



Cross Country Appoints Darrick Sogabe as Chief Product Officer, Advancing the Company's Growing Technology Portfolio

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Architect of Intellify® to lead next phase of product strategy, platform innovation, and enterprise growth

BOCA RATON, Fla.--(BUSINESS WIRE)--Apr. 23, 2026-- Cross Country Healthcare, Inc. (Nasdaq: CCRN), a technology-driven healthcare workforce solutions company, today announced the appointment of Darrick Sogabe as Chief Product Officer, advancing the company's commitment to expanding its technology portfolio and accelerating a more intelligent, connected approach to workforce strategy.

With more than 20 years of experience spanning product strategy, technology innovation, and enterprise platform development, Sogabe has played a central role in shaping Cross Country's product vision and broader innovation roadmap. As an architect of Intellify®, Cross Country's flagship cloud-based workforce intelligence platform, he has helped build and advance one of the company's most important technology assets. In his new role, he will lead product strategy and roadmap development across the enterprise, helping drive the next phase of innovation, intelligence, and growth.

"Darrick has already helped shape one of the most important parts of our technology future," said Kevin Clark, Co-Founder and Chief Executive Officer of Cross Country. "He has demonstrated the product vision, market understanding, and execution discipline we need as we continue building a more intelligent, connected, and scalable business. He is the right leader to help drive the next phase of innovation across our platform strategy."

As Chief Product Officer, Sogabe's focus will include advancing Intellify beyond what legacy VMS platforms were built to do, connecting contingent labor, compliance, scheduling, and workforce analytics into a single intelligence layer enhanced with agentic AI that helps health systems benchmark against the market, model cost scenarios, and act on what their data is already telling them.

"Intellify was built because health systems were making million-dollar workforce decisions with incomplete data spread across disconnected systems," said Darrick Sogabe, Chief Product Officer of Cross Country. "What comes next is closing the gap between the data they already have and the decisions they need to make faster, with less manual work and more financial precision."

Through Intellify®, its cloud-based workforce intelligence platform, Cross Country turns fragmented workforce data into faster decisions, lower costs, and smarter operations. Purpose-built for healthcare and designed to integrate with core hospital systems, Intellify unifies contingent labor, compliance, scheduling, and analytics into one secure platform so health systems can see their workforce clearly and act on it immediately.

Sogabe's appointment reflects Cross Country's broader strategy to strengthen its position as a technology-driven workforce solutions leader by pairing deep healthcare labor expertise with scalable digital platforms, predictive analytics, and intelligent automation. As the company celebrates 40 years of healthcare workforce leadership, it continues to invest in solutions that help clients improve labor visibility, optimize workforce deployment, and drive stronger operational and care outcomes.

About Cross Country Healthcare

Cross Country Healthcare, Inc. (Nasdaq: CCRN) is a technology-driven healthcare workforce solutions company, delivering an AI-powered digital platform and advisory services backed by 40 years of healthcare labor expertise to help health systems optimize and sustain their entire labor ecosystem.

Through Intellify®, its cloud-based workforce and vendor management platform designed to integrate with core hospital systems, Cross Country helps improve transparency across the labor ecosystem. Intellify® unifies workforce management across service lines, including non-clinical, nursing, allied health, and locums, into a single, centralized view of internal and contingent labor. Powered by real-time analytics and AI-driven insights, the platform helps leaders forecast demand, optimize labor utilization, streamline workflows, and improve cost efficiency while supporting high-quality care delivery.

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