



Living our Core Values:

The trauma of the COVID-19 pandemic in the past several months and the social unrest brought about by the racial tensions in the most recent weeks have caused us all to pause and reflect.

At the very core and foundation of Talem Home Care are principles that surround our four Core Values: Community, Team, Family, and Giving. We have been proud to build the mission around these values and believe that they allow us to deliver the best care to our clients and encourage our teams to be their best selves.

But as we pause and reflect, we must ask, have we been our best selves? Are we living our mission? During these unusual and challenging times, everyone within the Talem Home Care family nationwide has stayed true to our duties and responsibilities to serve others. ***However, we need to do more.***

To all of you, we say thank you. Your commitments to your clients and each other are genuinely appreciated and every day, and we learn from you as we navigate through this tough time. But, now, more than ever, we need to communicate and learn from one another.

We need to engage in meaningful behaviors and conversations with our colleagues who may not have our skin color, who may not speak precisely as we do, who may have a different belief system, and who may experience humiliating acts of injustice simply because of these differences. We need to listen to one another and appreciate our diversity.

Our core values are only as strong as the weakest link in the chain of those who would practice them. Every Talem office is dedicated to creating a safe space for anyone to connect, share, and support one another. These connections and conversations across the Talem Home Care family can allow us to heal as we strive to listen, learn, and better understand what each of us must do to create and support change.

In solidarity, we can unite. And as a family, we find strength. The circumstances we find ourselves in today did not evolve overnight. They have come from years and years of intolerance and complacency. They are a result of a lack of communication and years of prejudice.

We must take responsibility for our choices to come together to help change the way we live. People shouldn't have to live in fear just because they are different. We each need to look in the mirror and ask ourselves, Am I part of the problem or part of the solution?

We need to do more; We need to seek to understand. Only then can we make a difference!

From all of us at Talem, we are here for you. We re-commit to our Core Values, and we commit to doing more.

We commit to all of you, our family at Talem Home Care.

A handwritten signature in black ink, appearing to read 'Jake Rankin', is positioned above the name and title of the signatory.

Jake Rankin, CEO/Co-Founder
Talem Home Care & Placement Services