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To Whom It May Concern:

This letter will serve as a letter of reference for Mr. Steven Marhee.

I have been associated, worked for and collaborated on projects with Mr. Marhee since February 2012. At that time, Mr. Marhee, who served as Vice President of Facilities Management was instrumental in The Avanté Group expanding its services by purchasing four assisted living facilities from Virginia to Florida. Up until that time, Avanté was heavily invested in skilled nursing facilities and ancillary services related to that industry.

What struck me most about Mr. Marhee during my years with Avanté was that he was the élan behind all of Avante's projects including its work culture. He was the first line of corporate defense when negotiating contracts, whether it was service, purchasing or insurance agreements to ensure that Avanté's interests were not overlooked. He always, without exception, had the corporate interests at heart.

People gravitated to Mr. Marhee because of his personality and tremendous knowledge base ranging from intimately understanding the industry to a business sense of view to knowing how that relates and is necessary to delivering quality care.

Mr. Marhee has a knack in finding the right personnel in doing what is needed to get a job done. He is not forceful in approach but is collaborative in action. A team player and an innovator. CEO's and management feel very comfortable going to him seeking advice. He is very open and is wonderful in creating a productive work culture.

Finally, his record shows that he is a keeper and does not "jump" from position to position. It is with pleasure that I recommend this esteemed professional.

Should you have any questions, please do not hesitate to contact me at 305-924-6101.

Sincerely,



Saul Chapnick, MSW