



**Tom Campbell & Associates, LLC**

**December 3, 2018**

**Steve,**

**First and foremost, congratulations on your new venture and I know you will be successful where ever the journey takes you. Stacy and I have enjoyed working with you at Lenox on the Lakes (Avante) and are appreciative of the opportunity you presented us in providing services.**

**I have had the opportunity to work with many of the best in our profession of long-term care and I include you in that group. I think we share a philosophy of being teachers and mentors to others in our industry. More importantly, I know we are students as well as we learn from others. Working with you has taught me to keep a positive attitude, a sense of humor and a willingness to be to serve others. You also broadened my knowledge base, so thank you.**

**From the first time we met at ALF CORE training and then working together at the Lenox, I have been impressed with your comprehensive knowledge of assisted living operations. If the opportunity presents itself to put together a "dream team" of AL Professionals, you would certainly be on it.**

**In closing, I look forward to working with you (in some fashion) in the future. If you ever need anything from us, please feel free to reach out anytime.**

**Sincerely,**

A handwritten signature in black ink, appearing to read "Tom Campbell", with a long horizontal flourish extending to the right.

**CEO/President**

**Tom Campbell & Associates**

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