## To whom it may concern:

I write this letter of recommendation with extreme enthusiasm. Our team worked with Clint and Cheryl over a 16 week period to address our staffing needs. We were having a difficult time staffing and retaining team members at our 5 campuses. The process that Clint has developed is truly amazing. We cut our agency spend significantly and our retention of team members has been dramatic.

Clint and Cheryl facilitate their process in a way that gets buy in from leaders and allows our team to celebrate along the way. Our teams actually looked forward to the weekly meetings because they were seeing positive results that led to less agency spend and more Nye employees living out our mission, vision and values.

I highly recommend Clint and his process to anyone interested in building a strong team as well as a focus on retention. I appreciate Clint's commitment and desire to genuinely want to help improve companies bottom lines by providing a detailed process. I would offer up that if you would like to discuss our experience further you can call me direct at 402-677-5409.

Ron Gross, President Nye Health Services