



July 24, 2024

Clint Maun  
Maun-Lemke Speaking and Consulting, LLC  
8031 West Center Road, Suite 222  
Omaha, NE 68124

Re: Maun-Lemke Recruiting / Retention Program

Dear Clint:

First, I would like to thank you and Cheryl for working with my two facilities through your 16-week Recruiting / Retention program. The two facilities found the program to be rigorous, focused and fun. We accomplished the following items from our participation in the program:

- 31 New Hires into our nursing departments combined.
- Decrease in absenteeism by 36%.
- \$ 1.2m annualized reduction in nursing agency expenses.
- Turnover trending toward a 50% reduction over prior year.
- Sustainability plans in place requiring monthly follow-up with Senior Leadership.

Perhaps the largest gain was watching each facility team grow together, celebrate their results and sustain the process after the program concluded. The value of your program has now been extended to all facilities in our portfolio.

I would highly recommend your program to any provider, regardless of their staffing challenges because your program works and the focus on retention within the program was just as beneficial as the recruiting.

Thank you again for allowing us to participate in your program.

Sincerely,

Steven L. Vera  
Chief Executive Officer