



Dear Clint and Cheryl

I want to express my sincere gratitude for our completion of the first Avamere recruitment retention cohort. I personally had a great time participating in the 16-week course and team coaching calls. I greatly appreciated the candid mentoring conversations that you and I were able to have during the week. Our twelve Avamere facilities achieved outstanding results including:

- A. 129 new hire starts
- B. Major absence reduction of over 55%
- C. Agency Spend down significantly
- D. 100 new employees in the 90-day protection program
- E. New programs and systems in place with ongoing sustainability plans in motion

As with many companies, there have been previous attempts to implement various recruitment retention initiatives. Your program was structured for sustainability and focused on achieving measurable outcomes. I have been so impressed with the results that Avamere made the decision to begin a second and third cohort to codify the strategies in all our communicates. This includes involving key leaders at the home office support services. We have also designated a phase II cohort that will focus on sustainability and advanced strategies. I highly recommend any company that wants to improve their culture, staff engagement and retention implement the course strategies.

Again I appreciate the work you and Cheryl have accomplished and Im looking forward to continued partnership and success.

Sincerely,

*Carl Tabor*

Carl Tabor RN, BSN, NHA, CWCN  
CEO  
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