

June 22, 2022

To Whom It May Concern,

This is an unqualified letter of reference for my colleague, Paul Alper.

I have known and worked with Paul since 2009 when he was VP Patient Safety Innovation at DebMed, now part of SC Johnson Professional. He is a passionate and visionary innovator who sees projects through from concept through commercialization, taking stakeholders' needs into consideration.

Paul worked in partnership with me, our Vice President of Quality and Patient Safety, Dr. Tom Diller, our PhD bio- statistician, Dawn Blackhurst and Hospital Epidemiologist Dr. Bill Kelly, to design, develop, beta test, validate and commercialize the DebMed Electronic Hand Hygiene Monitoring system within the Greenville Health System (GHS), now Prisma Health.

Paul collaborated with us and DebMed engineers to ensure the system design met our health systems need for a reliable hand hygiene electronic monitoring system. We also collaborated and published a study in the American Journal of Infection Control and Epidemiology (AJIC) in 2011 which was the basis for the system's ability to calculate a reliable denominator for hand hygiene compliance based on the WHO 5 Moments. *The HOW2 Study - Hand Hygiene Opportunities Where and When* was a first of its kind study and featured Elaine Larson, PhD, me, Paul, and others at GHS as co-authors.

He supported our research team as we completed a validation study, published in AJIC during 2016 that validated the hand hygiene e-monitoring system as effective. Once validated, Paul collaborated with me to successfully negotiate a 3 year multi-million-dollar commercial contract for use of the system as well as DebMed hand hygiene products across all seven of our GHS hospitals.

Paul would be excellent for any role in which the need for understanding the needs of a healthcare facility or system and translating that understanding into insight for innovation. He has strong people, business development and negotiating skills. He is scientifically literate and can communicate with ease with physicians, academic researchers, nurses, and organizational leaders. He is effective in networking and influencing guideline setting as demonstrated by his work specific to hand hygiene and the Leapfrog Group.

Paul always takes the high road, talks straight and honestly, communicates openly and transparently, welcomes feedback and opportunities for improvement, and always holds himself to the highest standards of professional conduct.

We are both friends as well as professional colleagues and I would be happy to answer any further questions about his work, qualifications and most importantly, his passion for improving patient safety.

Best Regards,

A handwritten signature in black ink, appearing to read "Connie Steed". The signature is fluid and cursive, with the first name "Connie" written in a larger, more prominent script than the last name "Steed".

Connie Steed, MSN, RN, CIC, FAPIC

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