



January 2023

To Whom It May Concern:

I write this letter with appreciation and admiration for the efforts and results our organization (Senior Living Communities, LLC) generated as a result of our collaboration with Maun Lemke Consulting.

Our joint effort targeted recruitment and retention of team members at our retirement communities – clearly a challenge for many of those operating a business in or outside of our industry during this labor crisis. One of the differences we found that separated Maun Lemke’s approach was their strategies were designed specifically for senior living organizations. This generated immediate credibility within our leadership as opposed to utilizing other strategies that are designed in a more general scope but attempted to adapt to our industry.

In the 16-week collaboration, our 8 Communities had some impactful outcomes:

- 225 new hire starts
- \$85,600 per week average agency reduction; \$4,450,000 annualized savings
- Only 9% new hire turnover after the implementation of the 90-day “protection” program

While many of us hope the current labor crisis is a “moment in time,” a major advantage to the strategies we gleaned from Maun Lemke is that they are universal to our departments and timeless. It is without reservation that I recommend their services to others in the senior living space.

I can be reached at [BQuas@maxwell-group.com](mailto:BQuas@maxwell-group.com) for any follow-up questions.

Respectfully Submitted,

A handwritten signature in blue ink, appearing to read "Blair Quasnitschka", is written over a light blue circular stamp.

Blair Quasnitschka, LNHA, FACHCA

Senior Living Communities – Vice President of Operations