

THRIVE CO.

Tackling stigma, educating and saving lives.

Memorandum

To: Thrive Team

From: Samaritan Ray

CC: Other recipients

Dear Team,

I am excited to announce a change within our organization! After careful consideration, we decided to redesign our current organizational structure to better serve our community and uphold our values. Our new structure is designed to promote effectiveness, productivity and efficiency. Through promotion of these three characteristics, we will ensure we provide the best care possible.

A few of the main points of the new structure are as follows:

1. Roles that have clearly defined roles-In an effort to promote efficiency we will be reducing the number of jobs that are doing different roles within their workday. For example, if you are collecting data and interpreting data you will no longer be assigned to review policies or participate in community outreach.
2. Improved escalation methods: We have listened to your concerns, and we have implemented a hierarchical escalation chart for addressing conflict or more serious matters.
3. Continuous education: We are excited to announce that we will offer more CEUs opportunities and provide bonuses for those that complete more than the required CEUs in a calendar year.

During this exciting time of transition, we encourage everyone to ask questions and voice any concerns! We are always willing to listen, learn and if possible, implement your ideas into our organization.

Best Regards,

Samaritan Ray

CEO

Thrive co.