

August 12, 2005

To whom it may concern,

I am writing this letter of reference for Teddie Snodgrass. Mr. Snodgrass has been under my supervision since May 1, 2005. Mr. Snodgrass independently provides full range of nursing care to surgical patients. These patients include orthopedics, vascular, general surgery, ENT, and cardiothoracic. He uses sound critical thinking skills and follows up on identified patient issues. For example, Mr. Snodgrass noted altered mental status on a TB patient that recently had a VATS procedure. He further assessed the patient and notified the medical team of the patient's change of condition. Mr. Snodgrass continually assessed the patient and pursued transfer to an ICU.

Mr. Snodgrass independently performs the charge nurse role and delegates appropriately. He effectively communicates with members of the healthcare team and is a patient advocate. His rapport with patients and families is exceptional. He recently received the Shining Star Employee Recognition award, based on feedback from patients and their families.

Although my interactions with him have been brief (4 months), I am confident he would perform well in the Cardiothoracic ICU. If you have questions or need further information, please contact me via any method below.

Sincerely,

A handwritten signature in dark ink, reading "Michelle A. Ernzen". The signature is fluid and cursive, with the first name "Michelle" being the most prominent part.

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