

KATHLEEN M. CARTER, PLLC
Attorney at Law

December 16, 2016

CHS Group
Attn: Joe Bates
850 South Hewitt
Ypsilanti, MI 48197

Dear Mr. Bates,

I am writing this letter to let you know how much I appreciate working with CHS. I have several guardianship clients who receive services through your company. I have been impressed with the care, compassion, and dedication your staff displays to their clients. I believe that this originates from the top managers and trickles down to all employees.

I particularly would like to acknowledge Melissa Cowan's leadership. Melissa has attended numerous care conferences with me and is readily available. She has wonderful organizational skills and a great command for assessing a situation and problem solving.


Next I would like to acknowledge the incredible job Nicole Graham does with her clients. Nicole is not a nine to five employee. She is dedicated and works tirelessly for her clients. Her willingness to advocate for her clients and go above and beyond the call of duty never ceases to amaze me. I am willing to take on new cases when I know Nicole and CHS will be the team involved in the case.

I would also like to give an acknowledgement to the workers who staff the home on Duncan Road in Manchester. This group is compassionate and always working to find better ways to address the often-challenging needs of my client. Furthermore, in watching my client and the staff, I can see how comfortable and safe my client is with the staff.

Finally, I would like to personally thank Calvin Bobbitt. Calvin worked diligently with a client of mine who posed incredibly difficult challenges due to both medical and psychiatric needs. Calvin was often subjected to treatment that was less than nice but always remained professional. While maintaining appropriate boundaries and getting the task done. I thank him for his dedication and personal skills and would not hesitate in requesting Calvin to work with my clients.

In closing, I want to thank CHS for the care they have provided to my numerous wards and willingness to go above and beyond.

Sincerely,


Kathleen M. Carter

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**CHS Group
850 South Hewitt Road
Ypsilanti, MI 48197**

Dear Staff Members of CHS Group:

It is with great pleasure that we are writing to commend the entire staff who work with our loved ones.

In particular we'd like to recognize and thank MELISSA COWAN, Washtenaw Director of Residential Service for her day-in and day-out work on behalf of our son. She is reliable, caring, hands on (meaning when staff can't show up, SHE does), and her attention is always focused on the client's best interests.

She is a thoughtful problem solver, and her dedication is selfless and admirable, and as parents who entrust their children to her oversight, we feel assured she will do the best job possible.

Thank you, Melissa, for your outstanding and tireless efforts in assuring that our son and his staff have watchful, competent supervision.

We'd also like to thank ERICKA FLEMMING for her excellent expertise in managing the vocational program, matching clients with the varied vocational sites, and seeing that each client gets where he needs to go. She is an experienced professional, who is gracious, conscientious and always helpful.

We also greatly appreciate Andrea Hedges, who impresses us as a tireless team member, who seems to truly enjoy her work with our children and whose energy is contagious.

We also want to thank Kindra, Priscilla and Ryan for their thoughtfulness, patience, and dedication to our family

Re: Staff Appreciation

arenning@aol.com

Sent: Thursday, December 15, 2016 12:25 PM

To: Ericka Flemming

Jerry and I would just like to say a heartfelt *THANK YOU* to all the staff at CHS Group. We realize that it is a team effort, and it takes very, very special people to do what you do. I KNOW that I couldn't do it. We appreciate each and every one of you, more than you will ever know, for giving Asia a purpose for every day, and a group of people who care about her well being. You are a unique, and sadly, probably an under-appreciated group of people, which is why we want to say that WE appreciate you and your selfless giving to a group of people that society would forget were it not for you.

Adair and Jerry Renning