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December 27, 2022

Dear Ms. Schwartz & Nurse Staffing Committee Members,

Thank you for your engagement with the staffing discussions during the Nurse Staffing Committee meetings. We all want to do the best for patients and the care they receive. This letter is to inform you that I will be signing the Attestation Form and submitting the CWH Nurse Staffing Plan that was presented and subsequently discussed at your meetings.

I have carefully reviewed the proposed the CWH Nurse Staffing Plan and understand the WSNA members would not endorse this plan. I am disappointed that the committee could not come to consensus. This plan is based on the median staffing for like units from national benchmarks and is considered industry standard. As I have previously shared, it is important that we meet industry medians to help address the patient care needs and the hospital's financial challenges at CWH. We are not in this alone as all hospitals throughout Washington are currently facing these same issues.

Sincerely,

A handwritten signature in black ink, appearing to be 'AJ' followed by a long horizontal stroke.

Andrew Jones, MD, MBA

Chief Executive Officer

Confluence Health | Administration

Cc: Sara Bergenholtz, CWH WSNA Co-Chair
Shawn Reed, WSNA Representative
Confluence Health Human Resources