

July 22, 2022

To Whom It May Concern:

Our company just completed a cycle of Clint Maun's recruitment and retention program.

The process and results were amazing. Staff were engaged as I've seldom seen as they had fun, were energized and focused on the task at hand – ridding the facilities of overtime and agency staff and having sufficient staff to provide quality care.

We achieved through this process:

- 275 New Hires
- Absence/Call Out reduction – an annualized minimum of \$3,000,000
- 209 new hires in the 90-day protection program
- Significant agency spend reduction
- Morale improvement and a positive culture
- Significant turnover reduction especially with new employees in the first 90 days

We have now initiated the program in a second grouping of facilities and look forward to the rewards.

I highly recommend this program.

Sincerely,



Marvin Ostreicher