



LISA B. WILSON
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October 1, 2018

RE: Reference Letter for Steven Marhee

Dear Prospective Employer:

The purpose of this correspondence is, first, to confirm that Steve Marhee was employed with Avante Group Inc. ("Avante"), from September 1, 2009 to September 14, 2018. During this time, Steve's primary role with the company was as Vice President of Facility Services. In this role, Steve oversaw such areas as operational planning, purchasing and environmental services for Avante's Skilled Nursing Facilities, and the operations of Avante's Assisted Living Facilities.

Second, I wish to commend Steve's significant effort, value and service to Avante over the years. Steve is a tremendously hard worker, always willing to take on new assignments without hesitation, and proceeded on projects with a conscientious effort. As a leader, Steve is firm, but fair, and well regarded by his staff. Steve was a valuable member to Avante's Executive Leadership Team.

For my part, I have truly enjoyed working with Steve, appreciated his knowledge, experience and performance, and wish him well in all his future endeavors.

Please feel free to contact me at 954-987-7180, x269, or via email at lwilson@avantegroup.com should you have any further questions regarding Steve's employment with Avante.

Sincerely,

A handwritten signature in black ink that reads "Lisa Wilson". The signature is fluid and cursive, with the first name "Lisa" and last name "Wilson" clearly distinguishable.

Lisa Wilson
Chief Executive Officer
Avante Group Inc.