



October 4, 2007

To Whom It May Concern:

I met Clint Maun in November of 2001 at the annual AAHSA convention in San Diego. At that time, I had been a nursing home administrator for seven years. Clint was speaking on employee retention and I happened to wander into his presentation. Frankly, I am not sure that I had ever laughed for two solid hours, but I am sure that I had not ever laughed for two hours when discussing the challenges associated with attracting and retaining employees. When I left the seminar, I was not sure that I had retained all of the information Clint presented, but I was sure that for the first time I had heard someone present a plan that made sense. Consequently, our organization has worked with Maun Lemke, specifically Clint, to reduce turnover in our organization by over 50%. We are currently on track to have the best year ever. We expect our turnover rate this year to be approximately 35%.

Furthermore, in 2006 we engaged Maun Lemke to help us improve our Medicare income. The dismal Medicaid rates in Texas forced us to reassess our existing business model. We engaged Maun Lemke and I am pleased to report that after a year of hard work and by following Maun Lemke's plan, we have almost doubled our average Medicare census.

Clint has spent his entire life in health care and understands the issues those of us in long term care face. Clint is able to give timely, pertinent assistance, and is capable of bringing a great deal of fun into the process.

Sincerely,

A handwritten signature in blue ink, appearing to read "Patrick L. Crump", is written over a white background.

Patrick L. Crump  
President & CEO

325-655-7391                      800-608-8820  
902 North Main Street              P. O. Box 5661              San Angelo, Texas 76903

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