and support the well-being of our nation's civilian employees, our men and women in uniform, and their families.

Mr. Montes is accountable for the delivery of services on federal Employee Assistance

Programs (EAP), Human Performance and Military Family Life programs for all branches of the military, and DOD/VA Workforce Management and Transition programs. Mr. Montes develops strategic and operational plans to optimize and improve services to all clients and provides overall leadership and **guidance for a team of over 3,000 professionals**. He holds himself ultimately responsible for the quality and efficiency of all work performed and services delivered to Magellan Federal clients.

Prior to joining Magellan Federal, Mr. Montes was Program Director for the Centers for Medicaid and Medicare Services Eligibility Support (CMS-ES) contract. In this capacity, he **led a large operation spanning seven states and 4,000 contract employees**. This team's efforts helped millions of Americans obtain health insurance. His experience and thought leadership in running large scale government programs has helped Magellan Federal expand its reach in serving additional agencies and constituents. Most importantly, he maintains an unyielding commitment to public service and a collaborative approach to engaging employees, customers, and business partners.

### Working with Oscar

“When Oscar has a decision to make, he looks to others for input, and **he's always willing to acknowledge when someone else has an insight or perspective that he might not have already considered**. You might occasionally disagree with a decision he has made, but you can't find fault with his honesty or sincerity, or his sense of always doing what is right. I think that the basis of all of this is trust, and I suspect that this is a skill that Oscar developed from his fighter pilot days. Trust is critical for any team to succeed, and once trust is established, a team can achieve great things that none of us can do alone. I trust that Oscar will always do what's right, and best, for all of us and our customers.

— Carlo Uchello,  
SVP Strategy and Growth

“Oscar has a firm grasp on what our clients need and want, especially our military clients who serve Service Members, Veterans and their families. This also translates well to other organizations where **his passion for taking care of the customer** is at the forefront of everything he does. I personally appreciate the manner in which he engages our client leadership, providing an open door to problem solving and addressing customer satisfaction, reinforcing what is done on a daily basis across our contracts.

— Don Bartholomew,  
Division General Manager (Washington)



#### Education

B.S. from the U.S. Naval Academy and an M.B.A. from Georgetown University



#### Service Experience

Navy Veteran (12 years Active Duty) as a fighter pilot & Commissioned Commander in the U.S. Navy Reserve



#### Flight Experience

Over 2000 hours logged and 400 carrier landings in the F-18 Hornet



#### Favorite Part of the Role

“Just enjoying the company of my awesome teammates”



# Personal Life & Background



A Los Angeles native, this father of 2 daughters (Sofia, age 15 and Gabi, age 18) moved to the east coast to go to college at the U.S. Naval Academy in Annapolis in 1991 and lived in a variety of places throughout his military career including Florida, Texas, and California. Oscar earned his B.S. from the United States Naval Academy and served on active duty for 12 years as a fighter pilot flying F/A-18 Super Hornets.

and explain how airborne systems work in order to lead. He recalled where he led over dozens of aircraft on complicated missions and explained how critical it was to be able to communicate the objectives, risks and instructions to all involved, firmly believing that in order to do that you had to really understand how everything worked – “*you can’t lead effectively if you don’t know how your systems work*”.

**“ [Y]ou can’t lead effectively if you don’t know how your systems work. ”**

While serving in the Navy, Oscar attended the Navy Fighter Weapons School (Top Gun) to become a strike fighter tactics instructor. It was here where he gained many skills that he brought to his current position. Oscar’s military experience played a big role in his development as a person and as a leader, so it is difficult for him to narrow it down to just one thing that is more important and has helped him be successful in his current position but the three things that he valued the most while in the military was leading, coaching, and communicating. Through his position as his squadron’s Strike Fighter tactics Instructor Oscar had to be able to understand

Oscar has logged over 2,000 hours and 400 carrier landings and was involved in combat operations in Afghanistan within weeks of 9/11. He also fought in Iraq, flying over 200 hours in combat during his career as the Strike Fighter Tactics officer for a Carrier Air Wing of over 50 aircraft, Oscar’s job was to introduce and standardize new tactics for all the pilots on the aircraft carrier. He remembers being humbled by this responsibility, especially in light of the consequences of errors during combat flight.

## A BRIEF ASK ME ANYTHING (AMA)

***Where are you from or where did you grow up?***

Los Angeles, CA

***When did you join the Navy and why?***

I joined the Navy to attend the US Naval Academy (USNA) in Annapolis. I joined because of the educational opportunity and the chance to serve my country and do exciting things. As a first-generation American, I felt I owed a debt of gratitude for all the opportunities this country had given

me and my family.

***Why did you choose the service branch you selected?***

The Navy has the best Academy, the best places to live, and the best service options... (Go Navy!)

***What aspect of your role do you enjoy the most?***

Just enjoying the company of my awesome teammates.

***What do you feel is the biggest strength of our company?***

Without a doubt, the biggest strength of our company is our team. It’s all of the people we have staffing

our contracts and delivering day-to-day services to our clients. We are just so effective, motivated, and committed to making life better for the people that we serve.

***When you look back at a day of work, what gives you pride?***

Knowing that my team produces incredible results for our client and the federal and military populations we serve. We help millions of Service members and federal employees on a daily basis. That’s not something everyone can reflect on during their drive home.