



June 21, 2011

Dear Nursing Personnel Family:

Nearly 18 months ago, Nursing Personnel committed to engaging only in the best practices in the home health care industry. Among the steps we took to reach that goal included the following:

- Adoption of a broad conflict of interest policy
- Review and revision where appropriate of all written policies and procedures, including with respect to hiring, discipline and patient protocols
- Consistent and effective training of new employees and updates for all employees
- Establishment and implementation of a clear procedure for the reporting of waste, abuse and suspected illegality

In order to put these in place, we established a working staff compliance committee that meets monthly both to identify any and all areas of operations that need attention as well as to anticipate changes in the field and make whatever changes are needed to keep Nursing Personnel as a leader in the field. In addition to the monthly meetings of the compliance committee, there have been quarterly presentations by the compliance committee to a committee of the Board of Directors so that the board can be an active participant in both the identification of issues and their solutions.

I want to thank Alecia Grant, the Nursing Personnel Chief Compliance Officer, as well as compliance committee members Theresa Priefer, Arturo Silvero and Mr. Fish for all their hard work on the committee.

We believe that through our introduction of a comprehensive compliance program and development of best practices Nursing Personnel is now a leader in the field of ethical home health care. We could not be in this position without the contributions that each and every employee has made and continues to make to this effort. On behalf of the board of directors and the administration we want to thank all our employees for helping us reach this position.

Of course, there is always room for improvement. If you ever have a question as to whether something is lawful or ethical, call your supervisor, Ms. Grant or me for guidance. There is also a hotline (877-210-1013 or 718-534-6230) through which any waste or wrongful conduct may be reported, anonymously if you so choose. We will never tolerate retaliation in any form against an employee who reports concerns honestly and in good faith.

Thank you for bringing us to where we are today and we look forward to continuing to work together into the future.

Walter Greenfeld, Chief Administrative Officer