

Joe Macaluso, RN, JD, CPHRM
Vice President of Risk Management
Renown Health
1155 Mill Street
Reno, NV 89509



November 6, 2025

To whom it may concern:

It is my pleasure to offer my highest recommendation for Cassandra Deen, Director of Clinical Excellence for Renown Health, for appointment to the Washoe County Emergency Medical Services Advisory Board (EMSAB). I have had the privilege of working alongside Ms. Deen in her leadership capacity in our organization for several years and I can attest to her exceptional professionalism, insight, and unwavering commitment to advancing the quality and safety of patient care across our organization and community.

As the Director of Clinical Excellence, Ms. Deen has played a vital role in elevating patient care standards, fostering evidence-based practice, and strengthening the collaboration between care partners in our facility and community. Ms. Deen's extensive experience in clinical operations, quality improvement, and system-level performance makes her uniquely qualified to serve on the EMS Advisory Board. Her data-driven mindset and dedication to continuous improvement embody the principles of excellence that are essential to advancing EMS services in our community.

Beyond her professional accomplishments, Ms. Deen is a thoughtful leader and a trusted partner who consistently demonstrates integrity, empathy, and a genuine commitment to excellence. Her ability to engage diverse stakeholders and drive meaningful, sustainable change will make her an invaluable asset.

For these reasons, I strongly support Cassandra Deen for consideration for the Washoe County EMSAB. I am confident that her expertise, leadership, and vision will make a significant contribution to the continued enhancement of our county's emergency medical services system. Please feel free to contact me should you have any questions or require additional information. Thank you for your consideration.

Sincerely,

A handwritten signature in black ink, appearing to read 'Joe Macaluso', written over a horizontal line.

Joe Macaluso, RN, JD, CPHRM
Vice President of Risk
Renown Health