

July 5, 2017

To: All CMC Staff

Re: Letter of Appreciation

This last week saw the departure of our CEO and Superintendent, Johnathan Owens. We will also no longer be using the services of his friend, consultant Christopher Bjornberg. Ramona Hicks has graciously agreed to serve as our Interim CEO. The recruiting committee met this week to begin the search for our next CEO.

As we read CMC's Mission, Vision and Values statement at last week's Board of Commissioners meeting, I highlighted one of our most important values, compassion. When I teach Ethics courses, I make the point that compassion is at the heart of all ethical behavior. Honest, heartfelt concern for the needs of others is what prompts us to do what's best for them. Ramona embraces our Mission, Vision and Values. She cares deeply about our patients, our community and everyone in her care, including each one of you.

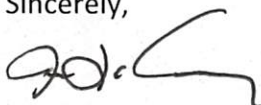
Ramona is joined by Chief Financial Officer, Kelly Hughes, Chief of Staff, Dr. Sam Hsieh and Human Resources Manager, Heather McCleary, as our Executive Team. I know they look forward to bringing our larger leadership team of directors and managers together to collaboratively chart Coulee Medical Center's course.

The Board Human Resource committee members, Commissioner Brueske and I, would like to extend a special thank you to everyone who met with us in the CEO appraisal process. Your candor and constructive participation were critically important. We appreciated the courage and conviction you displayed. We were impressed with how very capable, as well as how committed to our Mission, our management team is.

The Board knows the year ahead will be full of challenges for all of you, among them the migration to Athena. We also know how fortunate Coulee Medical Center is to have the quality of personnel that we have.

Please know the Board of Commissioners deeply appreciates all you do for the life, health and future of our community!

Sincerely,



Jerry L. Kennedy  
President, Board of Commissioners

